



# CCP Update



CCBOs met in Johannesburg

## CCBO Forum in Johannesburg Offers Education, Training and Sharing

For much of CCP’s history, the focus had been on raising money to support pensions in the central conferences. After reaching the fundraising goal in 2013—the focus is now on training, educating and supporting conference benefits officers (CBOs) in their efforts to ensure that central conference pensions remain sustainable and dependable. With this goal in mind, CBOs gathered in Johannesburg, South Africa in September for the three-day Central Conference Benefits Officer Bi-annual Forum.

As the pension plans have matured, topics covered at the meetings have evolved. The first Forum was held in 2011. Early forums focused on the basics—such as developing a plan document, funding administrative costs and the CBO’s role. This year’s meeting reinforced and built on these topics. It also introduced new concepts with presentations from the General Board of Pension and Health Benefits on defining eligibility, collecting contributions, contributions record-keeping, plan audits, compliance and developing an investment policy.

“The CCBO Forum gives us the opportunity to reinforce and expand on concepts we’ve previously covered, as well as educate the newest CBOs about those concepts,” said Dan O’Neill, director of Central Conference Pensions. “It also gives the attendees the opportunity to discuss problems

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**CCP Achievements**

Retirees currently receiving CCP support:	<b>1,421</b>
Surviving spouses currently receiving support:	<b>1,497</b>
Active pastors covered:	More than <b>6,400</b> in 13 unique pension plans
Total pension amount distributed to date:	<b>\$6.2 million</b>

**Central Conference Facts**

The central conferences are located outside the United States and include annual conferences in Africa, the Philippines and Eurasia.

Within the central conferences, there are 75 annual and provisional annual conferences with 5.4 million members.

Thank you for your ongoing support!





Paul Dirdak



Beverly Jerusalem (Philippines) addresses Forum attendees



Joseph Tunda (Congo) and Suzanne Adouko (Cote d'Ivoire) listen to presentation

## CCBO Forum—Johannesburg (continued)

*they face in their conferences and receive feedback from the group on ways to address these challenges.”*

For the first time, attendees learned from their peers in a formal setting, with presentations from Beverly Jerusalem of the Philippines covering the methods she uses to make sure pastors are paying the required contributions and Joseph Tunda of the Congo discussing payroll deductions in the Central Congo Episcopal Area. There were also good conversations throughout the event, and ample opportunities for attendees to learn from each other.

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*“[The CCBO Forum] gives the attendees the opportunity to discuss problems they face in their conferences and receive feedback from the group on ways to address these challenges.”—DAN O’NEILL*

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The meeting was educational not only for the participants, but for the General Board staff in attendance. *“It allowed us to learn more about some of the unique issues faced by the CBOs and work together to look for solutions,”* said O’Neill. *“For instance, one attendee asked how to collect a percentage of compensation from a pastor who is paid in agricultural products instead of cash. Others shared their experience with legal restrictions specific to their area.”*

*“The Central Conference Pension Initiative developed the foundation for pension plans to support pastors in these conferences by funding the pension amounts due for their service before the new pension plans were initiated. The endowment has already supported many who previously would have been left with nothing after years of ministry,”* said Tim Koch, the General Board’s chief financial officer. *“But now it’s up to each conference to ensure that its program will be sustainable through ongoing, required and regular contributions from pastors and local churches. We are working to support them and ensure that their efforts are successful.”*

The sessions also included simulation exercises, which allowed participants to work in groups and develop strategies for facing potential pension administration challenges. Simulating possible issues and working through options they might have for real-life solutions proved the most energizing part of the three days.

The General Board of Pension and Health Benefits—on behalf of those who serve in the central conferences—thanks the denomination for its continued support of CCP. This program will help assure sustainable lifetime pension support to central conference ministers and surviving spouses in retirement.

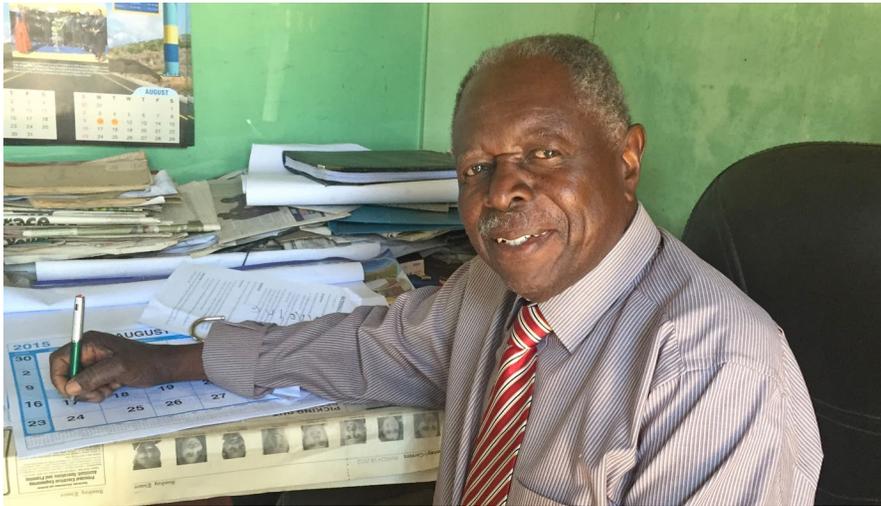


## Your Support is Changing Lives

During our 2015 evaluation trips, CCP staff interviewed retirees and surviving spouses who are receiving pension support. Each is thankful to donors around the world for the continued generosity that helps improve their lives. For instance, CCP pensions allow pensioners to pay for needed medicines and improve the quality of their housing.

### Rev. Lovemore Nyanungo

*Retiree, Zimbabwe*



Rev. Nyanungo was a schoolteacher in Zimbabwe before being called to the ministry in 1958. He graduated from Zimbabwe's United Theological College in 1963 and began his service. He was ordained in 1964, first serving in Marange and then in Mutare. During his 39 years of service, he participated in a six-month training program on Urban Missions with the World Council of Churches, and served as a district superintendent in two districts before finally retiring in 2002.

He is happy that the church in Zimbabwe continues to grow in both urban and rural settings. His mother is still living and recently celebrated her 107th birthday. He comes from a large family with 12 siblings, and he has five adult children of his own. He offers the following advice to new pastors: *"Enjoy the ministry—don't think about the stipend, instead think of who calls you."*



### Rev. Rodolfo Valdez

*Serving the Church "requires both heart and mind."*

*Retiree, Philippines*

Rev. Valdez began his ministry in 1969 as a local pastor and retired in 2009. During his 39 years of service, he led eight different churches. His most difficult appointment was in the Abaccan region; it required a seven-hour walk each way, twice monthly.

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## Spotlight On...

Cote d'Ivoire—

Rev. Gabriel Basse, CBO

The CCP pension program has been active in Cote d'Ivoire since 2011 and currently supports two retired pastors and 25 surviving spouses. It has been a model program in many ways, with several takeaways for other central conferences. However, as with any new plan, there are still opportunities for improvement.

## Things That Are Going Well

**Recordkeeping.** Cote d'Ivoire has an impressive level of preparedness and offers fairly accurate records. At a recent site visit, CCP received the original signed records showing that each retiree and surviving spouse received his or her benefits; records covered all of 2014 and the first half of 2015.

**Contributions.** The conference offers centralized payroll, a system in which all pastors' salaries are paid through the district or the annual conference office. Under this system, 100% of pension contributions are collected from pastors and employers.

**Connection.** In addition to seeing each recipient monthly when pension payments are collected, Rev. Basse visits each surviving spouse at least once a quarter to ensure they are doing well.

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## Your Support is Changing Lives (continued)

Retirees and surviving spouses are thankful to donors around the world for the continued generosity that helps improve their lives.

Rev. Valadez can still tell you how many people he baptized (88) and couples he married (147). He tells young people who are considering a career in ministry that serving the Church “*requires both heart and mind.*” He is thankful for his pension, which allows him to purchase the medicines he needs.

### Rev. Samson Mungure

*Retiree, Zimbabwe*



Rev. Mungure served 36 years in active ministry. Ordained a deacon in 1979, he served in Zimbabwe; Zambia; Kansas City, Missouri; Botswana and South Africa. He also served as a district superintendent and as an assistant to Bishop Muzorewa during the founding of Africa University.

He prides himself on his ability to mobilize his community to create a lasting presence. He often served areas with no church facilities and led his congregations in efforts that established permanent buildings within months. He is optimistic about the future of the church in Zimbabwe.

Rev. Mungure has four children, seven grandchildren and two great-grandchildren.

### Yapi Germaine

*Surviving spouse, Cote d'Ivoire*



Yapi Germaine's late husband served the Church from 1976 to 2004, after graduating from the seminary in Benin. During his ministry, he served 11 charges—and Yapi remembers each fondly, saying “*I loved all the churches we served.*” Yapi served every church as a children's Sunday school teacher and sang in the choirs. She is proud that all of her five adult children continue to be active in their

churches. She is grateful for the pension she receives every month, and frustrated at the state of the Ivorian economy in which her university educated children have a hard time finding employment.

## Spotlight On...Cote d'Ivoire (continued)

### Directions for the Future

*Pension Distributions.* While office visits by each recipient to collect their pensions allow the CBO to maintain a connection with retirees and surviving spouses, such visits can be a burden to the aging pensioners. CCP plans to help the conferences move to electronic direct-to-bank-accounts distribution for pension recipients.

Questions?

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