



Wespath
BENEFITS | INVESTMENTS



COMPASS

Compass: An Overview

2025 Annual Conference Meeting





What to Know

- **Active clergy**—keep benefits earned previously under legacy plans (Pre-82, MPP, CRSP)
- **Retired clergy**—no impact, no changes
- **Eligibility**—annual conference discretion regarding 50% or 75%

Why Compass?



Sustainability



Affordability



Adequacy



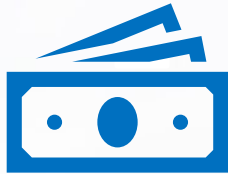
Flexibility

UMC Retirement Contributions

(effective January 1, 2026)

Automatic contributions

In partnership with clergy



\$150* per month

+

3% of compensation**

+

**\$1/\$1 matching
contribution
(up to 4% of compensation)**

* 2026 amount; increases 2% per year (\$5 increments)/prorated by appointment percentage

** Compensation includes 35% parsonage value or housing allowance

Clergy Partnership is Essential

- Contribute 4% of your compensation to unlock the full match
- Contribute what you can afford
- EY Financial Planning Services can help you get there!

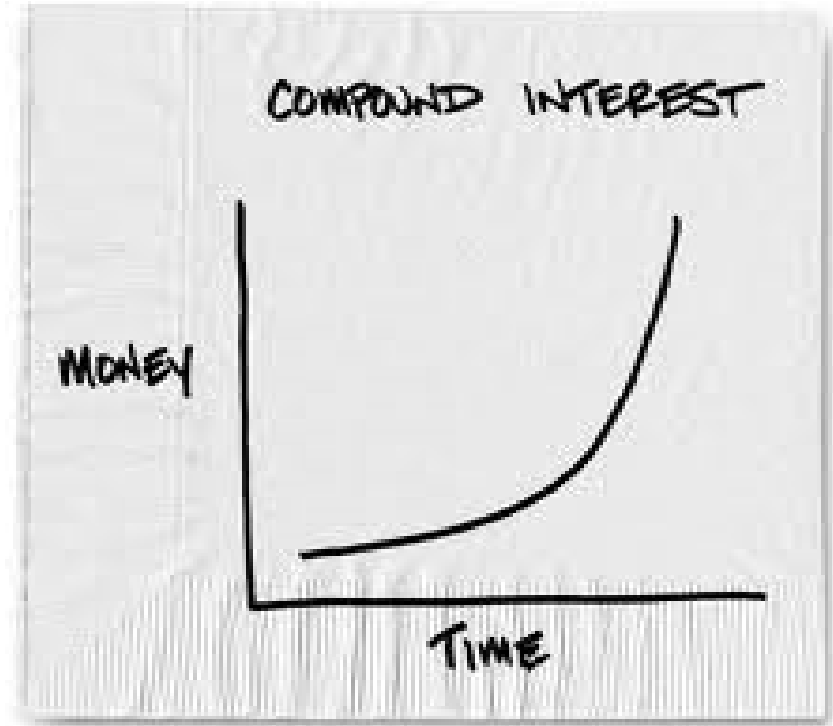


The “Magic” of Compounding

- Compound interest
- Your money works for you
- Time is key

*“The best time to plant an oak tree is 20 years ago. The second best time is **today**.”*

– Chinese Proverb



Contributions Over Time

Clergyperson	Initial Contribution Rate	Automatic Escalation	Final Contribution Rate	Projected Monthly Income (Participant and UMC Contributions)	Income Replacement
A	1%	No	1%	\$4,284	38%
B	4%	No	4%	\$7,370	66%
C	4%	Yes	10%	\$9,939	89%

CLERGYPERSON B
is over **70%** better off than
Clergyperson A

CLERGYPERSON C
is over **30%** better off
than Clergyperson B

Also, **CLERGYPERSON C**
is more than **100%** better
off than Clergyperson A

The information provided is for illustrative purposes only and represents retirement benefits invested over a 40-year period using LifeStage Investment Management with a moderate investment profile (7% return assumption). This scenario assumes the clergy-person is full-time and receives a 2.5% annual salary increase. Actual investment returns may vary. Projected income is derived using a 4.52% conversion rate.

Plan Features Designed to Help

- Parsonage value increase from 25% to 35%
- Student loan provision
- Automatic enrollment and escalation
- LifeStage Investment Management
- LifeStage Retirement Income





Parsonage Value Increase

Parsonage value/housing allowance—
included in plan compensation

Deemed parsonage value—
increases from 25% to **35% of pay**

- Reflects a more realistic value
- Subject to minimum and maximum

Student Loan Provision

- Counts qualified educational loan payments *as if* they were clergy contributions to Compass up to 4% of compensation
 - **Earn 4% plan sponsor match**
- Participants will have ability to **self-certify** qualifying payments
- Self-certification expected to be done via [Benefits Access](#)
- Informed by **SECURE 2.0 Act legislation**



Automatic Features in Compass

Automatic features will help protect clergy who are less engaged:

Auto enrollment

Get clergy contributing at rate no less than

4%

Auto escalation

Increase savings rate incrementally over time

+++

Participant can make a decision different from default options



Personal Contributions in Compass— Transferring UMPIP* Elections



Participants contributing

\$0 now



Will be **auto-enrolled at 4%**** before-tax

Participants contributing

less than 4%**

with **one** contribution type
(before-tax only, Roth only,
or after-tax only)



Will be **auto enrolled at 4%**** same type

Participants contributing

4% or more**



Same rate/type carries into Compass (dollar amounts converted to %)

* UMPIP: United Methodist Personal Investment Plan

** Or higher, if elected by the conference

LifeStage Investment Management

- Personalized investment management allocation tool for defined contribution (DC) accounts
- Sets an investment allocation with quarterly reviews
- Rebalances accounts as needed
- Manages investments during active service and in retirement
- **Required** for UMC contributions



LifeStage Retirement Income

- **Optimizes** retirement savings
 - Determines how much money you can safely take out as your monthly retirement income
 - Option to use retirement savings early to attain maximum Social Security benefits
 - Option of deferred annuity beginning at age 80 to establish lifetime income
- **Required** for UMC contributions





Projection Tool Update

- Projection tool updated for retirement dates after January 1, 2026
- Incorporates Compass
- Includes option of MPP 65% as LifeStage Retirement Income



Partnering with Annual Conferences

- Working group meetings
 - Annual Conference representatives
 - Bi-monthly (June, August, October)
 - Focus on administrative opportunities
- Update meetings
 - Conference Benefits Officers
 - Between core group meetings

What Do You Need to Do and Know?



Review
your personal
contributions



Name
beneficiaries



Understand your
current retirement
projection



See how EY
can help you



Compass Implementation Roadmap

Participant Communications Timeline

2025-2026

Q1 2025

- Compass **webpage**
- “Fast Facts about Compass **video series** launches
 - Student Loan Provision
- **Compass At-A-Glance** available
- Compass **quarterly email** begins 2/1
- Compass 101 **slide deck** for ACs

Q2 2025

- Compass **FAQs**
- **Live from Wespath**
- “Fast Facts” video
 - Importance of 4%
- Dimensions **article**
- Compass overview video
- Wespath co-presents at **AC plenary and clergy sessions**
- Wespath **AC booth**
- Compass quarterly **email** May

Q3 2025

- “Fast Facts about Compass” **video** series continues
 - Projections
 - More about EY
- Compass **brochure**
- Compass quarterly **email** Aug.
- Personal contributions eblast

Q4 2025

- Rollout **mailing #1** (w/ webinar invite)
- Dimensions **article**
- Rollout **webinar #1**
- Rollout **mailing #1** (w/ webinar invite)
- Rollout **webinar #2**
- Compass quarterly **email** Nov.

Q1 2026

- Compass launch **email** (w/ invite to Rollout **webinar #3**)
- Rollout **webinar #3**
- Compass live in **Benefit Access**

To ensure accessibility and inclusivity, key materials will be translated into **Spanish** and **Korean**.

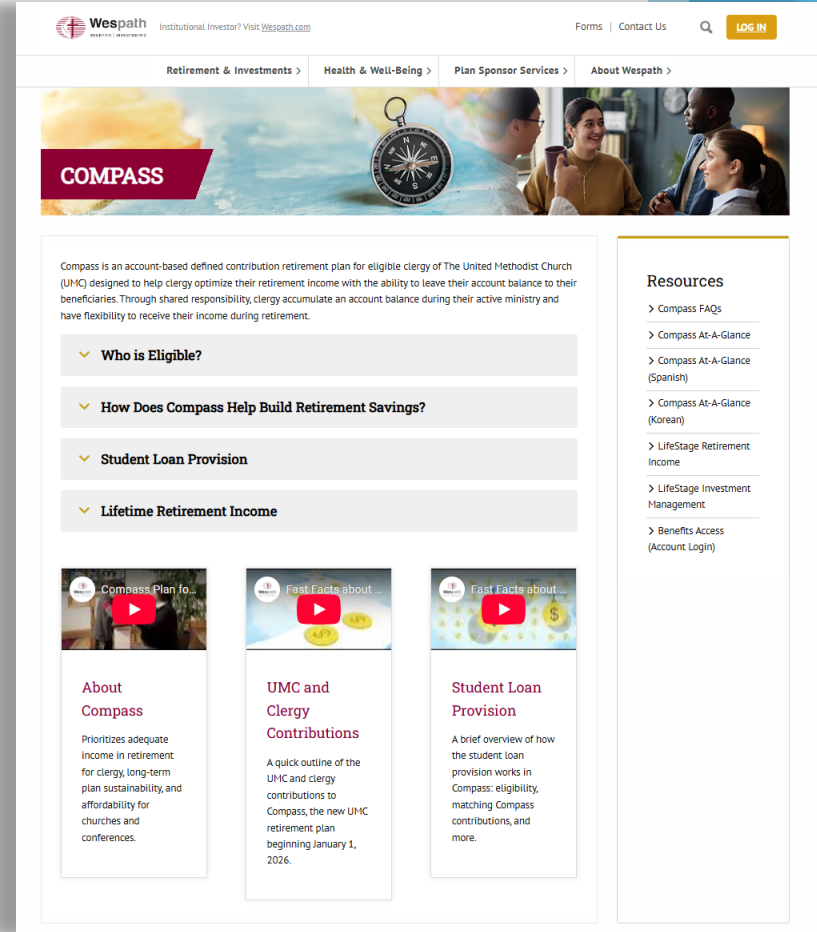
Compass Webpage

wespath.org/r/compass

- Home base for Compass information
- Contains ever-expanding resource library



SCAN ME





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