

General Conference (April 23-May 3, 2024)

Key Legislative Results—for Annual Conferences

NEW: Compass Plan—for clergy

[Petition 20946-FA](#)

Effective January 1, 2026. Compass will replace the Clergy Retirement Security Program (CRSP). Compass is an account-based, defined contribution (DC) plan.

- Eligibility: same eligibility as CRSP.

Special features in Compass include:

- Three types of contributions into the clergy's account from the local church/annual conference (flat dollar, 3% of pay, and \$1 for \$1 match on clergyperson's contribution up to 4% of pay).
- Matching contribution from the conference on qualified student loan payments made by the clergy.
- Increase in the deemed value of parsonages to 35% of base pay (currently 25% with CRSP), which increases the Church's contributions for clergy living in parsonages.
- The account balance that holds the Church's contributions and investment return will be distributed through LifeStage Retirement Income. LifeStage Retirement Income helps optimize monthly payments based on the person's age, account balance and other factors to help the account balance last throughout the clergy's retirement lifetime. (The clergy's contributions also may be managed through LifeStage Retirement Income, if so elected.)
- Ability to leave remaining account balance after death to heirs, beneficiaries, charity, etc.
- [More info](#) about Compass.

Existing benefits will not change:

- *Retired clergy:* For clergy already receive payments through CRSP (or two older pension plans: Ministerial Pension Plan or the Pre-82 Plan)—**benefits will not change.**
 - Pension or annuity will continue being paid like it is today.
 - Cost-of-living increases will continue.
- *Active clergy:* Clergy still in ministry **will not lose benefits already earned.**
 - Clergy continue earning benefits through CRSP until December 31, 2025.
 - *Starting January 2026:* clergy begin accruing benefits under the new Compass plan.



CHANGES TO: Clergy Retirement Security Program (CRSP) and Ministerial Pension Plan (MPP)—for clergy

[Petition 20948-FA](#)

CRSP: Close CRSP and transition to new Compass plan. Effective December 31, 2025.

- *Benefits remain—clergy won't lose benefits already earned.*
- CRSP pension benefits, based on denominational average compensation (DAC), will continue to grow at 2% while clergy person remains in active ministry.
- Clergy will automatically transition to new Compass plan.

MPP: New optional alternative to annuitization for 65% of account balance. Effective May 10, 2024.

- Gives clergy in MPP an *option* to move 65% account balance to LifeStage Retirement Income (LSRI) instead of annuitizing.
- Note: MPP applies to eligible clergy for service between January 1983 and December 31, 2006.
- [More info](#) about new MPP option.

CHANGES TO: Comprehensive Protection Plan (CPP)

[Petition 20951-FA](#)

Streamlines some features of the clergy disability and death benefits plan, including:

- Effective June 1, 2024: Creates new temporary *disability benefit* while clergy person's claim is being evaluated. Temporary benefit is paid by the plan (replaces temporary grants from the annual conference).
- Effective January 1, 2025: Streamlines *death benefits* to flat dollar amounts (with 2% annual increases) upon the death of:
 - Active participant: \$50,000
 - Retired participant: \$24,000
 - Spouse of active or retired participant: \$16,000
 - Surviving spouse of deceased active or retired participant: \$12,000
 - Child: \$8,500
- Effective June 1, 2024: Restarts *Voluntary Transition Program* (VTP) through 2028 for clergy who want to exit ministry. (VTP is *not* for disaffiliating clergy.)