



Pension Fund

of the Christian Church



Pension Plan

Making Your Retirement Dreams *Possible.*

Retire worry *free.*



Wream #1

Perfect my tree pose.



Pension Fund: A Name You Can *Trust*

Pension Fund serves its members as faithful financial stewards, true to Pension Fund's mission values of security, trust and compassion. Rather than relying on funding from company profits or legislation, Pension Fund relies on a solid funding formula and a team of investment professionals who not only manage your money, but grow your assets. We measure our success by not only protecting, but adding value for your retirement.

Our history pre-dates Social Security: Since 1929, Pension Fund's conservative plan design has weathered market downturns, and our pension plan still remains one of the highest-funded pension and retirement savings programs in existence.

Your money stays in your pockets, not ours: With Pension Fund, there are no hidden fees or charges to manage your assets. In fact, when reserves exist above what is required for current and future benefits (and for any potential market decline), Pension Fund's Board of Directors may declare a Special Apportionment for all participants. These additional interest earnings mean more money for you in retirement.

We worry about investments so you don't have to: Other retirement savings programs often force you to make an educated guess as to your investment pools. With Pension Fund, enrollment is the only requirement for you to benefit from our expertise and knowledge in managing your financial assets – simple and easy.

Why the Pension Plan

Since its beginnings more than 100 years ago, Pension Fund has supported others in their time of need.

As part of our mission, Pension Fund offers the Pension Plan, which provides retirement, disability and death benefits to individuals and organizations affiliated with the Stone-Campbell/Restoration Movement.

An employer-sponsored defined benefit plan, the Pension Plan guarantees a monthly retirement benefit for your lifetime – and your surviving spouse’s lifetime.

Key Benefits

- ✓ Employer may make contributions
- ✓ Contributions are normally made pre-tax
- ✓ Income-for-life in retirement (you’ll never outlive your money)
- ✓ Death and disability benefits for participants and their families
- ✓ Increases with dues payments over time and Special Apportionments
- ✓ Complements other retirement savings plans (such as Social Security, 401(k)s and Individual Retirement Accounts)

Monthly Lifetime Pension Benefit

The Pension Plan is a *defined benefit* program, which means retirement compensation is paid annually until death, rather than as a distribution of all dollars accumulated. Pension Plan members are entitled to the entire “Age Retirement Pension” at age 65; however, members can retire as early as age 60 with a reduced benefit or as late as age 70 with an enhanced pension.

The Age Retirement Pension is an annual pension payable for your entire life (also known as a joint (spouse) life annuity). The amount of the annual pension is based on the total compensation base. (The sum of all annual salaries on which dues have been paid)

This annual retirement benefit would be divided into monthly payments that a member would receive for the rest of his or her life.



The growing trend in U.S. retirement savings is the shift from defined benefit plans to defined contribution plans. This change essentially shifts the responsibility for retirement savings from the employer to the employee. However, at Pension Fund, we believe a defined benefit plan is an essential part of retirement savings. Read on to learn about the valuable benefits of our defined benefit plan – the Pension Plan.

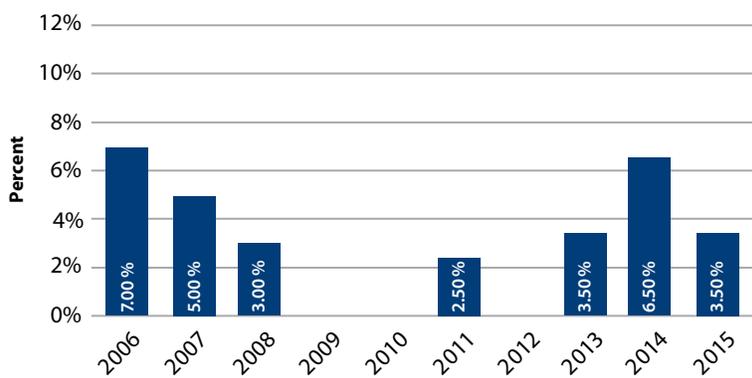


Special Apportionments

A unique feature of the Pension Plan is Special Apportionments. Special Apportionments are additional pension credits over and above those provided for in the retirement formula required for current and future benefits. They are awarded as a percentage of the accumulated pension credits in a Pension Plan member's account.

The Pension Fund Board of Directors reviews the reserves required for current and future benefits, as well as reserves needed for potential market declines. When reserves exist above what are required by policy, the Board of Directors may declare a Special Apportionment for all Pension Plan participants.**

Pension Plan Special Apportionments, 2006-2015

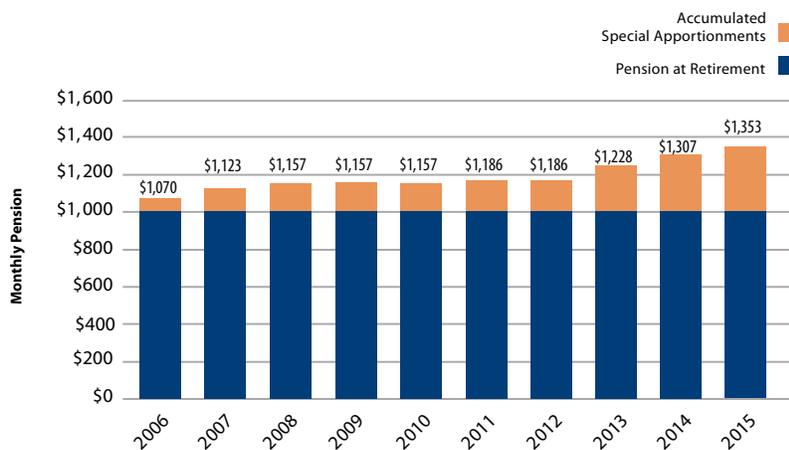


This illustration represents historical data and does not guarantee, nor is indicative of future performance. Special Apportionments listed are in the year credits are applied to the account.

** Special Apportionments are similar to a cost of living adjustment (COLA) increase, but linked more directly to the Pension Plan's funding level.

¹ As of Dec. 31, 2014, the Pension Plan was 124% funded

Cumulative Effect of Special Apportionments, Pension Plan – Retirement Benefit of \$1,000



This graph is based on an initial monthly pension of \$1,000 on Dec. 31, 2005. Each year Special Apportionments, if granted, are added on July 1. At the end of 2014, this pension would be just over \$1,400 per month. This illustration represents historical data and does not guarantee, nor is indicative of future performance.

What is a Pension Credit?

Pension credits represent the annual pension paid to you each year upon retirement. For example, if you've earned 1,000 pension credits, you will receive \$1,000 per year after retirement until death. Special Apportionments can add to this amount over time, if granted by Pension Fund's Board of Directors.

Pension credits are calculated through Pension Fund's conversion formula, based on a given compensation base. This formula makes a conservative assumption that credits will have earned a 4.5% annual return. Anything above that figure helps fund Pension Fund—keeping Pension Fund stable during financial downturns—or returns to members through Special Apportionments.

Our pension credit formula:
 Total compensation base x .11 / 7.35

Example: If pension dues are paid on an annual compensation base of \$30,000, annual pension credits of \$449 are earned. If the compensation remains at \$30,000 for 10 years, annual pension credits would total \$4,490 (or \$374/month) payable at age 65.

Why a Defined Benefit Plan?



A major, often overlooked advantage of a defined benefit plan is that payments will be made to you for the rest of your life – and your surviving spouse’s life – so you will never outlive your money. In these recent difficult economic times, many pension plans have experienced significant decline in value, causing them to cut benefits. Our members have experienced significant growth in their pensions during the same time period. Never, even through these periods of severe volatility in the market, has Pension Fund defaulted on or decreased any retirement benefit payments. Pension Fund provides you the confidence and assurance you deserve in retirement.

Death and Disability

In addition to a retirement benefit, your Pension Plan dues allow you additional protection of death and disability benefits as part of the plan design.*

Death benefits

- ✓ The **salary continuation** benefit is equal to three times the annual compensation on which dues are paid (maximum benefit \$50,000) for up to age 60, and two times the annual compensation (maximum benefit \$30,000) for ages 60 and over.
- ✓ The **surviving spouse pension** is 50% of the member’s pension credits (if not retired) or 50% of the member’s retirement pension. Members who retire at age 65 or older may alternately elect, at time of retirement, a 50%, 75% or 100% surviving spouse pension.
- ✓ Each **surviving child** (full orphan pension, if applicable) is eligible to receive \$500 per month up to age 21. If both mother and father die, all unpaid cash death benefits are paid to the estate. The amount of the spouse pension is added to the minor child pensions as a full orphan pension.
- ✓ The **surviving child educational benefit** is in addition to the surviving child benefit. Each surviving child is eligible to receive \$5,000 per year for up to four years of education beyond high school.
- ✓ The **dependent parent benefit** was established for members who are unmarried at the time of death and have no children under the age of 21, but have a parent who is dependent upon them for his/her livelihood. The amount of the dependent parent pension is the same as the amount that would have been allocated to a surviving spouse.
- ✓ The **pensioner death benefit** of up to a maximum benefit of \$10,000 will be paid to the surviving spouse or, if none, to the designated beneficiary.

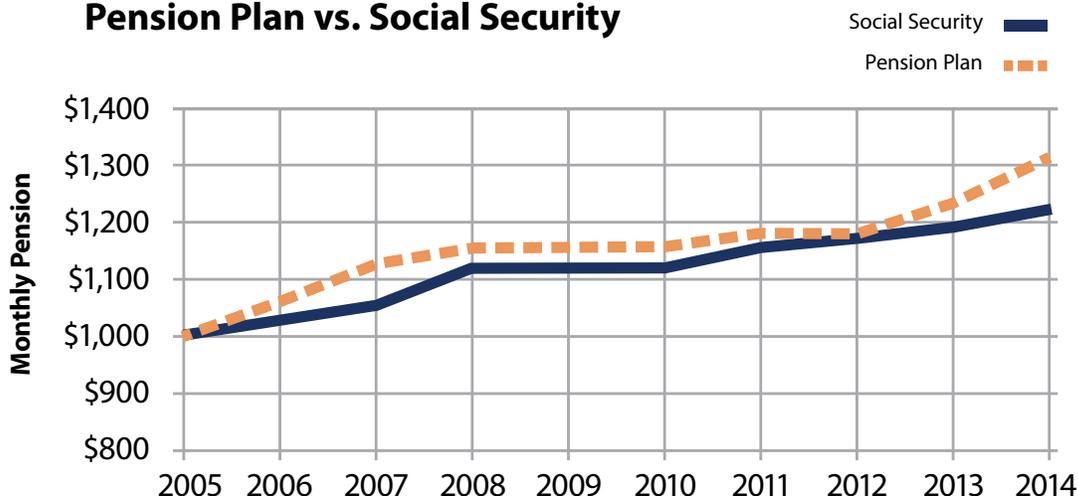
Disability benefits

The disability benefit is equal to 60% of salary on which dues are paid, up to a maximum of \$2,500 a month. Dues must have been paid for a year immediately prior up to becoming disabled on a monthly salary of \$125 or more. If the disability continues into the second year after review, the benefit is 40% of the salary base with a maximum benefit of \$1,666.67 per month. All dues are waived during disability and pension credits continue to accrue as if full dues were paid on the annual compensation base used to determine the disability benefit.

“Historically, Pension Fund has operated the Pension Plan with conservative assumptions that have served it well, especially during turbulent financial markets.”

*Available for active members only.

Pension Plan vs. Social Security



A Pension Plan member retiring in 2005 would have seen his or her pension grow at a faster rate than increases in Social Security benefits. This table compares retirement income growth assuming, in the first year of retirement, the individual begins with a benefit of \$1,000 from both Social Security and the Pension Plan.

Eligibility and Application

If you are employed by an organization affiliated with the Stone-Campbell/Restoration Movement, you are eligible to participate in the Pension Plan. These organizations include, but are not limited to, congregations, wider ministries, seminaries, and universities and colleges associated with the Christian Church (Disciples of Christ), Christian Churches/Churches of Christ, or Churches of Christ in the United States. A minister who is self-employed can also become a participant in the Pension Plan as long as ministerial services are being performed for compensation.

In a participation agreement between the employer organization and Pension Fund, employer defines eligibility requirements for participation of itself and its employees in the Pension Plan. Eligibility may begin at the time of employment; however, some employers require a minimum length of service and/or age and/or hours worked before the employer contributes to the plan.

To participate in the Pension Plan:

- ✓ an amount equal to 14% of compensation or salary must be contributed (also called dues); and
- ✓ a formula must be applied to calculate the retirement benefit (also known as pension credits).



The Pension Plan is currently a fully funded retirement program.* The most successful defined benefit plans are funded at or above 100% of the level recommended by actuarial professionals.

Please call Pension Fund at **866.495.7322** to learn more about eligibility and the enrollment process.

* As of Dec. 31, 2014, based on actuarial study by HayGroup.

About Pension Fund

Participation in Pension Fund programs provides peace of mind that you are investing in an organization with more than 115 years of experience in managing financial assets. Our track record and financial strength are testimony that Pension Fund is *Strong. Smart. Secure.*

strong.

It is our objective and practice to maintain excess reserves for all Pension Fund programs. Pension Fund is fully funded, which means we have more assets than benefit obligations and, from an actuarial standpoint, can pay all current and future retirement obligations. This strong reserve position allows us to weather market downturns, as well as provide financial underpinning to develop new programs to benefit our participants and participant organizations.

smart.

Pension Fund has prudently managed assets for more than 115 years and has responded to changing needs of our members. We continue to introduce programs to supplement members' existing retirement and pension savings.

secure.

We measure our success by protecting and adding value for your retirement. In good times and bad, Pension Fund serves its members faithfully. In the history of Pension Fund, no participant has experienced a reduction in pension or pension credits, nor suffered any loss in value of his or her retirement account.

To learn more about Pension Fund's full range of programs, visit www.pensionfund.org.

The material contained in this brochure is for informational purposes only and not to be construed as tax, financial, or legal advice. Before making decisions about financial matters, please consult your attorney, tax preparer or other financial advisor to find out how these programs will impact your individual situation. If any differences exist between this summary and the Pension Plan document, the Pension Plan document will control.

Past performance of Pension Fund's Pension Plan is not a guarantee of future returns.



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