

Winnebago Presbytery

HEALTHCARE AND PENSION DUES PAYMENT POLICY

Adopted May 13, 2014

Board of Pensions Dues Synod wide Policy and Fund for Medical Dues Assistance

In light of the recent changes to the medical dues structure that will take effect January 1, 2015 requiring that only plan members be covered by employing organizations the Synod of Lakes and Prairies supports a strategic regional plan that:

- considers the long-term consequences of reduced coverage for some members of the Board of Pensions and
- mitigates those consequences while working to attract and retain strong leadership to the upper Midwest and
- works to preserve call neutrality in the region allowing for easier movement among the Synod's presbyteries

To that end the Synod of Lakes and Prairies requests that every presbytery within its bounds take action before January 1, 2015 requiring employing organizations to pay the full healthcare and pension dues for minister members and all their dependents giving their Committee On Ministry the authority to grant exceptions in extenuating circumstances. Presbyteries adopting this policy will be eligible for funds from the Synod's Fund for Medical Dues Assistance

Fund for Medical Dues Assistance

- Block grants will be made in equal amounts to each of the presbyteries that take the action outlined above. The grants shall be used by presbyteries to assist congregations in covering the most vulnerable in the system i.e. young families, ministers employed at presbytery minimum, etc...
- The fund will offer assistance for two years (2015-2016). The fund is meant to be a bridge to a more sustainable solution. It provides us time to live into Affordable Health Care and any shifts in Mid Council structure.

The Synod will provide \$200,000 to this fund:

Unused Bicentennial Funds = \$100,000

Synod Budget 2015 = \$50,000

Synod Budget 2016 = \$50,000

Individuals, churches or presbyteries may contribute to this fund at any time.