



Pension Fund

of the Christian Church

Pension Plan Member Resource Book

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INTRODUCTION

A. Our Common Mission: Caring and Support.

Pension Fund of the Christian Church (Disciples of Christ) was established by the Christian Church to provide retirement, disability, death, and other benefits to ministers, missionaries, and lay persons in service of the church. As part of this mission, Pension Fund maintains the Pension Plan of the Pension Fund of the Christian Church (Disciples of Christ) ("Plan").

The Plan is designed to provide you a monthly pension benefit for your lifetime when you Retire or become Disabled, as well as for your Spouse upon your death. Unlike most traditional pension plans, however, the Plan also provides surviving children benefits, income replacement benefits, and educational benefits for eligible surviving children. The Plan is dedicated to taking care of you and your family during critical times of need.

B. Caution.

The purpose of this Member Resource Book is to help you understand the pension and other benefits offered to you under the Plan. The Plan is the document that legally governs the terms and operations of the Plan and creates any rights for you or your beneficiary(ies). If there are any differences between this summary and the Plan, the Plan will control. Further details about the Plan are on file at Pension Fund.

If you have any questions that are not answered by this summary, you may contact Pension Fund toll free at 866-495-7322 or by email at pfcc1@pensionfund.org.

Pension Fund of the Christian Church (Disciples of Christ), Inc. is a not-for-profit corporation organized under the laws of Indiana. The Plan was most recently restated on January 1, 2018.

WHAT KEY DEFINITIONS DO I NEED TO KNOW?

Certain defined words and phrases are used in this summary. When the first letter of a word or phrase is capitalized, please refer to this section for its meaning.

Accrued Age Pension Credits means the annual pension benefit you are entitled to receive at age 65, which is equal to your Total Compensation Base multiplied by .014966. The amount of your Accrued Age Pension Credits will be increased by Special Apportionments, if any.

Active Member means a Member employed by an Employer for whom Dues are being paid. An Active Member does not include a Member receiving a Disability Benefit.

Administrator means Pension Fund.

Age Retirement Pension means the monthly pension benefit you are entitled to receive at age 65, which is equal to 1/12 of your Accrued Age Pension Credits.

Alternate Payee means an individual who has a right to a benefit under the terms of a qualified domestic relations order.

Board means the Board of Directors of Pension Fund.

Code means the Internal Revenue Code of 1986, as amended from time to time.

Compensation Base means the total cash salary you receive during a Plan Year, plus all housing and/or parsonage allowances, if any. If a parsonage is provided to a Minister, the Compensation Base also includes the greater of the fair rental value of such parsonage or 25% of your cash salary. Compensation Base will also include contributions to the TDRA.

You and/or your Employer must pay Dues on at least \$125 of Compensation Base per month. If you are a Student, however, your Compensation

Base will be deemed to be a minimum of \$500 per month.

If required by Code Section 401(a)(17), your Compensation Base taken into account under the Plan will not exceed \$280,000 for 2019, increased thereafter by the cost of living adjustment.

For all purposes under the Plan, Pension Fund will determine your Compensation Base for any Plan Year by dividing the Dues paid by you or on your behalf for such Plan Year by 14%. This will reduce the Compensation Base that is considered in calculating your Accrued Age Pension Credits for Plan Years in which less than 14% Dues of 100% of your Compensation Base is paid. It will also reduce your Refundable Dues, Disability Benefit, and death benefit under the Plan.

Disability or Disabled means that you are unable to perform the material duties of your normal occupation as a direct result of an injury, or physical or mental disorder; provided, however, that after the first 24 months of receiving a Disability Benefit, Disability or Disabled means that you are unable to perform the material duties of any occupation, job, or work for which you are, or could reasonably become, suited by education, training, or experience.

Your normal occupation is the occupation, job or work that you performed immediately prior to the onset of your Disability.

Disability Benefit means the benefit payable to a Disabled Member equal to (1) multiplied by (2):

- (1) your Compensation Base on which Dues were paid, excluding any amount in excess of \$70,000, during the 12 month period immediately preceding the date of Disability; and
- (2) 60% for the first 12 months of Disability and 40% for each month of Disability thereafter.

Dues means the contributions paid to Pension Fund by or on behalf of a Member in accordance with Plan terms.

Early Age Retirement Pension means the monthly pension you are entitled to receive at age 60 (but prior to age 65) equal to 1/12 of your Accrued Age Pension Credits, reduced by .6% of your Accrued Age Pension Credits multiplied by the number of full calendar months by which your date of Retirement precedes your 65th birthday.

Employee means any Minister or missionary of any Employer or any common law employee of an Employer. The term Employee also includes a Student, but only for up to 48 months.

Employer means all of the entities which directly or indirectly serve the Christian Church (Disciples of Christ), any other church or affiliated entity that is part of the Stone-Campbell Restoration Movement, and any other organization which has been designated by Pension Fund as eligible to participate in the Plan for its Employees. An Employer also includes any other organization if a Minister provides services to the organization in connection with the exercise of his or her ministry, and self-employed Ministers who contribute to the Plan.

Inactive Member generally means a Member who has not Retired and for whom Dues are not currently being paid to the Plan.

Married or Marriage means with respect to a Member, a legal marriage recognized under the applicable law of the State in which the marriage took place.

Member means an Employee or former Employee who is eligible or may become eligible to receive a benefit of any type under the Plan.

Member Dues means that portion of Dues paid to the Plan that is contributed by a Member in any Plan Year. Member Dues may be made on a *pre-tax* basis or an *after tax* basis.

Minister means an ordained, commissioned, or licensed minister of the Christian Church (Disciples of Christ) with standing (at the time that Dues are made to the Plan on your behalf) or an ordained, commissioned, or licensed minister of any church that is part of the Stone-Campbell Restoration Movement.

Pension Fund means Pension Fund of the Christian Church (Disciples of Christ).

Plan means the Pension Plan of the Pension Fund of the Christian Church (Disciples of Christ).

Plan Year means the calendar year.

Refundable Dues means an amount equal to 3% of your Compensation Base on which Dues were paid; provided, however, that no portion of the Dues paid to the Plan on behalf of a Student participating pursuant to the Student Gift Membership Program will be Refundable Dues.

Retire or **Retirement** means that you have reached at least age 60 and (i) have had a Severance from Employment, (ii) if you are a Minister, you have permanently severed employment with the Employer for whom you were performing ministerial services with no anticipation of future service, or (iii) you and your Employer reasonably anticipate that the level of your *bona fide* services will permanently decrease to less than 50% of the average level of the *bona fide* services you performed over the immediately preceding 36 month period.

Severance from Employment means a complete termination of the employment relationship between the Employee and the Employer and any related employer with no anticipation of future service. For a Minister, this means the Minister has severed employment with his or her Employer and is no longer providing ministerial services to any Employer.

Special Apportionment means extra benefits that may be granted from time to time by the Board, in its sole and absolute discretion, when

investment experience and actuarial results exceed the amount necessary for the actuarial reserves. Special Apportionments, if any, are awarded in the form of increased Accrued Age Pension Credits equitably apportioned by the Board among all Members, Alternate Payees, and beneficiaries receiving a Surviving Spouse Pension or a Full Orphan Pension.

Spouse means the person to whom you are Married as of the relevant date.

Student means a Member who is a participant in the Student Gift Membership Program.

Surviving Child means a child under age 21 at the time of the Member's death who is:

- the natural born child of the Member or his or her Spouse or the legally adopted child of the Member, and
- for whom the Member has legal responsibility to support.

A stepchild is *not* a Surviving Child of a Member unless the child has been legally adopted by the Member.

TDRA means the Tax-Deferred Retirement Account of the Pension Fund of the Christian Church (Disciples of Christ).

Total Compensation Base means the sum of the Compensation Base for each Plan Year on which Dues were paid by or on behalf of a Member. This amount is reduced for Plan Years in which less than 14% Dues of 100% of your Compensation Base is paid.

USERRA means the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended from time to time.

Vested or **Vesting** means that your interest in your benefits under the Plan is unconditional, legally enforceable, and nonforfeitable.

PARTICIPATION

A. Eligibility.

You will become a Member in the Plan in accordance with the terms and conditions set by your Employer. Generally, you are eligible to participate in the Plan the first day you perform services for your Employer as an Employee. You can also become a Member in the Plan if you are a Minister who is self-employed, so long as you are performing services in the exercise of your ministry.

Ministers can be either employed by a church or self-employed. Most ministers are employees of a church. You should consult a tax advisor if you believe that you are self-employed. Your status is very important in determining your rights and responsibilities under the Plan.

B. Notification and Forms.

Participation in the Plan is voluntary. Your Employer will notify you when you are eligible to participate in the Plan. You must complete all forms required by Pension Fund to participate in the Plan, and you will not become a Member until Pension Fund receives both the completed forms and initial Dues.

REQUIRED DUES

A. Full Dues.

Full Dues are required on behalf of each Minister who is an Active Member in the Plan. Full Dues are permitted, but not required, if you are not a Minister. Full Dues are equal to 14% of your Compensation Base. Full Dues may be paid in part by you and in part by your Employer, as determined by your Employer.

Your Compensation Base means your total cash salary, and for Ministers, includes all housing or parsonage allowances.

B. Partial Dues.

If you are not a Minister and full Dues are not paid by you or on your behalf by your Employer, you and/or your Employer may pay partial Dues to the Plan. Partial Dues must equal at least 6% of your Compensation Base.

IMPORTANT: Any Dues payment that is less than 14% of 100% of your Compensation Base will result in reduced Accrued Age Pension Credits, Refundable Dues, death benefits, and Disability Benefits. Only your Compensation Base on which Dues were paid is taken into account in calculating your benefits under the Plan. Your Compensation Base on which Dues were paid is determined by dividing Dues paid by you or on your behalf by 14%.

C. Member Dues.

Dues paid by you, called Member Dues, may be made on a *pre-tax* basis or an *after-tax* basis. Your Member Dues made on a *pre-tax* basis are not subject to income tax for the year in which you contribute them, but (except with respect to Ministers) are subject to FICA.

Example: Assume your Compensation Base for the year is \$28,000, your Employer pays Dues equal to 11% of your Compensation Base to the Plan, and you contribute Dues equal to 3% of your Compensation Base to the Plan. You elect to contribute your Member Dues on a *pre-tax* basis.

Total Compensation:	\$28,000
Less Pre-Tax Contributions:	\$ 840
W-2 Income (for income taxes):	<u>\$27,160</u>

IRS regulations require that Member Dues be remitted to the Plan within 15 business days following the end of the month in which the amount would otherwise have been paid to you by your Employer.

D. Dues for Ministers Awaiting Call.

If you are a Minister not currently employed by an Employer, but you are recognized by the Christian Church (Disciples of Christ) as an active Minister and are eligible to resume service when a suitable position becomes available, you will be permitted to contribute full Dues or partial Dues for a period of up to five years after your Severance from Employment. Your Compensation Base will be the Compensation Base in effect at the time of your Severance from Employment.

E. Dues for Ministers Providing Ministerial Services.

If you are a Minister who enters a temporary period of employment with an organization that is not an Employer, becomes self-employed in the exercise of your ministry, or ceases to serve an Employer, you may continue to participate as an Active Member in the Plan under the following circumstances:

- If you are serving a new organization in the exercise of your ministry, you and/or the organization on your behalf may pay full Dues or partial Dues to the Plan based on your ministerial income. Your Compensation Base shall be your ministerial income.
- If you are a self-employed Minister in the exercise of your ministry, you may pay full Dues or partial Dues based on your ministerial income. Your Compensation Base shall be your ministerial income.
- You may elect to pay no Dues for up to three months or until you are employed by an Employer, whichever is less, and continue to be treated as an Active Member.

F. Dues Payment.

Dues are required to be paid monthly, in advance, on the first day of the month.

INACTIVE MEMBERSHIP

Except as provided above with respect to Ministers, if you have a Severance from Employment, you will become an Inactive Member. You cannot contribute Dues, or have Dues contributed on your behalf, to the Plan.

If you are an Inactive Member, your Accrued Age Pension Credits will remain at the level of such credits at the time you became an Inactive Member, increased by Special Apportionments, if any, granted from time to time. Disability and death benefits (other than the Surviving Spouse Pension and Full Orphan Pension) are not payable during any period that you are an Inactive Member.

DEATH BENEFITS AND DISABILITY BENEFITS

An amount equal to 3% of your Compensation Base will be deducted from Dues paid to Pension Fund and will be used to provide death benefits and Disability Benefits. Unless an Employer notifies Pension Fund in writing that a different order applies, Pension Fund will deduct the 3% from: (i) Employer Dues, if any; (ii) pre-tax Member Dues, if any; and (iii) after-tax Member Dues, if any, in that order.

Disability Benefits and death benefits (other than the Surviving Spouse Pension and the Full Orphan Pension) are not payable during any period that you are an Inactive Member.

ROLLOVER CONTRIBUTIONS

Rollover contributions to the Plan are not permitted.

LIMITATIONS ON CONTRIBUTIONS AND BENEFITS

A. Pre-Tax Member Dues.

Federal law limits the amount of *pre-tax* Member Dues you may make to the Plan and the pre-tax contributions you make to the TDRA

and to all other 403(b) plans and 401(k) plans in which you participate each year.

For 2019, the general dollar limit is \$19,000. The IRS adjusts this general dollar limit periodically for increases in the cost-of-living. The general dollar limit may be increased by up to an additional \$3,000 during your lifetime if you have completed at least 15 years of service with your Employer. The general dollar limit is also increased if you have reached age 50 (or will reach age 50 by the end of the calendar year). For 2019, the age 50 catch-up limit is \$6,000. The IRS adjusts the age 50 catch-up limit periodically for increases in the cost-of-living.

You can contact Pension Fund for information on limit increases after 2019.

WARNING: *Pre-tax* Member Dues made to the Plan must be aggregated with your pre-tax contributions to the TDRA and to any other 403(b) or 401(k) plans in applying the applicable limits.

Example:

Assume you are age 47 and your Compensation Base for the year is \$60,000. Your Employer pays Dues equal to 8% of your Compensation Base to the Plan, and you contribute Dues equal to 6% of your Compensation Base to the Plan. You elect to contribute your Member Dues on a *pre-tax* basis. You also elect to make pre-tax contributions to the TDRA equal to 8% of your compensation.

Pension Plan Member Dues	\$3,600
TDRA Pre-Tax Contributions	<u>4,800</u>
Total Pre-Tax Contributions	<u>\$8,400</u>

The contribution limits are satisfied since \$8,400 is less than the general dollar limit of \$19,000 for 2019.

B. Limits on Pension Benefits.

Federal law limits the annual pension benefits that may be paid to you from the Plan. The IRS

adjusts the benefit limit periodically for increases in the cost-of-living. You can contact Pension Fund for more information on these benefit limits.

VESTING

Unless you are a Student, you are always 100% Vested in your benefits under the Plan.

If you are a Student, you will be 100% Vested in your pension benefits under the Plan attributable to Dues made pursuant to the Student Gift Membership Program at such date that you are:

1. ordained, commissioned, or licensed as a Minister;
2. employed full-time as a Minister by an Employer; and
3. actively participating in the Plan through your employment.

You must, however, satisfy all of the above criteria by the earlier of:

- one year following the date you are ordained, commissioned, or licensed as a Minister, or
- five years following the date your participation in the Student Gift Membership Program first began.

If you take a personal leave while enrolled at an accredited theological education institution, or enroll in a ministry internship following graduation from such institution, Pension Fund may approve an extension of the above periods equal to the duration of the leave or internship, as applicable, but for no more than an additional 12 months.

If you do not timely satisfy these vesting requirements, you will forfeit any benefits under the Plan attributable to Dues made under the Student Gift Membership Program.

IMPORTANT: You are *always* 100% Vested in your pension benefits under the Plan upon your death or Disability.

You will continue to earn Accrued Age Pension Credits if Dues are paid by you or on your behalf after you reach age 65 until your actual Retirement.

RETROACTIVE PAYMENT OF BENEFITS

Benefits are not payable from the Plan until you or your beneficiary apply for them. In no event will any benefit be paid before you or your beneficiary is entitled to such benefit, or for any period preceding the date on which you or your beneficiary file an application for such benefits by more than three months.

MEMBER PENSION BENEFITS

A. Age Retirement Pension.

Retirement at Age 65. You may elect to begin an Age Retirement Pension:

- upon Retirement on or after you reach age 65, or
- if you previously had a Severance of Employment, when you reach age 65.

The amount of your Age Retirement Pension is based on the Total Compensation Base upon which Dues were paid to the Plan by you or on your behalf during your career. Your Total Compensation Base is multiplied by .014966 to calculate your Accrued Age Pension Credits.

Because your Compensation Base for a Plan Year will be determined by dividing Dues paid by you or on your behalf for the Plan Year by 14%, your Accrued Age Pension Credits will be reduced for any Plan Year in which less than 14% Dues of 100% of your Compensation Base is paid (see Example 2).

Accrued Age Pension Credits are divided by 12 to determine the monthly amount of your Age Retirement Pension.

Your Age Retirement Pension will be paid to you monthly for your life beginning on the later of the date of your Retirement or the date you reach age 65. You must file an application for benefits with Pension Fund to begin receiving benefits.

Example 1:

You Retire at age 65 after having worked for an Employer for 30 years. You earned \$42,500 a year and 14% Dues were paid on all of your Compensation, or \$178,500 in total Dues over 30 years [$\$42,500 \times 14\% \times 30$]. Your Total Compensation Base is \$1,275,000 [$\$178,500 \div 14\%$]. Your Accrued Age Pension Credits are:

$$\$1,275,000 \times .014966 = \underline{\underline{\$19,081.65}}$$

Your monthly Age Retirement Pension is \$1,590.14.

Example 2:

Assume the same facts as in Example 1, except that 10% Dues were paid on all of your Compensation, or \$127,500 in total Dues over 30 years [$\$42,500 \times 10\% \times 30$]. In this case, your Total Compensation Base is \$910,714.29 [$\$127,500 \div 14\%$]. Your Accrued Age Pension Credits are:

$$\$910,714.29 \times .014966 = \underline{\underline{\$13,629.75}}$$

Your monthly Age Retirement Pension is \$1,135.81.

Working After Age 65. If you continue to work after reaching age 65 and Dues are paid to the Plan by you or on your behalf until your Retirement, your Accrued Age Pension Credits as of your later date of Retirement will be increased by .5% for each full calendar month between the date you reach age 65 (or July 1,

2012, if later) and your date of Retirement (or the date you reach age 70, if earlier).

Example 3:

You Retire at age 70 after having worked for an Employer for 35 years. You earned \$42,500 a year and 14% Dues were paid on all of your Compensation, or \$208,250 in total Dues over 35 years [$\$42,500 \times 14\% \times 35$]. Your Total Compensation Base is \$1,487,500 [$\$208,250 \div 14\%$]. Your Accrued Age Pension Credits *before* adjustment for service after age 65 are:

$$\$1,487,500 \times .014966 = \underline{\underline{\$22,261.93}}$$

Your Accrued Age Pension Credits *after* adjustment for service after age 65 is:

$$\begin{aligned} & \$ 22,261.93 \\ 60 \text{ months} \times .005 \times \$22,261.93 &= \underline{\underline{+ 6,678.58}} \\ & \underline{\underline{\$ 28,940.51}} \end{aligned}$$

Your monthly Age Retirement Pension is \$2,411.71.

Example 4:

You Retire at age 72 after having worked for an Employer for 37 years. You earned \$42,500 a year and 14% Dues were paid on all of your Compensation, or \$220,150 in total Dues over 37 years [$\$42,500 \times 14\% \times 37$]. Your Total Compensation Base is \$1,572,500 [$\$220,150 \div 14\%$]. Your Accrued Age Pension Credits *before* adjustment for service after age 65 are:

$$\$1,572,500 \times .014966 = \underline{\underline{\$23,534.04}}$$

Your Accrued Age Pension Credits *after* adjustment for service after age 65 and before age 70 are:

$$\begin{aligned} & \$ 23,534.04 \\ 60 \text{ months} \times .005 \times \$23,534.04 &= \underline{\underline{+ 7,060.21}} \\ & \underline{\underline{\$ 30,594.25}} \end{aligned}$$

Your monthly Age Retirement Pension is \$2,549.52.

This adjustment to the Accrued Age Pension Credits for service after age 65 will apply for purposes of calculating the Surviving Spouse Pension, but will not affect the amount of the Full Orphan Pension or Dependent Parent Pension.

B. Early Age Retirement Pension.

You may elect to begin an Early Age Retirement Pension:

- upon Retirement on or after you reach age 60 but before you reach age 65, or
- if you previously had a Severance from Employment, when you reach age 60 but before you reach age 65.

When you Retire early, your Accrued Age Pension Credits are reduced by .6% of your Accrued Age Pension Credits multiplied by the number of full calendar months by which your Retirement date precedes your 65th birthday.

Your Early Age Retirement Pension will be paid to you monthly for your life beginning on the later of the date of your Retirement or the date you reach age 60. You must file an application for benefits with Pension Fund to begin receiving benefits.

Example 5:

You Retire at age 60 after having worked for an Employer for 25 years. You earned \$42,500 a year and 14% Dues were paid on all of your Compensation, or \$148,750 in total Dues over 25 years [$\$42,500 \times 14\% \times 25$]. Your Total Compensation Base is \$1,062,500 [$\$148,750 \div 14\%$]. Your Accrued Age Pension Credits *before* adjustment for early Retirement are:

$$\$1,062,500 \times .014966 = \underline{\underline{\$15,901.38}}$$

Your Accrued Age Pension Credits *after* adjustment for early Retirement are:

$$\underline{\underline{\$15,901.38}}$$

$(60 \text{ months} \times .006 \times \$15,901.38) = - 5,724.50$

\$10,176.89

Your monthly Age Retirement Pension is \$848.07.

The election of an Early Age Retirement Pension will not affect the amount of the Surviving Spouse Pension, Full Orphan Pension, or Dependent Parent Pension.

C. Housing Allowance.

If you are a Minister, you can request that a portion of your Age Retirement Pension or Early Age Retirement Pension be designated as housing allowance each year. Contact Pension Fund for more information.

D. Special Apportionments.

Your Age Retirement Pension or Early Age Retirement Pension **may be increased** by Special Apportionments granted from time to time by the Board, in its sole and absolute discretion, when investment experience and actuarial results exceed the amount necessary for the actuarial reserves under the Plan. Special Apportionments, if any, are awarded in the form of increased Accrued Age Pension Credits equitably apportioned among all Members, Alternate Payees, and beneficiaries receiving a Surviving Spouse Pension or a Full Orphan Pension.

Example 6:

Assume you have Accrued Age Pension Credits equal to \$19,081.65. The Board declares a Special Apportionment equal to 2.5%. **This Special Apportionment increases your Accrued Age Pension Credits by \$477.04.**

SURVIVING SPOUSE PENSION

A Surviving Spouse Pension will be paid to your Spouse upon your death. However, if you Married your Spouse *after* you began to receive an Age Retirement Pension, Early Age

Retirement Pension, or Disability Benefit, you must have been Married for at least 12 months prior to your death for your Spouse to receive a Surviving Spouse Pension.

A. Member's Death Before Benefits Begin.

If you die *before* you begin receiving an Age Retirement Pension or Early Age Retirement Pension, the Surviving Spouse Pension will be equal to 50% of your Accrued Age Pension Credits.

Example 7:

Assume the same facts as in Example 1, in which your monthly Age Retirement Pension is calculated to be \$1,590.14. **If you die before your benefits begin, your Spouse's monthly Surviving Spouse Pension will be \$795.07.**

If at your death you were an Active Member or were receiving a Disability Benefit, and Dues were paid each Plan Year on a Compensation Base of at least \$1,500, your Spouse will receive a Surviving Spouse Pension of at least \$4,800 per year.

B. Member's Death After Benefits Begin.

If you die *after* you begin receiving an Age Retirement Pension or Early Age Retirement Pension, the Surviving Spouse Pension will be equal to 50% of your Age Retirement Pension (as if you had elected an Age Retirement Pension beginning at age 65, if you are receiving an Early Age Retirement Pension at the time of your death), unless you elected an optional form of benefit, as described below.

C. Optional Form of Benefit.

You may elect an optional form of benefit under the Plan if you want your Spouse to receive a *higher* Surviving Spouse Pension in exchange for receipt of a *reduced* Age Retirement Pension during your lifetime. This election will apply only if you Retire on or after you reach age 65.

You may elect for your Spouse to receive a Surviving Spouse Pension equal to either 75% or 100% of your reduced Age Retirement Pension. These optional forms of benefit will be the actuarial equivalent of an unreduced Age Retirement Pension and 50% Surviving Spouse Pension.

Surviving Spouse Pension equal to 50% of your *unreduced* Age Retirement Pension.

The election of an optional form of benefit will not affect the amount of the Full Orphan Pension or the Dependent Parent Pension.

Example 8:
 Assume the same facts as in Example 1, but you elect a 75% joint and survivor benefit as an optional form of benefit. You and your Spouse are the same age.
 Instead of an Age Retirement Pension of \$1,590.14, **your reduced Age Retirement Pension is \$1,478.83.**
 When you die, instead of a monthly Surviving Spouse Pension of \$795.07, **your Spouse's monthly Surviving Spouse Pension will be \$1,109.12.**

Payment of Benefits. The Surviving Spouse Pension will be paid to your Spouse monthly for his or her life beginning on the later of:

- the date of your death, if you die *before* you begin receiving an Age Retirement Pension or Early Age Retirement Pension, or
- the first day of the month after the date of your death, if you die *after* you begin receiving an Age Retirement Pension or Early Age Retirement Pension.

You may elect and/or cancel this election at any time before you begin your Age Retirement Pension. An election to receive an optional form of benefit is not available if you Retire before you reach age 65.

Your Spouse must file an application for benefits with Pension Fund to begin receiving benefits.

Termination of Surviving Spouse Pension. The Surviving Spouse Pension will stop upon your Spouse's death.

Spousal consent is required to elect an optional form of benefit. An election to receive an optional form of benefit is only effective with respect to the Spouse to whom you are Married at the time that the election is made and will not be in effect if your Spouse dies or you are no longer Married to your Spouse at the time of your Retirement.

DEATH BENEFITS

In addition to the Surviving Spouse Pension, the Plan offers the following immediate death benefits to your family:

If you are receiving a *reduced* Age Retirement Pension, and your Spouse with respect to whom this election applies dies or you are no longer Married to such Spouse, you may begin receiving an *unreduced* Age Retirement Pension after you give written notice to Pension Fund of such death or divorce.
 If you subsequently remarry and the Marriage took place at least 12 months prior to your death, your new Spouse will be entitled to a

Death Benefit	Beneficiary
Surviving Child Pension	Your Surviving Children until age 21
Full Orphan Pension	Your Surviving Children until age 21 (payable if you do not have a surviving Spouse)
Surviving Child Educational Benefit	Your Surviving Children until age 30 (if certain requirements are met)
Dependent	Your dependent parents

Death Benefit	Beneficiary
Parent Pension	(payable if you do not have a surviving Spouse or Surviving Children)
Pensioner Death Benefit	Your surviving Spouse or, if none, your designated beneficiary
Salary Continuation Death Benefit	Your surviving Spouse or, if none, your Surviving Children, or if none, your designated beneficiary
Death Settlement	Your designated beneficiary (payable if you do not have a surviving Spouse, Surviving Children, or a surviving dependent parent)

Each of these death benefits is more fully described below.

A. Surviving Child Pension.

If you die and you are an Active Member, or you were an Active Member at your Retirement, or you are receiving a Disability Benefit, then a Surviving Child Pension will be paid to each of your Surviving Children until the child reaches age 21. The amount of the Surviving Child Pension is \$6,000 per year. The Surviving Child Pension will be paid monthly beginning on the later of:

- the date of your death, if you die *before* you begin receiving an Age Retirement Pension or Early Age Retirement Pension, or
- the first day of the month after the date of your death, if you die *after* you begin receiving an Age Retirement Pension, or Early Age Retirement Pension.

Your Surviving Child or his or her legal guardian, must file an application for benefits with Pension Fund to begin receiving benefits.

Example: When you die, you have three Surviving Children. Each Surviving Child will receive a Surviving Child Pension equal to \$500 each month until he or she reaches age 21. When the youngest child reaches age 21, the Surviving Child Pension will stop.

B. Full Orphan Pension.

If you die and you do not have a surviving Spouse but you do have a Surviving Child or Surviving Children, a Full Orphan Pension will be paid until the youngest Surviving Child reaches age 21. The amount of the Full Orphan Pension will be the same as the amount of the Surviving Spouse Pension that would have been paid if you had been survived by a Spouse.

Your Surviving Children are eligible for the Full Orphan Pension even if you are not an Active Member when you die or were not an Active Member at Retirement.

The Full Orphan Pension is payable in addition to the Surviving Child Pension.

Each Surviving Child under age 21 will receive an equal share of the Full Orphan Pension. The Full Orphan Pension will be paid monthly beginning on the later of:

- the date of your death, if you die *before* you begin receiving an Age Retirement Pension or Early Age Retirement Pension, or
- the first day of the month after the date of your death, if you die *after* you begin receiving an Age Retirement Pension, or Early Age Retirement Pension.

Your Surviving Child or his or her legal guardian must file an application for benefits with Pension Fund to begin receiving benefits.

Example: Assume the Full Orphan Pension is \$15,000 per year, and you have two Surviving Children. Each Surviving Child will receive \$7,500 per year, plus a \$6,000

Surviving Child Pension. When the oldest Surviving Child reaches age 21, the youngest Surviving Child will begin to receive \$15,000 per year, plus the \$6,000 Surviving Child Pension, until age 21.

C. Surviving Child Educational Benefit.

If you die and you are an Active Member, or you were an Active Member at your Retirement, or you are receiving a Disability Benefit, then each of your Surviving Children under age 21 at the time of your death is eligible for a Surviving Child Educational Benefit for the first four years of full-time attendance at an institution of higher education.

The maximum Surviving Child Educational Benefit is \$20,000. Typically, this benefit is paid in installments of \$5,000 for each year of study, but Pension Fund may pay installments greater than \$5,000 if the Surviving Child is enrolled in an accelerated course of study lasting less than four years.

The Surviving Child Educational Benefit is available to a Surviving Child until age 30 and is available only if full-time attendance at the institution of higher education begins before the Surviving Child reaches age 25.

Your Surviving Child or his or her legal guardian must file an application for benefits with Pension Fund to begin receiving benefits.

D. Dependent Parent Pension.

If you die and you are an Active Member, or you were an Active Member at your Retirement, or you are receiving a Disability Benefit, and you are not Married and have no Surviving Children, then your dependent parent will be paid a Dependent Parent Pension for his or her lifetime. Dependency will be determined by Pension Fund, in its sole and absolute discretion.

The amount of the Dependent Parent Pension will be the same as the amount of the Surviving Spouse Pension that would have been paid if

you had been survived by a Spouse. If you have more than one dependent parent, the Dependent Parent Pension will be paid to the younger dependent parent and, upon the death of such parent, will be paid to the other dependent parent, if surviving. The Dependent Parent Pension will be paid to your dependent parent monthly for his or her life beginning on the later of:

- the date of your death, if you die before you begin receiving an Age Retirement Pension or Early Age Retirement Pension, or
- the first day of the month after the date of your death, if you die after you begin receiving an Age Retirement Pension, or Early Age Retirement Pension.

Your dependent parent must file an application for benefits with Pension Fund to begin receiving benefits.

E. Pensioner Death Benefit.

If you were an Active Member at your Retirement and you are receiving an Age Retirement Pension or Early Age Retirement Pension when you die, then a Pensioner Death Benefit equal to *the lesser of*:

- \$10,000, or
- an amount equal to three times the annual amount of the Age Retirement Pension or Early Age Retirement Pension,

will be paid in a single lump sum to your surviving Spouse or, if none, to your designated beneficiary.

F. Salary Continuation Death Benefit.

If you die and you are an Active Member or you are receiving a Disability Benefit, then a Salary Continuation Death Benefit will be paid in the following amount:

- If you are younger than age 60 at the time of your death, the Salary Continuation Death Benefit is 300% of your annual Compensation Base, up to a maximum of \$50,000.
- If you are age 60 or older at the time of your death, the Salary Continuation Death Benefit is 200% of your annual Compensation Base, up to a maximum of \$30,000.

Annual Compensation Base for this purpose is the Compensation Base upon which Dues were paid for the 12 month period immediately preceding your death. However, if you are receiving a Disability Benefit at the time of your death, annual Compensation Base means the Compensation Base used to determine your Disability Benefit.

The Salary Continuation Death Benefit will be paid to your surviving Spouse, or, if none, to your Surviving Child or Children, or, if none, to your designated beneficiary. If the recipient is your surviving Spouse, up to \$5,000 of the Salary Continuation Death Benefit will be paid in a single lump sum to the Spouse, and the remainder, if any, will be paid in a single lump sum to a Benefit Accumulation Account for your Spouse. If a Benefit Accumulation Account cannot be established on behalf of your Spouse, the entire Salary Continuation Death Benefit will be paid to your Spouse in a single lump sum. If the recipient is your Surviving Child or Children or your designated beneficiary, the Salary Continuation Death Benefit will be paid in a single lump sum to the recipient.

IMPORTANT: A Salary Continuation Death Benefit will be paid only if you die *before* you begin receiving an Age Retirement Pension or Early Age Retirement Pension.

G. Death Settlement of Member Dues.

If you die without a surviving Spouse, Surviving Child or Children, or dependent parent, and you have not received distributions from the Plan in an amount at least equal to the Member Dues you paid to the Plan, then an amount at least equal to your Member Dues (less the amount paid for Death Benefits and Disability Benefits, unless paid by the Employer), plus interest as determined by Pension Fund, will be paid to your designated beneficiary in a single lump sum payment.

DISABILITY BENEFITS

A. Total Disability.

If you are an Active Member and you become Disabled, you will be entitled to a Disability Benefit following the completion of a 60 consecutive day period of Disability beginning on your first day of Disability.

You must file an application with Pension Fund requesting a Disability Benefit. Your Disability Benefit will not be paid for any period preceding the date on which you file the application by more than six months.

A Disability Benefit will *not* be paid in any of the following circumstances:

- The Plan will not pay a Disability Benefit unless Dues were paid to the Plan by you or on your behalf during the 12-month period immediately preceding the date of Disability.
- The Plan will not pay a Disability Benefit if the Disability results from intentionally self-inflicted injuries; participation in riot, war (declared or undeclared) or any act of war; or participation in a crime under state or Federal law for which you were convicted or entered a plea of *nolo contendere*.

- If your occupation, job, or work requires you to maintain a professional occupation license or certification, or if you are a Minister, the Plan will not pay a Disability Benefit if you lose your professional occupational license or certification or if you lose standing or recognition as a Minister prior to your date of Disability.

B. Amount of Disability Benefit.

Your Disability Benefit is your Compensation Base on which Dues were paid, excluding any amount in excess of \$70,000, during the 12 month period immediately preceding the date of Disability multiplied by:

- 60% for the first 12 months of Disability, and
- 40% for each month of Disability thereafter.

Example: If your Compensation Base for the 12 month period preceding your Disability was \$30,000 when you are determined to be Disabled, your Disability Benefit for the first 12 months would be \$18,000. Thereafter, your Disability Benefit would be \$12,000.

No Special Apportionment will be credited to a Disability Benefit. On an annual basis, beginning with your third year of receiving a Disability Benefit, the amount of your Disability Benefit will be increased to reflect the most recent calendar year percentage increase in consumer price index (all urban).

C. Termination of Disability Benefits.

Your Disability Benefit will terminate upon the occurrence of any of the following events:

- You are no longer Disabled.
- You reach age 65, if the Disability Benefit begins before you are age 61 (effective April 1, 2015, if the Disability Benefit begins before you are age 62).

- You receive a Disability Benefit for 48 months, if the Disability Benefit begins before April 1, 2015, and you are age 61 or older when it begins.
- For the number of years outlined in the following chart, if the Disability Benefit begins on or after April 1, 2015, and you are age 62 or older when it begins:

Age at which Disability Benefits Begin	Number of Years of Disability Benefits
62	3.5 years
63	3 years
64	2.5 years
65	2 years
66	1.75 years
67	1.5 years
68	1.25 years
69 or older	1 year

- You elect to begin to receive an Age Retirement Pension or Early Age Retirement Pension in lieu of a Disability Benefit.
- You die.

D. Partial Disability.

If, following the beginning of a Disability Benefit, you partially recover and return to work, your Disability Benefit will continue so long as you are unable due to your Disability to work more than 20% of the normal work schedule you had worked prior to becoming Disabled. For example, if your normal work schedule had been 40 hours per week, you will continue to receive a Disability Benefit so long as you are unable, because of your Disability, to work more than 8 hours per week.

If, following the beginning of your Disability Benefit, you partially recover and return to work, Pension Fund may at its sole and absolute discretion continue your Disability Benefit at a reduced percentage if you are able to work more than 20% but less than 80% of the normal work

schedule you had prior to becoming Disabled. For example, if you are able to work 30% of your normal work schedule, then you will receive 70% of your Disability Benefit.

If you are able to work 80% or more of the normal work schedule you had prior to becoming Disabled, your Disability Benefit will terminate.

The determination of the percentage of the normal work schedule that you are able to work will be determined by Pension Fund, in its sole and absolute discretion.

While you are receiving a Disability Benefit, Dues will be waived and your Accrued Age Pension Credits will be increased as if Dues were paid on the Compensation Base used to determine the amount of your Disability Benefit.

E. Determination of Disability.

Pension Fund will make a determination of Disability based on objective medical evidence provided by one or more qualified health care providers. The Disability must be certified by a qualified health care provider selected by Pension Fund. Pension Fund has the right to periodically ask you for proof of your continuing Disability and a statement of the amount and source of earnings, if any. Failure to timely comply with any such requests for information or medical review requirements will result in termination of your Disability Benefit.

Pension Fund has sole authority and responsibility for determining if you are Disabled under the Plan, and its decision will be final. After a Disability Benefit has been terminated, you must resume employment with an Employer and full or partial Dues must be paid to the Plan to continue participation in the Plan.

MODIFIED COVERAGE - PROTECTION FOR DELAYED ENTRY INTO PENSION PLAN

Your death benefits and Disability Benefits under the Plan will be modified if either:

- Dues are not paid on your behalf within the two year period following the date you are first employed by an Employer as an Employee; or
- you are an Inactive Member who again becomes an Active Member.

Your modified death benefits and Disability benefits are as follows:

Completed Years of Membership	Maximum Percentage of Benefits Provided
1	50%
2 or more	100%

A Year of Membership for this purpose means that Dues were paid on your behalf for a 12 month period beginning on the date Dues commence and each anniversary thereafter. However, a Year of Membership will also include a year of participation in a retirement plan sponsored by your Employer to which your Employer made employer contributions on your behalf and which participation immediately preceded membership in the Plan.

If you are a Student, you will be treated as first eligible for membership in the Plan *on the later of* the date that you graduate from seminary or the date that you would otherwise forfeit your benefits under the Plan's Vesting provisions.

Your Age Retirement Pension, Early Age Retirement Pension, and Surviving Spouse Pension are *not* reduced under this Section.

LOANS

Loans are not available under the Plan.

OTHER DISTRIBUTIONS

A. In-Service Distributions.

In-service distributions are not available under the Plan.

B. Refunds Upon Severance of Employment.

If you have a Severance from Employment and you are not yet eligible to begin your Early Age Retirement Pension, you may elect to receive a refund of your Refundable Dues plus interest as determined by Pension Fund. The portion of your Accrued Age Pension Credits attributable to such refund will be cancelled. Spousal consent is required to make this election.

IMPORTANT: An election to receive a refund of Refundable Dues is no longer available once you are eligible to begin your Early Age Retirement Pension.

C. Cash-out of Small Amounts.

If you have a Severance from Employment and the present value of your Accrued Age Pension Credits (without regard to any refund of Refundable Dues, if applicable) does not exceed \$5,000, Pension Fund may pay the present value of your benefit to you in a single lump sum as soon as administratively practicable after Severance from Employment.

If you die before you begin to receive an Age Retirement Pension or Early Age Retirement Pension and the present value of 50% of your Accrued Age Pension Credits does not exceed \$5,000, the Plan may pay the present value of the Surviving Spouse Pension to your Spouse in a single lump sum as soon as administratively practicable after your death.

If the present value of the lump sum payment does not exceed \$1,000, and you or your Spouse, as applicable, do not elect to have such distribution paid in a direct rollover to an eligible retirement plan or to receive the

distribution directly, Pension Fund will pay the distribution directly to you or your Spouse.

If the present value of the lump sum payment exceeds \$1,000 but does not exceed \$5,000, and you or your Spouse, as applicable, do not elect to have such distribution paid in a direct rollover to an eligible retirement plan or to receive the distribution directly, Pension Fund will pay the distribution in a direct rollover to an individual retirement account or annuity designated by the Plan.

D. Distributions After Age 70½.

Distribution of your benefit is required to begin no later than April 1 of the calendar year following the later of the calendar year in which you turn age 70½, or the calendar year in which you have a Severance from Employment. Pension Fund will notify you prior to the date that distributions must begin. The payment of benefits under this rule is important to avoid a 50% excise tax on the difference between your required distribution and the amount actually distributed to you.

E. Beneficiaries.

Most death benefits under the Plan are paid to the person or persons dictated by the terms of the Plan, and you cannot choose the beneficiary. However, you may designate on the form provided by Pension Fund one or more primary and contingent beneficiaries to receive the following benefits, if you are otherwise entitled to the benefit:

- A Salary Continuation Death Benefit, if you die without a surviving Spouse or a Surviving Child or Children.
- A Pensioner Death Benefit, if you die without a surviving Spouse.
- A Death Settlement, if you die without a surviving Spouse, Surviving Child or Children, or dependent parent.

Your beneficiary may be a person, institution, trustee, trust, tax-exempt charitable religious organization, or estate.

IMPORTANT: You should keep a current beneficiary designation form on file with Pension Fund.

You may revoke or change your beneficiary designation by completing a new beneficiary designation form and giving your completed form to Pension Fund.

PAYMENTS THAT CAN BE ROLLED OVER

Special income tax and withholding rules apply to distributions that qualify as eligible rollover distributions. Although most distributions from the Plan will not be eligible rollover distributions, lump sum distributions generally will qualify as eligible rollover distributions. In general, unless an eligible rollover distribution is directly rolled into an IRA or to a 401(a) plan, 401(k) plan, 403(b) plan, or governmental 457(b) plan that accepts rollovers, 20% of the distribution must be withheld for Federal income tax purposes.

If all or a part of your benefit will be distributed as an eligible rollover distribution, Pension Fund will provide you, within a reasonable period before the distribution, with a detailed written explanation of the income tax consequences of the distribution and your ability to defer income taxation by making a direct rollover.

Most distributions from the Plan will *not* qualify as eligible rollover distributions and, therefore, may not be rolled into an IRA or other plan. The mandatory 20% withholding rules do not apply to distributions that are not eligible rollover distributions. Such distributions are taxed in the year received and are subject to Federal income tax withholding, unless the recipient elects not to have withholding apply. You will receive more information regarding

such withholding before your benefits are distributed.

MILITARY SERVICE

In the event you are rehired by your Employer following a period of qualified military service (as defined in USERRA) you will be entitled to make Member Dues to the Plan from your current earnings attributable to the period of time Member Dues would have been made to the Plan but for your period of qualified military service. These Member Dues will be in addition to other contributions permitted under the Plan, and will be made as permitted under the Plan and Code Section 414(u).

These additional Member Dues will be based on the Compensation Base you would have received from your Employer had it not been for your military service, and will be subject to the Plan's terms and conditions in effect during your period of military service. Member Dues may be made during the period that begins upon reemployment and extends for five years or your period of military service multiplied by three (whichever is less).

IMPORTANT: You can only make-up Member Dues that you would have made to the Plan had you not had a period of qualified military service. In other words, if only Employer Dues were being made to the Plan on your behalf before your period of qualified military service, then there are no Member Dues to make-up upon your rehire.

Employer Dues will be made in accordance with the terms and conditions of the Plan and Code Section 414(u).

To be eligible for these benefits, before leaving for military service, you are generally required to give your Employer advance notice that you are leaving the job for service in the Uniformed Services. When you return from military service, you must timely submit an application for reemployment with your Employer and request information regarding your

reemployment rights. Time limits for returning to work will depend on the length of time of your military service. Contact Pension Fund for additional information.

ADMINISTRATION OF THE PLAN

A. Administrator.

Pension Fund has the authority to control and manage the operation and administration of the Plan. Benefits under the Plan will be paid only if Pension Fund, in its sole and absolute discretion, decides that the applicant is entitled to them.

Pension Fund has the power and authority to determine all questions of law or fact that may arise as to eligibility, benefits, status, and rights of any person claiming benefits or rights under the Plan, to construe and interpret the Plan consistent with the Code, and to correct any defect, supply any omissions, or reconcile any inconsistencies in the Plan.

B. Claims Procedure.

You or your beneficiary may file a claim for benefits with Pension Fund.

Denial of Claims. If the claim is denied, in whole or in part, then Pension Fund may give you or your beneficiary a written notice, within a reasonable period of time, explaining the specific reasons for the denial; identifying the Plan document sections on which the denial is based; describing additional material necessary to perfect the claim; explaining why the material or information is necessary; and explaining the review procedure. If Pension Fund does not provide a written explanation, the claim will be deemed denied.

Appeal of Denial of Claim. If Pension Fund's determination to deny the claim is not acceptable to you or your beneficiary, an appeal for benefits may be filed with Pension Fund. This appeal must be in writing and filed within a reasonable period of time from the date of the determination by Pension Fund. If you do not

file an appeal within a reasonable period of time, the decision of Pension Fund will be final. When reviewing an appeal, all information submitted by you will be considered, regardless of whether it was submitted in the initial determination.

Pension Fund will make a determination as to any claim for benefits within a reasonable period of time of receiving the appeal without regard to whether all information needed to make a determination is included with the appeal.

If Pension Fund denies your appeal as to any claim, you will receive a statement explaining the specific reason for the denial. The decision will be in writing and will be final and binding on you and all other parties involved and afforded the maximum deference under the law.

For more details on the claims procedures, contact Pension Fund.

NON-ALIENATION OF BENEFIT AND DOMESTIC RELATIONS ORDERS

A. Nonalienation of Benefits.

Except as discussed below, your benefit under the Plan, prior to your actual receipt, will not be subject to any debt, liability, contract, engagement, or tort, nor subject to anticipation, sale, assignment, transfer, encumbrance, pledge, charge, attachment, garnishment, execution, alienation, or other legal or equitable process.

B. Tax Levy.

Your benefits may be reduced to the extent permitted under Federal law to satisfy your liability under a levy issued by the Internal Revenue Service or that is sought to be collected by the United States government under a judgment resulting from an unpaid tax assessment against you.

C. Domestic Relations Orders.

A "domestic relations order" is a court order that obligates you to pay child support, alimony payments, or otherwise allocate a portion of your benefit to your Spouse, former Spouse, child or other dependent (collectively known as "Alternate Payees").

If your Employer receives a domestic relations order, your Employer may be required by law to recognize obligations you incur as a result of the order if the order is determined to be "qualified".

If the domestic relations order is determined to be qualified, the Plan will make a distribution to an Alternate Payee under the qualified domestic relations order ("QDRO") regardless of whether you are eligible for a distribution, if directed to do so by the QDRO, provided that the Alternate Payee is at least age 60.

You may request written QDRO procedures from Pension Fund for more information regarding domestic relations orders.

PLAN EXPENSES

Plan expenses will generally be paid from the Trust, but expenses specific to a Member, such as wire transfer charges or domestic relation order qualifications, may be charged to the Member in the discretion of Pension Fund.

AMENDMENT OR TERMINATION OF PLAN

It is expected that the Plan will continue indefinitely, but the Board has reserved the right to change, modify, or discontinue the Plan at any time. However, no change may decrease the benefits already earned by you or violate any provisions of the Code.

WHAT GENERAL INFORMATION ABOUT THE PLAN SHOULD I KNOW?

A. Name of the Plan.

The legal name of the Plan is the "Pension Plan of the Pension Fund of the Christian Church (Disciples of Christ)".

B. Type of Plan.

The Plan is a retirement income account program that provides defined benefits to its Members designed to satisfy the requirements of and have tax favored status under Code Section 403(b)(9).

C. Effective Date.

The Plan was most recently amended and restated in its entirety effective January 1, 2018.

D. Administrator.

The Administrator for the Plan is:

Pension Fund of the Christian Church
(Disciples of Christ)
1099 North Meridian Street, Suite 700
Indianapolis, IN 46204

Service of legal process may be made on Pension Fund at the above address.

E. Plan Year.

Records of the Plan generally are maintained on the 12-month period from January 1 to December 31.

F. Source of Financing.

The Plan is funded through contributions made by you and your Employer in the form of Dues in accordance with the Plan terms. Special Apportionments may also be awarded.

The Plan is not subject to registration, regulation, or reporting under the Investment Company Act of 1940, the Investment Advisers Act of 1940, the Securities Act of 1933, the Securities Exchange Act of 1934, Title 15 of the United States Code, or States' Securities Laws. Members in the Pension Plan, therefore, will not be afforded the protections of those provisions.

Unlike federally insured bank deposits, contributions to the Plan are not insured or guaranteed by an agency of the United States Government (including FDIC), or any state of the United States.