



PENSION PLAN: NEVER OUTLIVE YOUR INCOME



WHY THE PENSION PLAN?

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

ADVANTAGES:

- Employer, employee, or both may make contributions.
- Contributions are normally pre-tax.
- Provides guaranteed monthly pension benefit for life.
- Retired ministers may declare housing allowance on retirement distributions.
- Death & disability benefits (at death, benefits transfer to surviving spouse and minor children).
- Ministers may continue to participate during periods of self-employment if performing in the exercise of ministry.

GOOD FOR SOMEONE WHO ...

- Seeks to lower taxable income.
- Wants peace of mind for a spouse/family.
- Wants security of income-for-life (won't outlive money).

Eligibility

If you are employed by an eligible congregation, region, general ministry or church-related college, seminary or benevolent organization related to the **Stone-Campbell/Restoration Movement**, you are eligible to participate. A minister who is self-employed can become a participant in the Pension Plan if ministerial services are being performed for compensation.

What is a Pension Credit & How is it Calculated?

Total dues are 14% of gross salary which is used to provide two types of benefits:

- An annual pension paid at retirement (11%)
- Death & disability coverage prior to reaching retirement (3%)

Dues can be split between you and your employer, or your employer may opt to fund the entire 14%. To determine the annual dollar pension payment, this cumulative gross salary is converted into pension credits using the following formula:

$$\text{Gross Salary} \times .014966 = \text{Total Pension Credits}$$

Special Apportionments can add to this amount over time, if granted by Pension Fund's Board of Directors.

Calculating your Pension: An Example

A full time employee earning an average gross salary of \$60,000 per year over the course of their career would have an annual retirement pension of the following:

Full Age 65 Retirement

$\$60,000 \times .014966 \times 35 \text{ Years} =$
\$31,428.60 per year for life with a 50% survivor benefit.

Only 10 Years Paid In

$\$60,000 \times .014966 \times 10 \text{ Years} =$
\$8,979.60 per year for life with a 50% survivor benefit.



Each year when plan 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 additional earnings in the form of Special Apportionments— meaning **more money for you in retirement.**

Security for a Lifetime

Financial protection during disability or death. Should a worst-case scenario become reality, the Pension Plan includes built-in death and disability benefits for participants and their families.



Death Benefits:

Salary Continuation: 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. This benefit is limited to active contributing members.

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.

Surviving Child & Surviving Child Education Benefit: 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 supplemental to the surviving child benefit. Each surviving child is eligible to receive \$5,000 per year for up to 4 years of education beyond high school.

Dependent Parent Benefit: 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.

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.

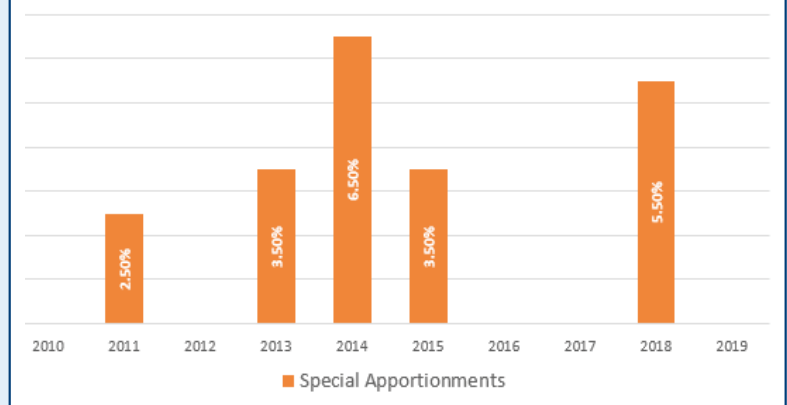
Disability Benefits:

The disability benefit is equal to 60% of salary on which dues are paid for the first year, 40% thereafter, up to a maximum of \$3,500 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.

Watch your account value grow even after you retire!



Pension Plan: 10-Year Historical rates



*Special Apportionments listed in the year it was received in accounts. Data above represents historical data and may not be indicative of future performance.

To learn more about Pension Fund's retirement and savings products and benefits, visit pensionfund.org/what-we-offer.

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