




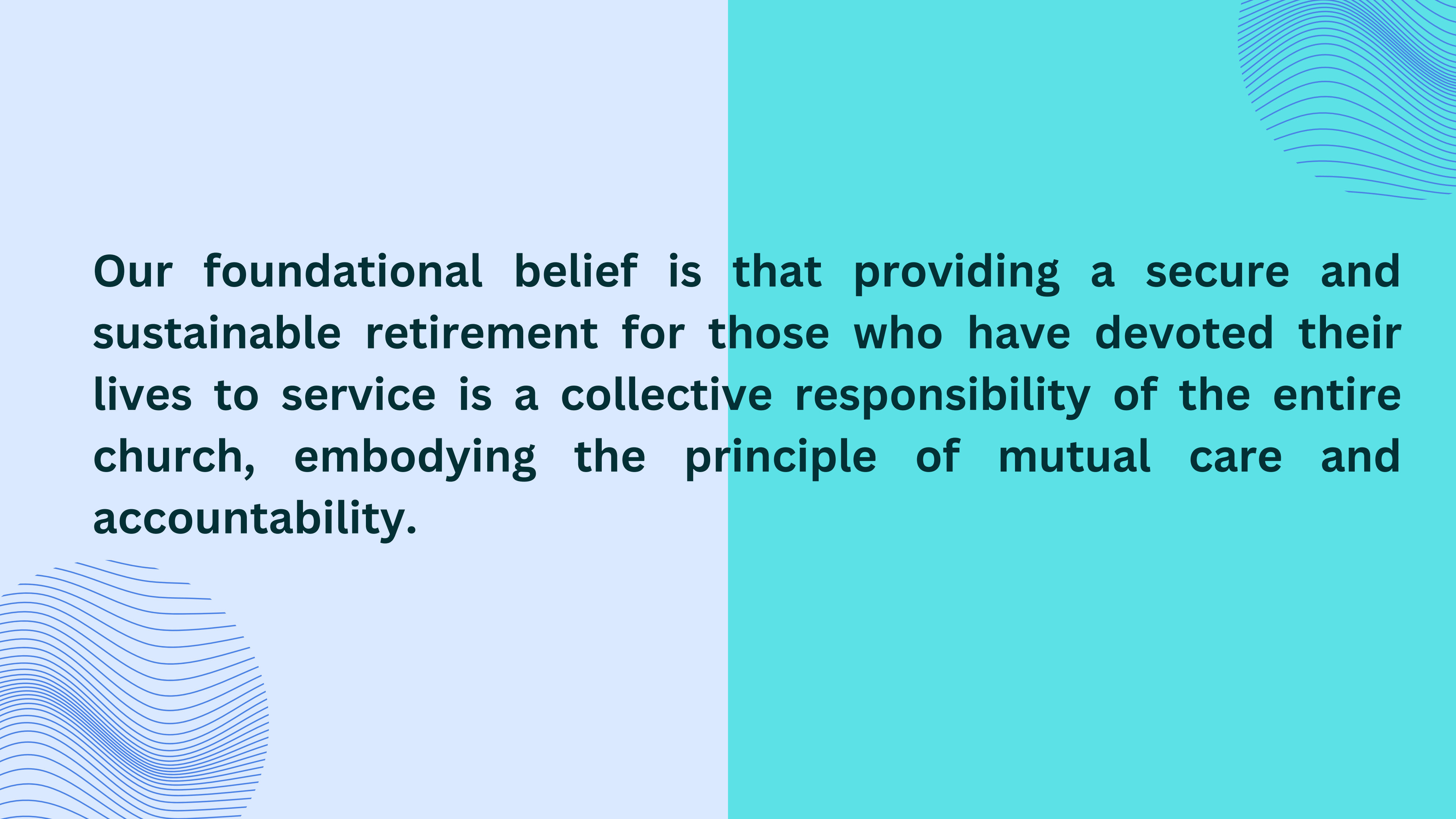
**PHILIPPINES CENTRAL CONFERENCE
OF THE
UNITED METHODIST CHURCH**

THE BOARD OF PENSIONS

NOVEMBER 2025



The core mission of the Philippines Central Conference (PCC) Board of Pensions is to uphold and honor the dedicated service of our clergy by providing their retirement years – and those of their surviving spouses– with assured financial security and the comfort they deserve.



Our foundational belief is that providing a secure and sustainable retirement for those who have devoted their lives to service is a collective responsibility of the entire church, embodying the principle of mutual care and accountability.



HISTORICAL CHRONOLOGY OF THE CLERGY PENSION PROGRAM



The provision for retired clergy has evolved significantly from its informal beginnings into a structured, multi-faceted program.

1957

Board of Pensions was organized in a meeting held in Nov 19, 1957 and elected its officers for the quadrennium 1957-1960. Support was minimal relying chiefly from annual conference apportionments. From 1957-1958 pension rate was only ₱9/credited years of service to ₱11/cys in 1959-1960. (₱9 was \$4.5; ₱11 was \$5.50)

1965

The pension rate increased to ₱20 - ₱25 per credited years of service. (\$10-\$12.50)

1979

A major step forward was taken with the establishment of the Retired Ministers Integrated Pension Plan (RMIPP), a vision brought to life through the dedicated labor of a missionary.

1996-2003

Pension rates saw incremental increases as we received some support from the GBOPHB

2004 - June 2024

The pension rate was set at ₱800 per CYS.

In 2004, the General Conference amended the Book of Discipline and authorized the GBOPHB to raise necessary funds, together with several agencies, to provide pension support for the central conferences that need it. The goal was to raise \$20M for CCPI by 2010.

Their aim was to help and guide Central Conference establish a more sustainable and beneficial pension fund for the clergy.

2008

We were visited by Barbra Boigegrain, the Gen Secretary of GBOP (now known as Wespath), with Dan O'neil, Managing Director for Central Conference pensions and Rev Larry Hollon, Gen Secretary of UMCOM and met with the three Bishops, BOP execom and some Financial leaders, to discuss the pensions of our clergy and how we could qualify and benefit from the Central Conference Pension Initiative.

2009

The BOP program suffered a significant financial loss and that was also when we ceased receiving an annual share of 2.5 to 3 million pesos from the earnings of the United Methodist Publishing House.

2010

The PCC Coordinating Council approved the Board of Pensions' plan to meet the requirements of Wespath's Central Conference Pension Initiative (CCPI), a necessary step to qualify for vital external support.

2011

The RMIPP fund dwindled to a critical low of approximately ₱17 million, raising serious concerns about its long-term viability with 346 retirees and beneficiaries depending on it. With 6.8M annual pension, the retirees and beneficiaries won't have any pension in 2014.

2013

A transformative shift occurred with the PCC's official approval and implementation of the Contributory Retirement Pension Program (CRPP), which took effect on January 1.

This, contributory plan was registered with the SEC.

Concurrently, the program began receiving an annual grant from the global church's pension program (now called Central Conference Pensions, or CCP) of Wespath, which served as a lifeline for us to be able to continue the pensions of our retirees while we started the CRPP, clergy contributed 3% of their basic salary and the church's share was 7% based on the salary of the clergy assigned to them.

2014

Implementing Rules and Regulations (IRR) of the Clergy Retirement and Pension Program (CRPP) July 2014

2024

After continued progress, the pension rate was increased to ₱900 per CYS, effective July 1 that year. Annual pension for 239 retirees and 212 beneficiaries.

Hopefully soon, by God's grace, we will be able to increase to ₱1,000 per CYS



**BEST PRACTICES
AND
STRATEGIC FUNDING
INITIATIVES**

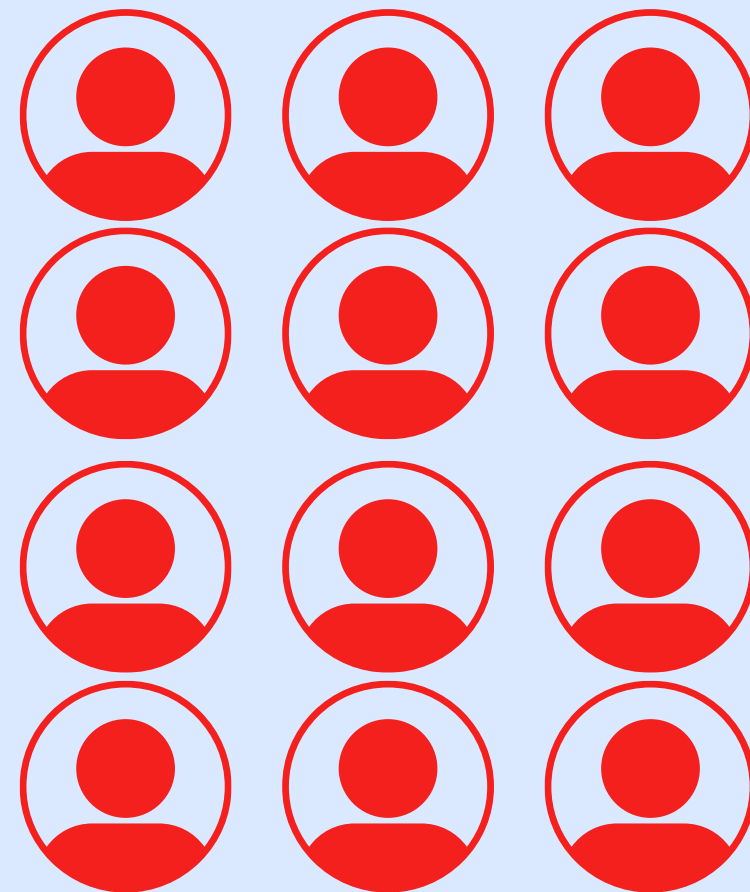


BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

COMPOSITION OF THE PCC-BOP

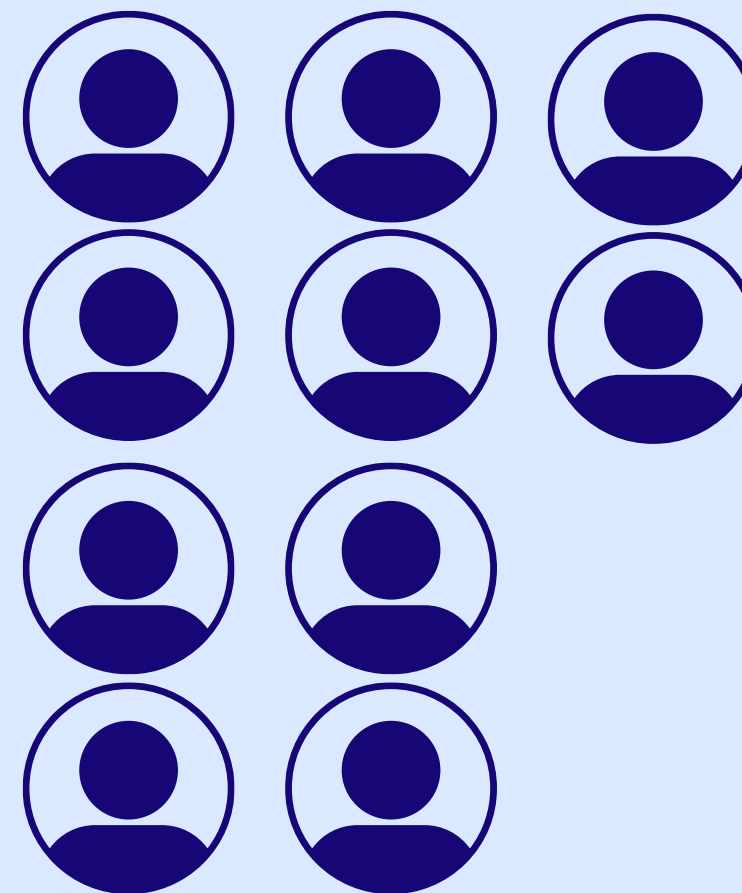
28 Annual Conferences will elect officers of the Annual Conference (AC) BOP

MEA



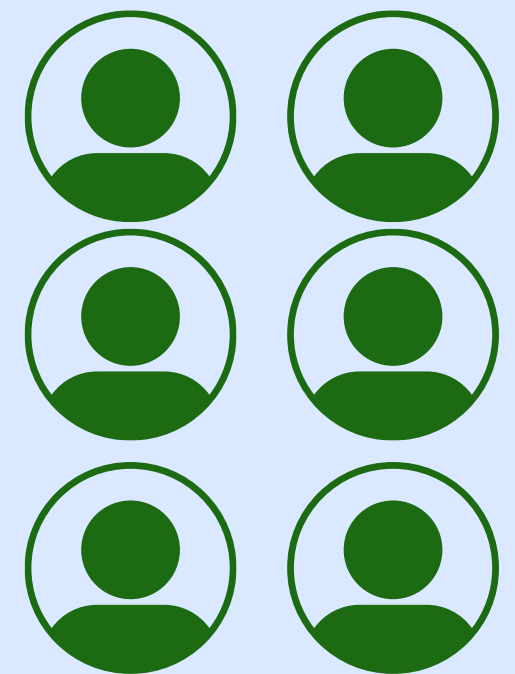
Manila

BEA



Baguio

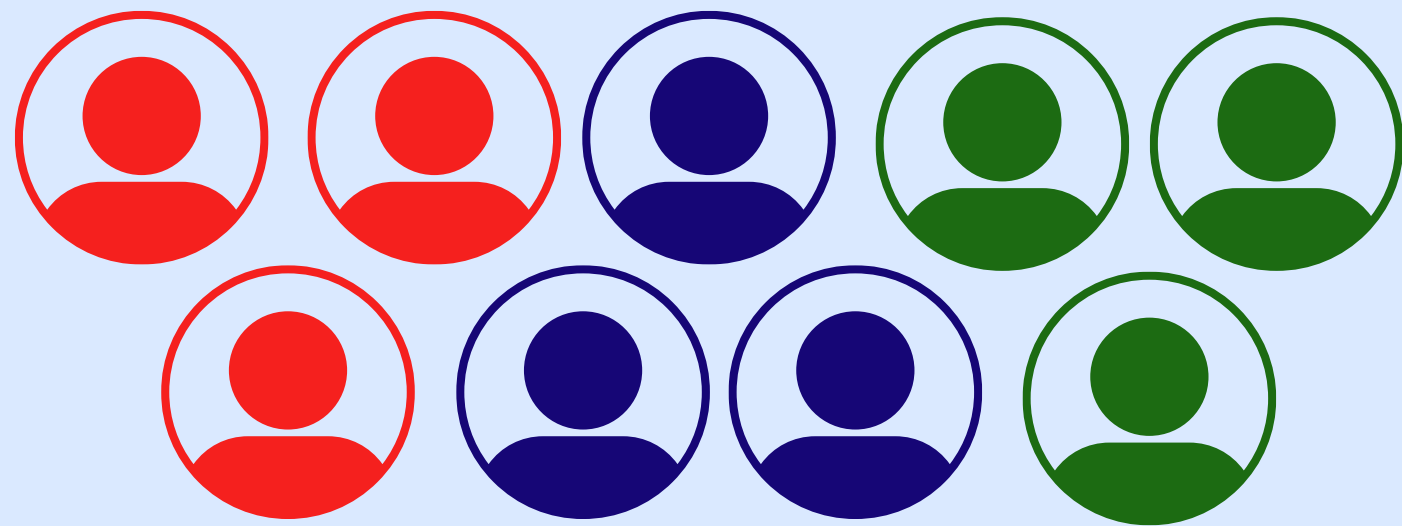
DEA



Davao

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

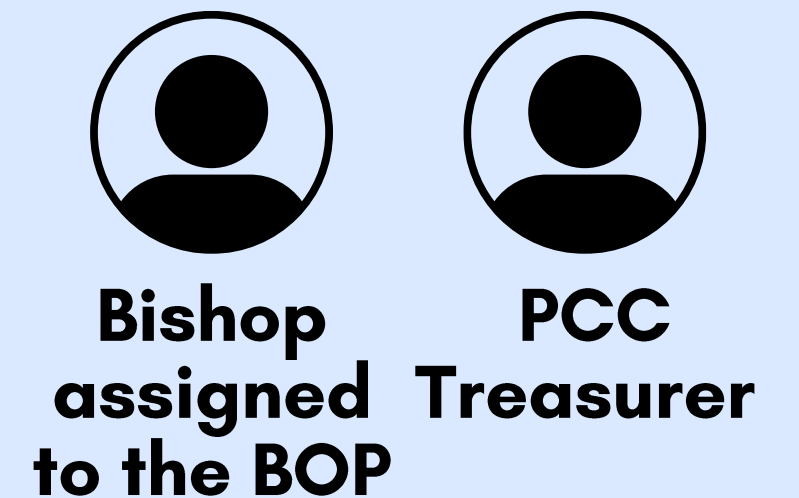
COMPOSITION OF THE PCC-BOP



**Nine (9)
Members**



Six (6) Members-At-Large



**Bishop
assigned
to the BOP**

**PCC
Treasurer**

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

COMPOSITION OF THE PCC-BOP

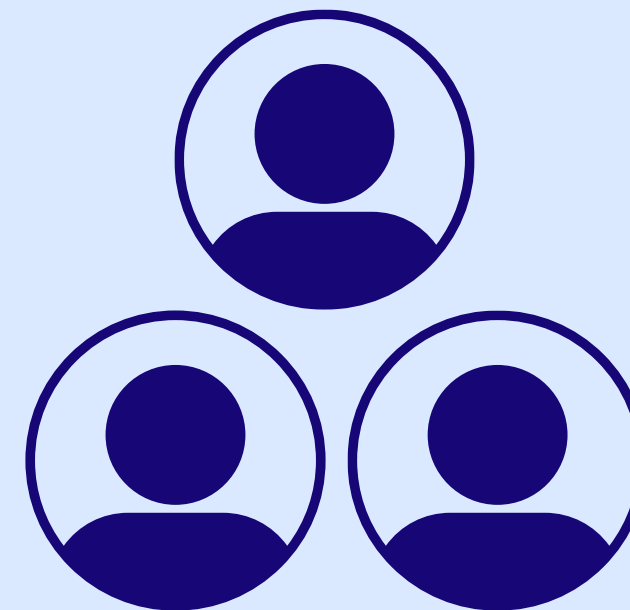
A) Nine (9) Members

Three (3) from each
Episcopal Area
to be elected as officers

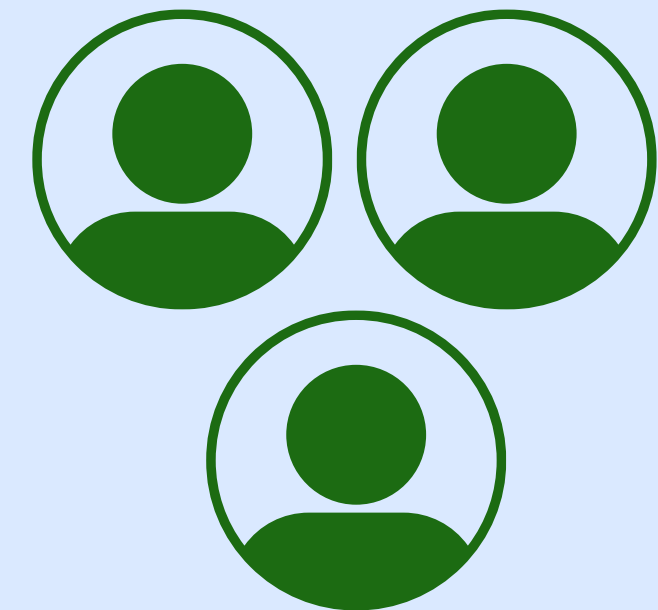
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DEA



BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

COMPOSITION OF THE PCC-BOP

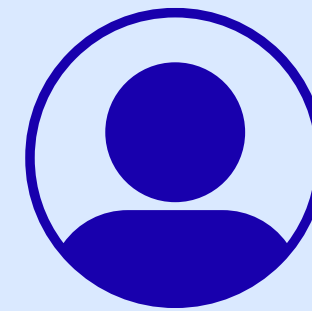
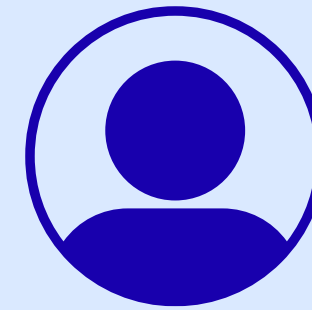
B) Six (6) Members-At-Large

are appointed by the College of Bishops of the PCC on the basis of expertise and commitment.

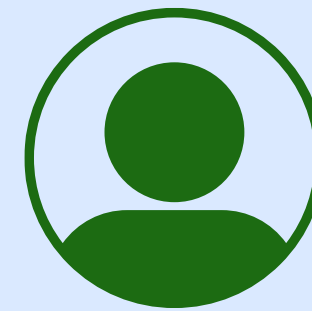
MEA



BEA



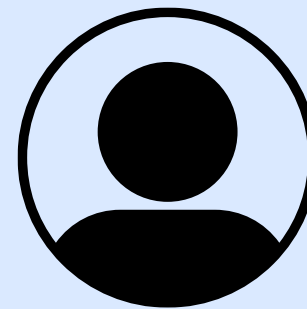
DEA



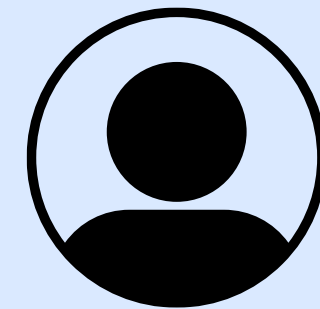
BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

COMPOSITION OF THE PCC-BOP

C) Two (2) Ex-officio Members
with voice, but without vote,
namely, the Bishop assigned to the
BOP and the Treasurer of the
Philippines Central Conference.



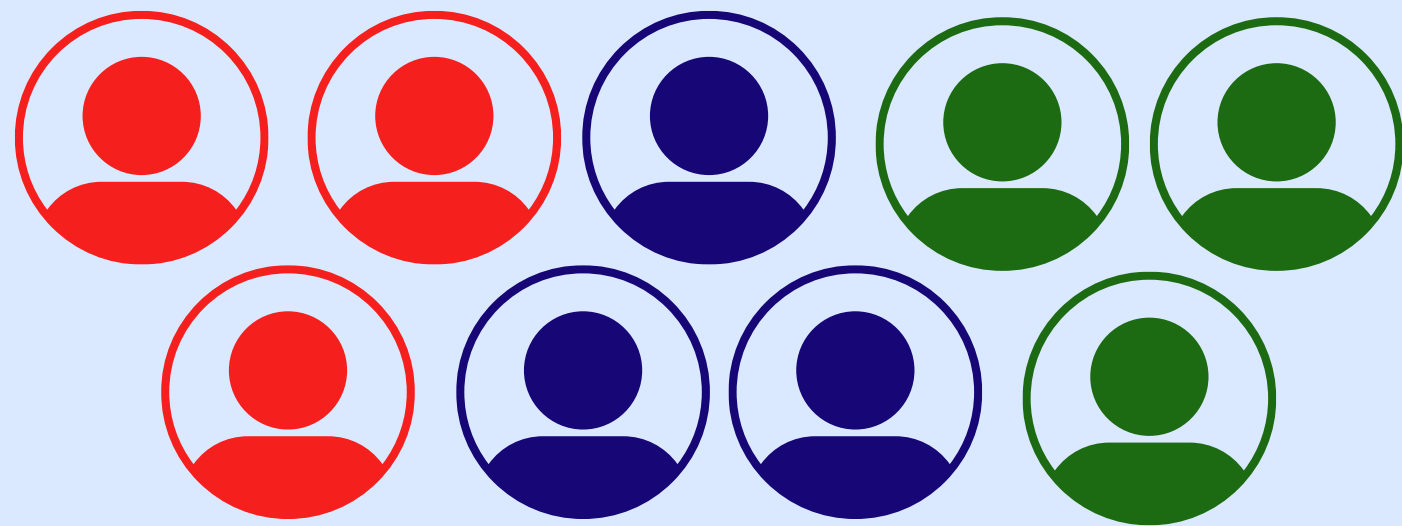
**Bishop assigned
to the BOP**



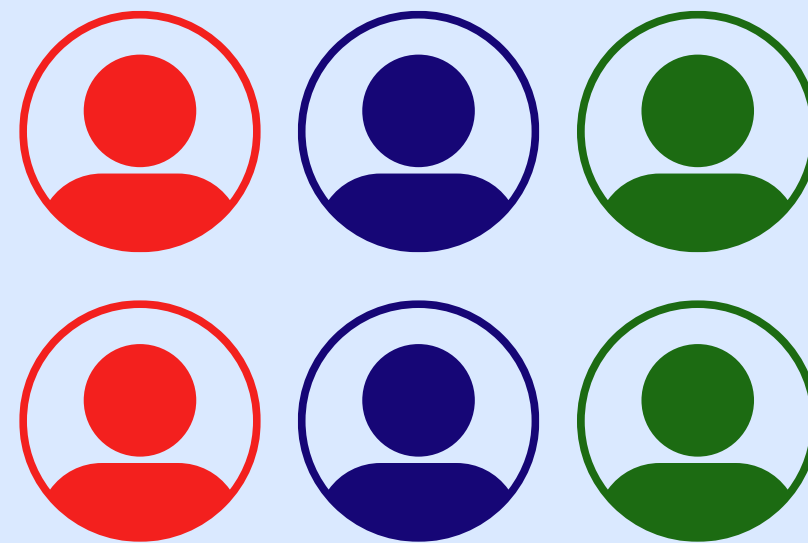
**Treasurer of the
Philippines
Central
Conference.**

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

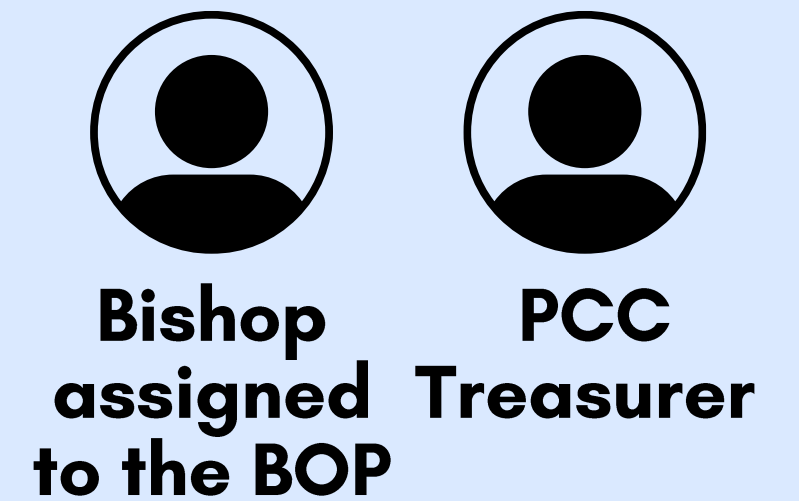
COMPOSITION OF THE PCC-BOP



**Nine (9)
Members**



Six (6) Members-At-Large



**Bishop
assigned
to the BOP**

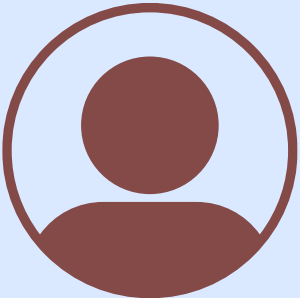
**PCC
Treasurer**

COMPOSITION OF THE PCC-BOP

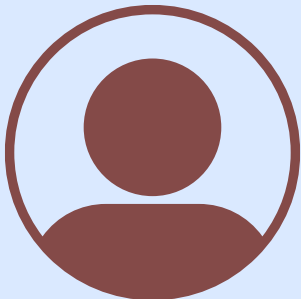
There is the Executive Committee of the Board composed of the:

The Chairman, Vice-Chair and Secretary of the PCC BOP are elected from the Nine members of the three Episcopal Area.

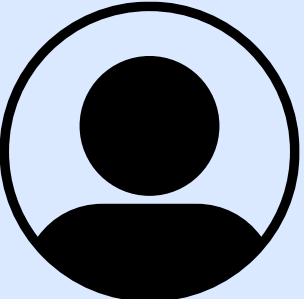
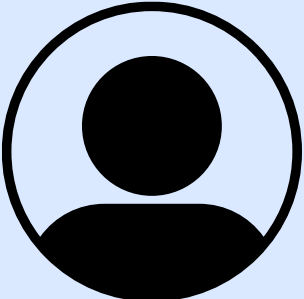
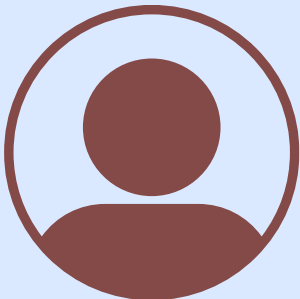
Chairman



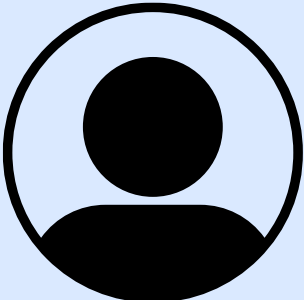
Vice
Chairman



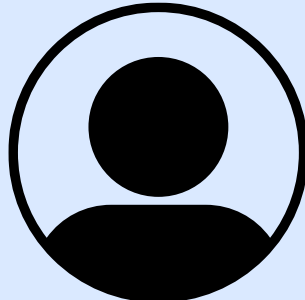
Secretary



2 Members - At -Large



Bishop
assigned to
the BOP



PCC
Treasurer

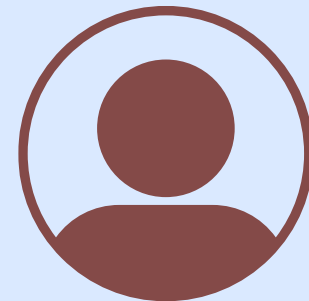
COMPOSITION OF THE PCC-BOP

There is the Executive Committee of the Board composed of the:

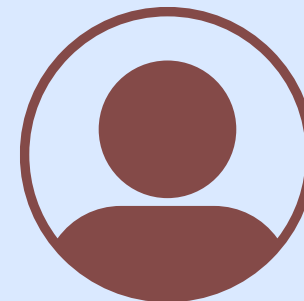
The Executive Board act as the interim body for the Board of Pensions and for that purpose, it has the plenary power to pass resolutions and actions.

These resolutions and actions are immediately confirmed during the next board meeting.

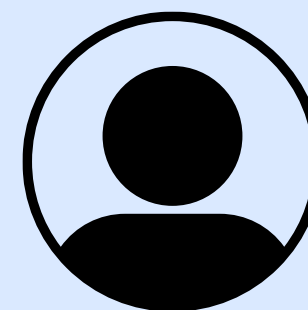
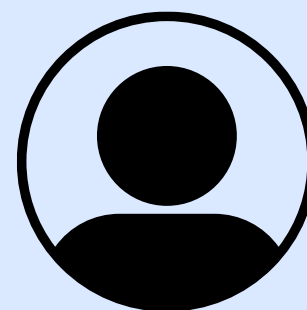
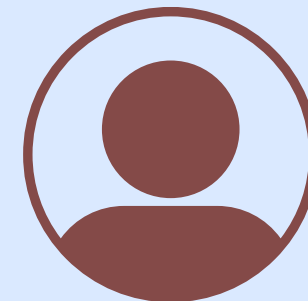
Chairman



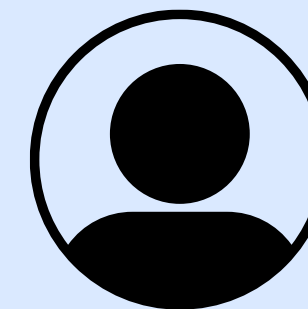
**Vice
Chairman**



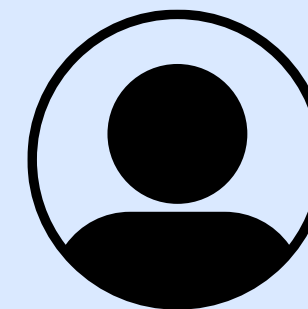
Secretary



2 Members - At -Large



**Bishop
assigned to
the BOP**



**PCC
Treasurer**

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

1. CONTRIBUTORY RETIREMENT PENSION PROGRAM (CRPP) COLLECTION

Strengthened campaigns for **clergy (3%)** and **local churches (7%)** to faithfully remit contributions, supported by detailed annual financial reports to assure stakeholders of the fund's integrity.

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

2. WORKER CAMPAIGN (₱1,000/YEAR FOR 4 YEARS)

A program where clergy contribute a fixed amount, with a Certificate of Appreciation issued upon full payment of **₱4,000**. Any shortfall is deducted from their future pension.

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

3. LAY MEMBER CAMPAIGN (₱150/YEAR)

An initiative involving the laity, with annual recognition for the top-contributing local church and annual conference.

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

4. ENDOWMENT FUND

A continuously growing fund through ongoing campaigns; the principal remains invested ensuring long-term capital growth.

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

5. WESLEY 1000

A membership program inviting individuals to contribute **₱1,000 monthly** until reaching a total of **₱120,000** or more.

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

6. HOLY WEEK OFFERINGS

The intentional designation of Maundy Thursday and Good Friday offerings for the clergy retirement fund.

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

7. FUNDRAISING ACTIVITIES

Organizing events such as concerts and direct solicitations and donations to generate additional capital.

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

8. CONTRIBUTORY SUBSIDY FUND

Support for clergy receiving monthly salary of ₱2,000 and below, to cover their required 3% CRPP contribution, from a separately raised subsidy fund.

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

9. EMERGENCY FUND

A recently established fund (January 2024) to provide support for emergency medical needs of retired clergy who do not qualify for HMO coverage.

BEST PRACTICES AND STRATEGIC FUNDING INITIATIVES

10. IRR: IMPLEMENTING RULES AND REGULATIONS

Detailed guidelines prescribing the necessary rules, procedures for the implementation of the CRPP
This is amended from time to time when needed

ENHANCED BENEFITS FOR DIGNIFIED SUPPORT

The program has significantly enhanced direct benefits to provide tangible support and honor the service of retirees and their families. Key enhancements include:

ENHANCED BENEFITS FOR DIGNIFIED SUPPORT

- **BURIAL SUPPORT:**

Recognizing the financial burden of end-of-life expenses, the program provides substantial burial assistance. When the CRPP took effect in 2013, it included burial support of ₱15,000 for clergy. In 2016, this was increased to ₱20,000 for clergy and expanded to include surviving spouses, for ₱10,000 in burial support.

ENHANCED BENEFITS FOR DIGNIFIED SUPPORT

- **CHRISTMAS BONUS:**

The Christmas bonus was initiated in 2013, with each pensioner receiving ₱1,000. This bonus was successfully increased to ₱2,000 in 2021 and was raised again to ₱3,000 in 2023 for each pensioner and surviving spouse, hoping to bring some Christmas cheers to them.



**The Summary Reports from Wespath
show the following significant figures:**



Account Name	Deposit	Transfer-In	Transfer-Out	Realized Gain/(Loss)	Change in Unrealized Gain/(Loss)	Market Value 12.31.2024
Philippine Board of Pensions	\$ 30,000.00	\$ 127,500.00	\$ -27,379.70	\$ 5,758.65	\$ 93,205.78	\$ 229,084.73
Wesley 1000 Inc	\$ 20,000.00	\$ 20,778.80			\$ 20,516.65	\$ 61,295.45
PCC BOP Endowment Fund	\$ 31,349.51	\$ 50,435.69			\$ 44,606.08	\$ 126,391.28
PCC BOP CRPP	\$ 1,038,457.39	\$ 205,306.48			\$ 351,566.90	\$ 1,595,330.77
Total	\$ 1,119,806.90	\$ 404,020.97	\$ -27,379.70	\$ 5,758.65	\$ 509,895.41	\$ 2,012,102.23

1. The Total Market Value of our investments with Wespath as of December 31, 2024, is \$ 2,012,102.23. Additional deposit of \$1,1119,806.90, Transfer-in of \$ 404,020.97, Transfer-out of (\$ 27,379.70), realized gain of \$ 5,758.65. Total Unrealized Gain as of December 31, 2024, is \$ 509,895.41.

Investment Accounts	2016	2018	2020	2021	2022	2023	2024	Oct 30, 2025
Philippine Board of Pensions	\$ 126,273.42	\$ 125,290.97	\$ 179,320.48	\$ 225,109.95	\$ 187,673.23	\$ 213,430.71	\$ 229,084.73	\$ 257,490.72
Wesley 1000 Inc	\$ 20,806.60	\$ 23,041.66	\$ 55,383.33	\$ 60,231.93	\$ 50,215.11	\$ 57,106.95	\$ 61,295.45	\$ 68,895.95
PCC BOP Endowment Fund		\$ 52,218.37	\$ 114,200.48	\$ 124,198.31	\$ 103,543.61	\$ 117,754.60	\$ 126,391.28	\$ 142,063.52
PCC BOP CRPP		\$ 230,621.49	\$ 927,926.14	\$ 1,175,055.96	\$ 1,308,706.86	\$ 1,487,166.08	\$ 1,595,330.77	\$1,791,679.50
Market Values	\$ 147,080.02	\$ 431,172.49	\$ 1,276,830.43	\$ 1,584,596.15	\$ 1,650,138.81	\$ 1,875,458.34	\$ 2,012,102.23	\$2,260,129.69

2. Our initial investment with Wespath in 2016 amounted to \$147,080.02. As of October 2026, the Market Value of our investments is valued at \$2,260,129.69.

Investment Accounts	2016	2018	2020	2021	2022	2023	2024	Oct 30, 2025
Philippine Board of Pensions	\$ 126,273.42	\$ 125,290.97	\$ 179,320.48	\$ 225,109.95	\$ 187,673.23	\$ 213,430.71	\$ 229,084.73	\$ 257,490.72
Wesley 1000 Inc	\$ 20,806.60	\$ 23,041.66	\$ 55,383.33	\$ 60,231.93	\$ 50,215.11	\$ 57,106.95	\$ 61,295.45	\$ 68,895.95
PCC BOP Endowment Fund		\$ 52,218.37	\$ 114,200.48	\$ 124,198.31	\$ 103,543.61	\$ 117,754.60	\$ 126,391.28	\$ 142,063.52
PCC BOP CRPP		\$ 230,621.49	\$ 927,926.14	\$ 1,175,055.96	\$ 1,308,706.86	\$ 1,487,166.08	\$ 1,595,330.77	\$1,791,679.50
Market Values	\$ 147,080.02	\$ 431,172.49	\$ 1,276,830.43	\$ 1,584,596.15	\$ 1,650,138.81	\$ 1,875,458.34	\$ 2,012,102.23	\$2,260,129.69


3. As of October 30, 2025, the Total Market Value of our investments with Wespath stood at \$2,260,129.69.

INVESTMENT IN DOMESTIC BANKS


For the Years Ended December 31, 2024 and 2023

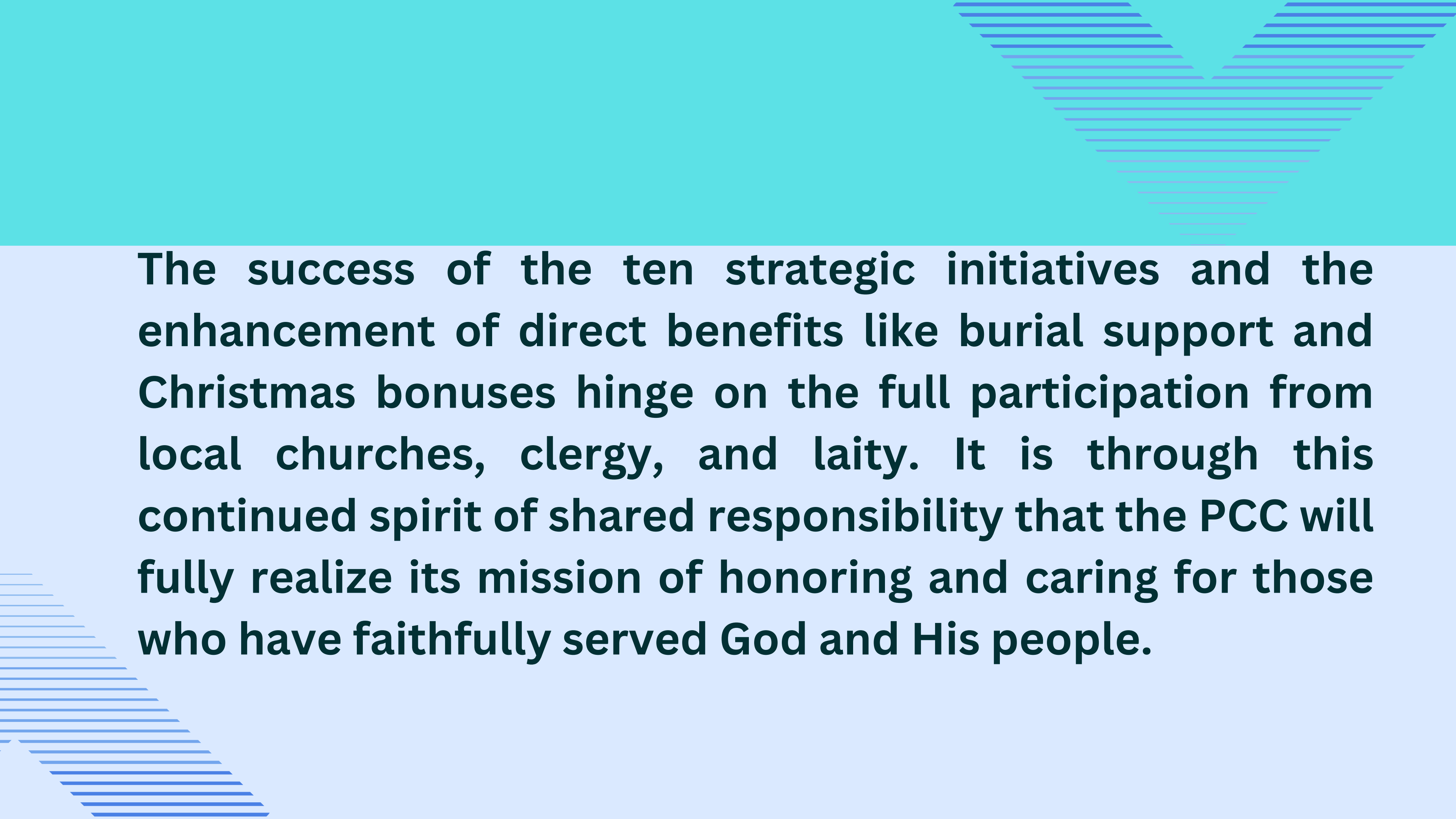
PARTICULARS	December 31, 2024		December 31, 2023	
	FXCY	Peso	FXCY	Peso
Short Term Time Deposits				
Time Deposits in USD				
PNB USD Account	\$ 941.12	54,598.14	\$ 1,050.28	58,360.91
BDO USD Account	\$ 2,722.25	157,928.61	\$ 2,807.08	155,981.01
BDO FCTA 93327901	\$ 22,000.00	1,276,308.00	\$ -	-
BDO FCTA 93327902	\$ 23,000.00	1,334,322.00	\$ -	-
Banco de Oro IMA - Dollar	\$ -	-	\$ 100,000.00	5,690,300.00
BDO FCTA 90972355	\$ 180,000.00	10,442,520.00	\$ 180,000.00	10,242,540.00
BDO RCBPM 6.5 PERP	\$ 230,000.00	13,343,220.00	\$ -	-
TOTAL	\$ 458,663.37	26,608,896.75	\$ 283,857.36	16,147,181.92
Investments in Domestic Corp				
Ayala Corp. Pref. A Shares		1,000,000.00		-
Sun Life Asset Management		2,435,656.46		2,344,247.05
Petron Corp. Pref. 4E Shares		6,500,000.00		-
UCPB Trust Banking		10,349,066.05		9,800,857.11
Acen Corp. B Pref. Shares		12,000,000.00		12,000,000.00
TOTAL	\$ -	32,284,722.51	\$ -	24,145,104.16
Total Investments	\$ 458,663.37	58,893,619.26	\$ 283,857.36	40,292,286.08

4. As of December 31, 2024, our total investments in Domestic Banks reached \$458,663.37 or =P58,893,619.26

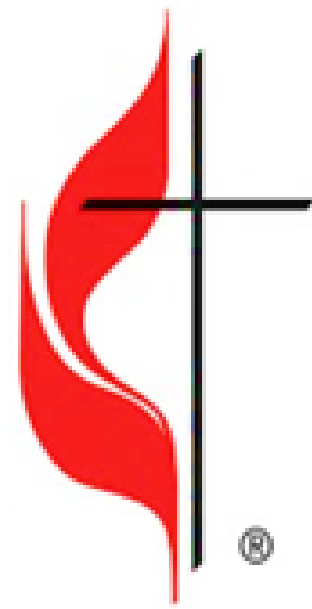


The journey to secure clergy pensions in the PCC is a testament to generations of dedicated advocacy and strategic reform. While the essential stability provided by the global church's CCP grant has been a lifeline, the ultimate goal of a dignified retirement for all clergy depends on unwavering internal commitment.





The success of the ten strategic initiatives and the enhancement of direct benefits like burial support and Christmas bonuses hinge on the full participation from local churches, clergy, and laity. It is through this continued spirit of shared responsibility that the PCC will fully realize its mission of honoring and caring for those who have faithfully served God and His people.



**PHILIPPINES CENTRAL CONFERENCE
OF THE
UNITED METHODIST CHURCH**

THE BOARD OF PENSIONS

NOVEMBER 2025