

November 27, 2023

Greetings in the name of our Lord and Savior, Jesus Christ!

I am writing to you as the new Director of Conference Benefits & Coordinator of Human Resources of the Michigan Conference. I am truly enjoying settling into this position.

I am writing, in particular, to share a change to Benefits Billing for 2024.

In the past at the beginning of a new calendar year, January 1, we put all church accounts to zero even if there was an outstanding balance on December 31. Beginning January 1, 2024 you will see any outstanding balance your church had in Benefits Billings from 2023 included in your 2024 billing. It's our hope that if your church has an outstanding balance, you will make every effort to bring your account current.

The reason for this change is that Benefits Billings are real costs incurred for a variety of elements of the benefits of our clergy including disability premiums, pensions, death benefits and other programs as well. If a church falls behind in payments, it doesn't mean that the Benefits Office doesn't have to pay those costs. Bringing accounts to zero at the beginning of each year has meant that the Benefits Office has absorbed that cost as a loss each year.

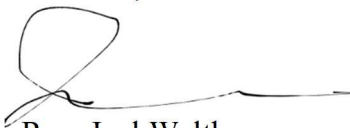
To prevent these continued losses, in 2024 we will begin listing any past due amount on each church's bill. The hope is that churches will bring these accounts current and keep them current. It's important to understand that if a church has fallen behind, these costs have already been incurred by the Benefits Office.

If your church has fallen behind and you don't think you can bring the account current, please reach out to the Benefits Office so that we can work on a payment plan.

We hope you understand the reasoning behind this change. For a great many churches there is never a past due amount and this change will have little effect.

If you have questions, please reach out to me in the Benefits Office.

In Christ,



Rev. Joel Walther
Director of Conference Benefits & Coordinator of Human Resources