



Wespath's Commitment to Those Who Serve

Wespath Benefits and Investments (Wespath) is available to serve all Methodist expressions. We are authorized by *The Book of Discipline* to administer benefit plans for annual conferences, large or small groups of churches, or a single church that changes its affiliation with The United Methodist Church.

While some connectional benefit plans sponsored by UMC annual conferences are not available to disaffiliated churches, these churches may choose to sponsor other Wespath-administered plans for their clergy and lay employees.

The following plans are available to churches that disaffiliate under ¶12553 of the *Discipline*, but continue to share common religious bonds and convictions with the UMC based on shared Wesleyan theology and tradition and Methodist roots. Wespath also may make these plans available to local churches that change their connectional relationship with their annual conference through application of *Discipline* ¶12548 or ¶12549, depending on the facts and circumstances. These plans are administered by Wespath, and are available for both clergy and lay employees:

Retirement



United Methodist Personal Investment Plan (UMPIP)

UMPIP is a 403(b) retirement savings plan.

- Churches may sponsor UMPIP for clergy, lay employees or both.
- Participants can make personal contributions to the plan by payroll deduction.
- The church can also make plan sponsor ("church") contributions, such as matching contributions or a percentage of a participant's pay.

Note: Since UM clergy at a disaffiliated church can no longer participate in the Clergy Retirement Security Program (CRSP), the church may want to make a similar contribution for clergy to UMPIP.

Health and Well-Being



HealthFlex

HealthFlex is a group health plan with a focus on all dimensions of members' well-being.

- Health benefits options include a combination of medical, prescription drug, dental and vision coverage.
- Well-being programs include the Virgin Pulse physical activity, health coaching, diabetes prevention and employee assistance programs.

Note: Churches with more than 50 eligible employees can sponsor HealthFlex and its integrated well-being programs.

Death and Disability



UMLifeOptions

UMLifeOptions offers fully insured long-term disability and life insurance coverage for employees and their families.

- Churches may sponsor one or more UMLifeOptions plans for eligible clergy, lay employees or both.

Note: Since UM clergy at a disaffiliated church can no longer participate in the Comprehensive Protection Plan (CPP), the church may want to consider sponsoring UMLifeOptions.

For More Information



Contact Wespath if you'd like to discuss how your church can sponsor benefit plans for your clergy and lay employees.

- Email: retservices@wespath.org
- Call: **1-800-851-2201** to speak with a *Retirement Services* representative
- Plan info: [Wespath.org](https://www.wespath.org)
 - [wespath.org/retirement-investments/retirement-plans/UMPIP](https://www.wespath.org/retirement-investments/retirement-plans/UMPIP)
 - [wespath.org/health-well-being/benefit-programs/umlifedoptions](https://www.wespath.org/health-well-being/benefit-programs/umlifedoptions)
 - [wespath.org/health-well-being/benefit-programs/healthflex](https://www.wespath.org/health-well-being/benefit-programs/healthflex)