

BRIDGE

PENSION FUND

SPRING 2016



NEW
BEGINNINGS



Ministers!
Need Help with Your
2015 Tax Return?

Minister's Tax Guide

Complete your 2015 income taxes with confidence.

Pension Fund offers a free guide for ministers (and their tax preparers) that covers:

- Filing your income tax return
- Parsonage and housing allowances
- How to calculate and report self-employment tax
- How to calculate deductions
- Retirement planning

...and more! To access this handy, easy-to-use tax guide, just visit:

www.pensionfund.org/ministers-tax-guide

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BRIDGE

PENSION FUND
SPRING 2016

HOW TO REACH US

P.O. Box 6251
Indianapolis, IN 46206
866.495.7322 toll free
317.634.4504 phone
317.634.4071 fax
pfcc1@pensionfund.org
www.pensionfund.org

Article Submissions: email your idea to
communications@pensionfund.org

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EDITORIAL/DESIGN STAFF

Meagan Miller
Marketing Director
mmiller@pensionfund.org

Sandy McLaughlin
Communications Coordinator
smclaughlin@pensionfund.org

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Spring often brings new life and hope for a better tomorrow. With the recently-launched Excellence in Ministry pilot program, Pension Fund hopes to enhance the financial well-being of new pastors.

JAMES P. HAMLETT

FROM THE PRESIDENT

Today vs. Yesterday:
Finances for A New Generation of Pastors



Recently I had a long conversation with a financial planner who is both a strong supporter of Pension Fund and its programs, and a committed churchman. I was describing our new program, “**Excellence in Ministry**.” This multifaceted program is funded primarily by a three-year \$1 million grant from The Lilly Endowment, Inc. to help pastors—especially those in the early years of ministry—learn a measure of financial acumen.

Our hope is this will potentially assist with outstanding student debt and relieve financial stress. I explained how research suggests as many as 50% of persons going into pastoral ministry will leave it within the first five years of service, often to find a better-paying job to support family and service student debt.

He, like so many others of our generation, thought of his college years and his ability to work his way to graduation without incurring any student debt. I must admit I was equally fortunate. It was easier then. People in our generation often suggest lack of financial discipline or personal initiative as root causes for the spike in student debt. “We did it. Why can’t they?”

But the fact is that over the past 30 years, the cost of higher education has risen at twice the rate of medical inflation. It’s much more difficult to graduate without debt than in years past.

We share the belief that financial stress is one of the primary reasons so many pastors leave congregational ministry early in their career, and at great cost. The church loses the benefit of the pastor’s leadership and witness. Their investment in preparing for ministry may be viewed as a loss. The congregation also suffers the financial and emotional impact of another ministry transition. Members may be lost, church growth stunted.

“ I know from personal experience that we live in a new era, one in which it is nearly impossible to get a college or seminary degree without incurring debt. ”

How Excellence in Ministry Can Help

Pension Fund, working in collaboration with Christian Theological Seminary and the Christian Church in Indiana, will host its first Excellence in Ministry financial literacy training event this spring in Indianapolis. Three additional events will be offered in the fall in conjunction with other seminaries. The goal of the program is to enhance the financial literacy of pastors, facilitate better financial decision making, reduce financial stress, increase productivity and enhance effectiveness. We expect the congregations served by participants will also benefit through increased spiritual growth, keener focus on the pastor’s financial wellbeing, greater dialogue between pastor and congregation leaders, and church growth as a byproduct of sustained ministry.

In future editions of *The Bridge*, we hope to share stories that demonstrate the positive impact of the



Excellence in Ministry program. We hope they will inspire and encourage greater participation and collaboration. I know from personal experience that we live in a new era, one in which it is nearly impossible to get a college or seminary degree without incurring debt. For those who have accepted the call to ordained ministry

and the congregations they serve, we stand to support their ministry. Together, we can create a support network that will facilitate their success and nurture Excellence in Ministry for a new generation of pastoral leaders. We invite you to join us in this journey.

James P. Hamlett
 President
 jhamlett@pensionfund.org



TREASURER'S CORNER

What's Going on in the Financial Markets (and Why)?



As we began the New Year, questions remained about investment expectations. These questions extended far beyond the typical concerns about equities and fixed income options. They included questions about commodities, emerging markets and the global marketplace—more specifically, European and Asian markets, especially China's.

Financial update as of December 31, 2015:

- Pension Fund net assets available for benefits as of Dec. 31, 2015, were \$2.8 billion. The Pension Plan remains fully funded and within the guidelines as set forth by policy.
- Interest rates for our Tax-Deferred Retirement Account (TDRA), Benefit Accumulation, Traditional IRA and Roth IRA programs will remain at the same base rate as in 2015. These decisions are influenced by market rates reported by banks and other financial institutions that offer fixed rate programs.
- Market rates have seen very little change over the past year. We believe Pension Fund rates continue to be very competitive to similar products, and specifically those that protect members from 'downside risk,' which simply means your account balance isn't adversely impacted when financial markets are in decline.

Questions remain despite a strong fourth quarter in 2015. Unfortunately, overall returns for 2015 were modest at best. The global investment environment in 2015 was difficult due primarily to the effect of falling energy and commodity prices on resource-based economies and currencies. Global growth projections are forecasted more conservatively due to these factors. Forecasters now project muted growth in the developed economies, weakness in resource-based economies and a significant slowdown in China. Factor in the shift of the U.S. Quantitative Easing (QE) program, which has major implication for market liquidity, and one begins to understand the concern overall for investments.

Pension Fund recognizes how volatility and investment returns may create concern for our members. Our strategy for mitigating risk is to ensure diversification in our overall portfolio. We also remain diligent in maintaining a desired balance of assets by class using a rebalance strategy. This strategy has worked well, especially so in 2008-09 when markets were highly volatile.



As we close the books on 2015, we observe that while there was some drop in assets, Pension Fund programs remain fully funded with additional reserves available to protect our members' funds. Our Benefit Accumulation and Tax-Deferred programs, along with our IRA program options (both Traditional and Roth) continue to earn a solid interest rate that remains very competitive.

If you have questions or comments, feel free to contact me at dgdraper@pensionfund.org.

Duncan Draper
*Vice President and
Chief Financial Officer*
dgdraper@pensionfund.org



February Board Meeting Updates

During its two-day board meeting, the Board of Directors of Pension Fund of the Christian Church (Disciples of Christ) Inc. received reports from staff regarding investment performance in 2015 and early 2016, reserve levels for each of the financial programs, and market projections for the immediate future. Reports were also received from independent actuaries regarding Pension Plan liabilities and funding requirements in light of new life expectancy tables required of pension plans. In light of market volatility and increased actuarial funding requirements, and in accordance with board approved policies regarding Special Apportionments and Good Experience Credits, directors determined that reserves were not sufficient to enable approval of either Special Apportionment or Good Experience Credits in 2016. However, retirement savings programs and the Pension Plan remain fully funded on an actuarial basis.

Two new Board members began their term of service with the Pension Fund; Camilla Lindsey of Plano, TX, Vice President and Corporate Capital Markets Manager and Vice President at Wilmington Trust; and Joshua Santana, Attorney in Lexington, KY.

Directors and staff welcomed the Rev. Dr. Todd A. Adams to the Pension Fund staff as Sr. Vice President and President-elect. Adams will assume the role of president on Sept. 1, 2016, following the retirement of current president, James P. Hamlett.

Pension Fund Directors named former missionary Marjorie Hill a Pension Fund Innkeeper in recognition of her generous support for Ministerial Relief and Assistance programs. A donor is eligible for such recognition based upon a minimum of \$100,000 in life time gifts to Pension Fund's endowment program.

PENSION FUND AWARDED \$1 MILLION GRANT

THROUGH LILLY ENDOWMENT'S
ECONOMIC CHALLENGES INITIATIVE

Pension Fund recently received a grant of \$1 million as part of Lilly Endowment Inc.'s National Initiative to Address Economic Challenges Facing Pastoral Leaders. The initiative supports a variety of religious organizations across the nation as they address the financial and economic struggles that can impair the ability of pastors to lead congregations effectively.



Pension Fund's Endowment grant will fund the launch of an "Excellence in Ministry" pilot program intended to alleviate financial stresses that impede pastoral leadership of clergy and congregations they serve. In partnership with Christian Church (Disciples of Christ) seminaries, regional ministries and related institutions, the Excellence in Ministry program will offer financial literacy events to clergy, spouses, congregational leaders and seminarians. A limited number of financial relief grants will also be made available for select program

participants. Program details continue to be finalized and will be shared at www.pensionfund.org/eim.

Through addressing financial literacy issues and alleviating financial pressures of clergy, this program aims to:

- benefit congregations by having more effective leadership and less turnover
- help pastors remain and be more effective in ministry over a longer period of time
- enhance the financial health and wellbeing of pastors and their families
- benefit the church by having pastoral leaders who are more engaged in the financial affairs of the church

"The Excellence in Ministry program aligns with Pension Fund's mission and long history of serving those in ministry both spiritually and financially," said James P. Hamlett, President of Pension Fund. "We hope to relate to a new generation of ministers at a time of their greatest financial need."

The Endowment is giving \$28 million in grants through this initiative. Pension Fund is one of 27 organizations taking part in the initiative, which represents a variety of Christian traditions.

WHAT YOU NEED TO KNOW:

PENSION FUND ANNUAL REPORTS GO DIGITAL

We're going green! Pension Fund is excited to announce that annual reports will now be available solely online via www.pensionfund.org. Pension Fund gradually moved toward this solution as technology changed how our members consume information, with a majority of all annual reports emailed in 2015. With this change, we're implementing what's become standard practice among church-related and financial institutions.

If you wish to receive a direct link to future annual reports, be sure to update your email address with Pension Fund. Here's what else you need to know:

- By going digital, Pension Fund will be saving in printing and mailing costs
- Through eliminating paper copies of the annual report, Pension Fund is reducing paper waste and becoming more environmentally friendly
- Annual reports will be available on Pension Fund's website in an easy-to-read, online flipbook format
- If a paper version is still preferred, members can download and/or print the annual report directly from Pension Fund's website



Any questions? Feel free to contact us at pfcc1@pensionfund.org or 866.495.7322. And, don't forget to look for our newest annual report online in late spring!

2016 MILEAGE RATES

The Internal Revenue Service has issued the 2016 standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning on Jan. 1, 2016, the standard mileage rates for the use of a car, van, pickup or panel truck will be:

- 54 cents per mile for business miles driven, down from 57.5 cents in 2015
- 19 cents per mile driven for medical or moving purposes, down from 23 cents for 2015
- 14 cents per mile driven in service of charitable organizations

The standard mileage rate for business is based on an annual study of the fixed and variable costs of operating an automobile, including depreciation, insurance, repairs, tires, maintenance, gas and oil. The rate for medical and moving purposes is based on the variable costs, such as gas and oil. The charitable rate is set by law.

For more information, please visit <https://www.irs.gov/uac/Newsroom/2016-Standard-Mileage-Rates-for-Business-Medical-and-Moving-Announced>.

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WHAT YOU NEED TO KNOW:

5 OUR MOST COMMONLY ASKED QUESTIONS

Have you ever wondered what Pension Fund questions rise to the top of the list? We enlisted our helpful and knowledgeable call center staff to answer some of your most frequently asked questions:

What's the best way to request a withdrawal from my account?



All requests for funds must be submitted on the appropriate form for the type of account from which you would like to make a withdrawal. All distribution request forms may be submitted via fax, a scanned email attachment or postal mail. To access the proper forms, you can print them directly from our website (under “Resources”), call to request them from a Member Services Specialist at 866.495.7322, or email your request to pfcc1@pensionfund.org. Requests received prior to 1:30pm EST are processed the same day, and requests received after 1:30pm EST will be processed the following business day. Please allow 24-48 hours of processing time for any request exceeding \$50,000 USD.

Why doesn't Pension Fund send deposit receipts any longer?

Pension Fund now offers online access to our member portal, **MyPensionFund** (linked on our homepage) so members can monitor their balances, withdrawals and deposits. You may also call us toll free or email us to find out if a deposit has posted. If you haven't registered for our online portal and would like assistance in setting up your account, please call to speak with a Member Services Specialist. We'll be happy to walk you through the process!



Do I need to send a deposit slip when contributing funds to my BAA, Roth IRA, etc.?

DEPOSIT



While a deposit slip is not necessary, we do encourage our members to include a contribution remittance form specific to the account type in which you'll be depositing. To access the proper forms, you can print them directly from our website (under "Resources"), call to request them from a Member Services Specialist at 866.495.7322, or email your request to pfcc1@pensionfund.org. If you aren't able to submit your deposit with a contribution form, please make sure you have clearly noted your account number and account type on the memo line of your check. For expedited processing, all deposits should be mailed to our lockbox in Detroit, MI, **not directly to the Pension Fund office**. You may also use the contribution remittance forms to authorize a free one-time or recurring electronic transfer from a personal checking or savings account of your choosing. This is the quickest, most efficient way to deposit funds into your account.

When can I expect to receive my pension/annuity payment or recurring distribution?

All U.S. pensions, annuities and recurring monthly withdrawals are paid on the first business day of each month. This is extremely important to keep in mind when the first of the month falls on a weekend or holiday. If you receive a paper check, the funds will be mailed to you on the first business day of the month. Members with non-U.S. bank accounts are paid on a quarterly basis, at the beginning of each quarter.



What do I need to do to update my contact information?

All address and information changes must be received in writing with your written signature. Members may use the Changes in Personal Status form or simply submit the updated information via handwritten correspondence. All changes, whether submitted on the form or by letter, may be submitted to our office via fax to 317.634.4071, via a scanned email attachment to pfcc1@pensionfund.org, or via postal mail to Pension Fund of the Christian Church, P.O. Box 6251, Indianapolis, IN 46206-6251.



At Pension Fund, our members are our priority. If you have any question (whether big or small), feel free to contact us by phone, email or our website. You can view these questions and other FAQs on Pension Fund's website at www.pensionfund.org/faq.



Pension Fund's knowledgeable call center staff answers members' frequently asked questions.

HOW TO NEGOTIATE SALARY AND BENEFITS

Churches aren't human resource experts, and most ministers aren't finance and tax professionals. So, it can be challenging when it comes time for a pastor to negotiate the financial details of a call to ministry. Whether you're a member of the search committee or a minister seeking a call, it's helpful to learn as much as you can about the specialized tax rules and unique situations that apply to ministers.

Ministry is a hard job. Setting fair compensation provides benefits for both the church and minister. A minister who doesn't have to struggle to make ends meet can focus better on his or her service. Churches can attract and retain qualified leadership when they compensate their minister fairly.

There are three main components to minister's compensation:

- **Cash Compensation** – salary and housing allowance, plus cash equivalents such as a Social Security offset.
- **Benefits** – health, life and disability insurance, retirement savings, sabbatical, vacation, paid leave time and severance compensation.
- **Job-Related Reimbursement Expenses** – use of personal vehicle expenses, work-related travel, materials for study, sermon preparation or church needs, hospitality expenses, church conventions and continuing education.

Benefits and job-related expenses are outside of monthly compensation and therefore the responsibility of the church. They should be set up in the church budget as separate line items, and the church must accept that changes in cost shouldn't automatically fall to the minister to make up out of cash compensation.

However, this doesn't mean there can't be negotiations about possibilities. Discussion of benefit and expense cost that escalate should happen at negotiations. For example, if healthcare costs increase, the church and minister might agree to share in the cost of the increase at 50% church and 50% minister (for more information on setting up a

compensation package that includes housing allowance or parsonage situations, view our Ministers Compensation Planning Guide at www.pensionfund.org/files/resources/ministers-compensation-planning-guide.pdf).

Before negotiations begin, a minister should know exactly what's required for him or her to adequately cover all financial obligations. This means doing a full budget to avoid any surprises once settled in a new position. This includes the payment of SECA taxes (Self-Employed Contributions Act) instead of FICA taxes (Federal Insurance Contributions Act), understanding housing allowances and what compensation is exempt from income tax. Ministers fall under a unique set of rules for taxation (for a budget outline, as well as tax and housing information, reference our Ministers Compensation Planning Guide).

This is just a brief overview of what goes into a minister's compensation package. Pension Fund is available to provide resources that can guide you through this very important start to a successful partnership in ministry.

Compensation Sample

| | |
|---|-----------------|
| Cash Compensation | |
| Salary | \$26,447 |
| Housing allowance | \$20,000 |
| Social Security offset | \$3,553 |
| Benefits | |
| Retirement, including life and disability insurance | \$7,000 |
| Health insurance | \$12,000 |
| Savings for sabbatical | \$1,000 |
| Job-Related Reimbursement Expenses | |
| Auto allowance | \$3,000 |
| Subscriptions/books | \$300 |
| Continuing education | \$800 |
| Hospitality | \$500 |
| Conventions | \$1,200 |
| Total | \$75,800 |



EMPLOYER SPOTLIGHT:

FIRST CHRISTIAN CHURCH MINNEAPOLIS, MN

Three
Denominations
Leverage Unique
Building-Share
for Ministry

Congregants of First Christian Church rotate worship spaces quarterly, providing different worship experiences throughout the year.

“SO MANY MORE RESOURCES ARE AVAILABLE NOW TO FOCUS OUR ATTENTION ON SERVING OTHERS.”

In the early 2000s, First Christian Church (based in Minneapolis) faced shrinking attendance and rising costs. Maintenance and utilities for a city block of buildings were a drain on the congregation’s budget, challenging the ministry the congregation envisioned.

In 2006, they began a conversation on ways to move forward with their ministry. Before long, the question was asked: “What if...?” What if we could sell the buildings and use the proceeds to do the ministry we are called to do?

By 2008, First Christian Church was ready to find a new direction for ministry. The Minneapolis Institute of Arts was delighted to purchase the property. Meanwhile, Salem English Lutheran Church of Minneapolis had to move out of their building due to the cost of much-needed major repairs. Salem English began to worship with Lyndale United Church of Christ, who eventually sold their own building. While the two congregations shared a building together, they moved forward with a burgeoning dream of renovating one of Salem’s historic buildings for a new worship space together—SpringHouse Ministry Center.

As this ministry center began to take shape, First Christian Church decided to enter into the partnership. The three congregations began sharing the same building, each bringing to the partnership proceeds from the sale of their respective buildings. “So many more resources are available now to focus our attention on serving others,” said Rev. Laurie Feille, pastor of First Christian Church.



First Christian Church (Disciples of Christ) faced shrinking attendance and rising costs in an urban setting, but partnered with two non-Disciple congregations to pool funds, share a building, and take turns using various worship spaces.

Three denominations (Lutheran, United Church of Christ, and Disciples of Christ) make up SpringHouse Ministry center.



— REV. LAURIE FEILLE, PASTOR, FIRST CHRISTIAN CHURCH

As SpringHouse Ministry Center, the three congregations share resources for Children's Ministries, office equipment and supplies, utilities, and building upkeep. They also share the costs associated with having a SpringHouse Building Coordinator, building manager and youth minister. Three worship spaces offer three quite different worship experiences for three very distinct congregations. Each quarter of the year the congregations move to the next worship space, allowing new worship space ideas to be incorporated several times a year. Every day, SpringHouse is filled with different groups from the community using the building.

Now just four years old, this new arrangement provides everyone an opportunity to model the inclusiveness and involvement that has been part of the First Christian Church's DNA since their beginning in 1877. First Christian Church seeks to value the differences and to serve especially where there is hunger, suffering and brokenness. In addition to Rev. Feille as senior pastor, First Christian Church staff includes Dan Adolphson, associate pastor; Deb Murphy, Office Administrator and Director of Spiritual Formation for Children; Julie Andrix, Faith Community Nurse; and Adam Conrad, Music Director. Deb Murphy also serves as the Building Coordinator for SpringHouse Ministry Center.

At a time when tiny houses are all the rage for families wanting to downsize and simplify, First Christian Church has discovered the advantages to being lean, mobile, and focused less on material things for themselves so they can focus on being God's hand in a hurting world. First Christian Church welcomes visitors to the Twin Cities to worship and share in ministry.

NEW HIRES SPOTLIGHT

Kelly Cady, Assistant

Controller: Kelly served as an Interim Assistant Controller at Pension Fund for two months in 2015 before officially joining staff in early January.



She holds a M.B.A. degree in accounting and B.A. degree in psychology from the University of Toledo, and has over 15 years of progressive accounting and financial experience. As Assistant Controller, Kelly will serve as a lead contact for banking relationships and tax reporting, and focus primarily on Pension Fund's Health Care Trust, Endowment, and Ministerial Relief accounting and financial reporting.

WHAT TO EXPECT FOR HEALTH CARE IN 2016

The U.S. has just completed another open enrollment period of the Affordable Care Act (ACA). This year will see effects of a major change in the tax laws that will affect clergy, continued efforts to “fix” or tweak parts of the ACA, and preparations for the future of ACA reporting and taxes.

Here’s a birds-eye view of the changes to health benefits as a result of the further implementation of the ACA, and what those changes mean for you:

| ACA Update | What is it? | What it means for you: |
|---|---|--|
| Health care reimbursement | A July 2015 ACA ruling changed the tax status of the reimbursement or payment of health benefit premiums purchased either direct from insurance companies or the health care exchange by congregations. | <ul style="list-style-type: none"> • Congregations may not pay the insurance companies direct. • Reimbursements to clergy/employees is considered taxable income. |
| Tax implications for congregations | Coverage purchased through the Christian Church Health Care Benefit Trust (CCHCBT) is considered a denominational group health plan by the IRS | <ul style="list-style-type: none"> • Congregations may pay directly to the CCHCBT on a pre-tax basis. • If congregations choose to reimburse clergy/employees for CCHCBT coverage, this can be done on a pre-tax basis. • The cost of CCHCBT does not currently need to be reported on the employee’s W-2 form. |
| New IRS tax forms | The IRS will soon require certain information about health care coverage, as reported in the new 1095-B IRS form. | <ul style="list-style-type: none"> • The CCHCBT will mail the 1095B forms to participating members (Note: You will NOT need this form to file your 2015 taxes). • The CCHCBT will also file the necessary forms with the IRS to satisfy the employer’s reporting requirements. |
| Proposed ACA “fixes” | CCHCBT will continue to look for authorization to establish a Denominational Private Exchange to allow churches and clergy to purchase denominational health insurance (to be eligible for federal subsidies). Also, along with many other benefit providers, we’d like to see a repeal of the “Cadillac Tax” for high cost health plans. | <ul style="list-style-type: none"> • To be determined |

CCHCBT provides health and dental benefits to the clergy and employees of the congregations and ministries of the Stone-Campbell Tradition. For more information about our health care programs or enrollment, contact us at healthcare@pensionfund.org or 866.495.7322.

On Our Bookshelves: FOUR BOOKS TO HELP YOU NAVIGATE HEALTH CARE

Health care and the Affordable Care Act can be complicated subjects to digest, but luckily there are resources available to help. Do you want to become better-versed in health care lingo? Here are four suggested reads from Michael Porter, Director of Health Services.



- **The Healing of America—A Global Quest for Better, Cheaper, and Fairer Health Care** by *T.R. Reid*

([http://www.amazon.com/The-Healing-](http://www.amazon.com/The-Healing-America-Global-Cheaper/dp/0143118218)

[America-Global-Cheaper/dp/0143118218](http://www.amazon.com/The-Healing-America-Global-Cheaper/dp/0143118218)):

This New York Times Bestseller book attempts to break down the complex state of health care in the U.S. and around the world in an easy-to-digest manner. Learn more about health care reform, health care policy, and successful universal health care systems around the world.



- **Overdiagnosed—Making People Sick in the Pursuit of Health** by *Dr. H. Gilbert Welch, Dr. Lisa M. Schwartz, and Dr. Steven Woloshin*

([http://www.amazon.com/Overdiagnosed-](http://www.amazon.com/Overdiagnosed-Making-People-Pursuit-Health/dp/0807021997)

[Making-People-Pursuit-Health/dp/0807021997](http://www.amazon.com/Overdiagnosed-Making-People-Pursuit-Health/dp/0807021997)):

Overdiagnosed brings to light the phenomenon of overtreatment by the medical community, which (the authors argue) perpetuates fear, paranoia and health care industry profits. This book attempts to cover the social, medical and economic ramifications of a now widely-accepted practice by doctors and the health care industry.



- **The Immortal Life of Henrietta Lacks** by *Rebecca Skloot*

(<http://rebeccaskloot.com/the-immortal-life>):

You may not recognize her name, but Henrietta Lacks (or HeLa, as scientists knew her), became one of the most important tools in medicine. A poor black tobacco farmer, her cells were taken without her knowledge in 1951. Since then, those cells have facilitated the polio vaccine, cloning, gene mapping and more.



- **The \$1,000 Genome: The Revolution in DNA Sequencing and the New Era of Personalized Medicine** by *Kevin Davies*

([http://www.amazon.com/The-000-](http://www.amazon.com/The-000-Genome-Revolution-Personalized/dp/1416569596)

[Genome-Revolution-Personalized/dp/1416569596](http://www.amazon.com/The-000-Genome-Revolution-Personalized/dp/1416569596)):

In 2000, President Clinton signaled the completion of the Human Genome Project. Now, the price for any of us to order our own personal genome sequence has dropped to less than \$1,000. This DNA “revolution” is just a small preview of what health care will look like in the future.

Michael Porter, GBA
Director of Health Services
mikep@pensionfund.org



CORRECTION: The *Winter 2014 Bridge* gift list should have included the following individuals under the “Endowment” section: Charles Bennett, Dolores and Eugene Guenin, Lewis and Mary Rhodes, Nancy Carol Stahl, Evelyn Watkins, James and Yvonne Prichard.

RESPONDING TO FLINT, MI

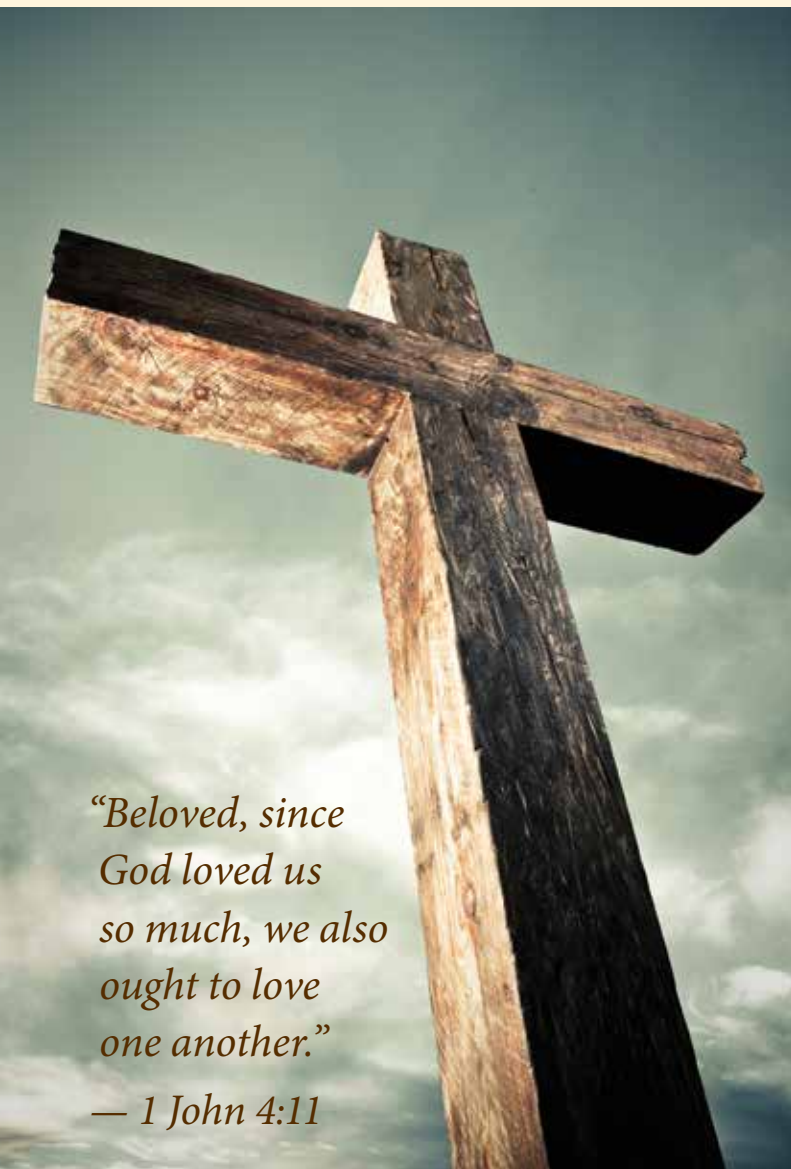
In this holy season of Easter, we reflect on God’s love and sacrifice for this world. Easter is the cornerstone of the Christian faith. It’s the celebration of Jesus rising from the grave, conquering death, and giving us peace and a purpose for life. That’s what Easter is about, why we’re here and why our church exists — to love one another as God has loved us.

One of our preachers preached a powerful sermon Sunday on what it means to love one another and be prophetic in our lives. He spoke of how we’re called to respond when God calls, and shared several illustrations of how others have responded in various crisis situations.

One of those illustrations stood out for me. We’ve all heard what’s happening in Flint, MI. The city’s situation with their water is unbearable. Over 100,000 people are affected, and the most vulnerable – the children – are starting to show irreversible signs of lead poisoning. One of our churches, Vermont Christian Church, has taken on the call to be there for the people of Flint. They’ve opened up their doors and become, in essence, a “watering station” for the surrounding communities with clean, fresh water to share! The pastor talked about their gracious ministry and care for their neighbors.

After hearing this story of Vermont Christian Church and their pastor, Andre Powell, responding to God’s call, one of the church members stood up and came forward. He then took out his wallet and emptied the contents, challenging the rest of the congregation to do the same. He spread his offering in front of the pulpit, and others followed suit. The congregation collected over \$500 in those few minutes to help Vermont Christian Church continue their ministry and prophetic voice in Flint. That congregation showed what it means to love one another!

Imagine if we were to live our lives in constant thanksgiving, giving thanks for even the opportunity



*“Beloved, since
God loved us
so much, we also
ought to love
one another.”*

— 1 John 4:11

There was a man who saw a scorpion floundering around in the water. He decided to save it by stretching out his finger, but the scorpion stung him. The man still tried to get the scorpion out of the water, but the scorpion stung him again. A man nearby told him to stop saving the scorpion that kept stinging him. But he said: "It is the nature of the scorpion to sting. It is my nature to love. Why should I give up my nature to love just because it is the nature of the scorpion to sting?"

Author unknown

of giving! This is one way we, as the Church, can be prophetic in a world that needs a voice for the voiceless. Our monetary gifts are one manifestation of our action. We are also called to be in prayer and present with those who have needs in our midst. Throughout the years, many have been so generous in their giving for Ministerial Relief and Assistance to help in many areas of need that pastors and lay church workers have. For that we say, Thank You!

We shouldn't give up loving. We shouldn't give up on goodness...even if we are stung by some around us. May our passion of Christ in our lives cause us to always to love one another and be prophetic in all that we are and all that we do! My prayer for all of us this Easter season is that we might live up to Christ's commandment to love one another as Christ loves us!

Shalom,

Rev. Ruth Chavez Wallace
Vice President for Development
ruthw@pensionfund.org



DONOR SPOTLIGHT: REV. DR. JACK HAMILTON

SENIOR PASTOR AT EUCLID
CHRISTIAN CHURCH
(LYNCHBURG, TN)

At 83 years old, Dr. Jack Hamilton continues to care for the flock of loyal parishioners at Euclid Christian Church as an interim pastor. "It's been an extreme joy to serve this church and brothers and sisters," said Hamilton, also a regular donor to the Ministerial Relief and Assistance fund.

"I've been able to do this because Pension Fund has done so well for those of us who are retired. It's allowed me to serve past retirement because I want to, not because I have to. Before retirement, I had to work and now I can serve out of pure joy!"

In MEMORIAM

Following are member deaths that were reported to Pension Fund between October 1, 2015 and December 31, 2015.

DEATHS IN ACTIVE SERVICE

| | | | | | |
|--|--|---|--|--|---|
| Mr. William Atkinson Barnhart, MO July 14, 2015 | Mr. David Barnes Grand Junction, CO November 17, 2015 | Ms. Suzanne Crawford Bedford, VA October 14, 2015 | Mrs. Virginia Ferrell Amarillo, TX November 13, 2015 | Rev. Paul Hendricks Denver, CO November 3, 2015 | Mr. Sunny Kuruvilla Elamkulam, Cochin, INDIA October 5, 2015 |
| Rev. D. Jay Johnson Litchfield, IL October 18, 2015 | Mrs. Margie Beck Eureka, IL October 1, 2015 | Dr. Mitchell Curry Los Angeles, CA November 10, 2015 | Mrs. Doris Forquer Versailles, KY December 23, 2015 | Mr. William Hendricks Lubbock, TX December 14, 2015 | Mr. John Lawler Houston, TX December 20, 2015 |
| Pastor D. Keith Kincaid Logansport, IN September 27, 2015 | Mrs. Elizabeth Breakenridge Calgary, AB, Canada December 25, 2015 | Rev. Gail Davis Spokane, WA October 22, 2015 | Mrs. Marilyn Garner Lafayette, IN December 21, 2015 | Mrs. Betty Hull Indianapolis, IN November 4, 2015 | Mr. J. Reynolds Lewis Greensburg, PA November 12, 2015 |
| Mrs. Sally Mallard Athens, TX November 15, 2015 | Mr. Charles Brennan Honolulu, HI October 3, 2015 | Mr. Robert Dell Galena, OH December 9, 2015 | Ms. Louvie Gose Glendale, AZ December 15, 2015 | Mrs. Carmen Jones Higbee, MO October 2, 2015 | Mrs. Barbara Lillie Forest, VA September 21, 2015 |
| Mr. Paul Williams Blue Springs, MO November 19, 2015 | Mrs. Mary Lorraine Brown Johnson City, TN December 21, 2015 | Rev. L. Paul Denham Hemet, CA November 19, 2015 | Mrs. Andrea Hall Newton, KS December 17, 2015 | Mrs. Joan Jones Cincinnati, OH November 24, 2015 | Mrs. Fern Martin Hannibal, MO November 3, 2015 |
| | Mrs. Carol Browning Chicago, IL October 13, 2015 | Mrs. Carol Dewey Payette, ID October 4, 2015 | Dr. Delbert Hamm Oklahoma City, OK October 29, 2015 | Mrs. Hazel Jordan La Verkin, UT November 15, 2015 | Elder R. T. McCarter Rocky Mount, NC December 28, 2015 |
| | Dr. Dwaine Cerbin Kayenta, AZ December 7, 2015 | Mr. Ronald Dow Wichita, KS December 4, 2015 | Mrs. Dora Harnage Longview, TX December 14, 2015 | Chap. Ray Joseph Saint Thomas, VI October 6, 2015 | Mrs. Doris McClurg Bakersfield, CA December 2, 2015 |
| Rev. David Adams Jacksonville, FL December 22, 2015 | Mrs. V. Lucile Charpie Greenwood, IN December 12, 2015 | Mr. Carlton Downing Austin, TX November 23, 2015 | Mr. Dale Harter Stephenville, TX November 3, 2015 | Mrs. Dorothy Kapaun Guthrie, OK November 1, 2015 | Mr. Tommy McComas Huntington, WV November 22, 2015 |
| Mrs. Marian Adams Mountlake Terrace, WA December 27, 2015 | Mrs. Martha Chrystie Guymon, OK October 5, 2015 | Dr. Louise Evans Indianapolis, IN December 13, 2015 | Mrs. Joan Hatfield Raymore, MO December 14, 2015 | Mr. Forrest Kenney Boonville, MO November 30, 2015 | Ms. Anna McDonald Arlington, TX October 12, 2015 |
| Rev. Loren Arnett Bothell, WA September 30, 2015 | Mr. Randolph Collinson Tulsa, OK December 17, 2015 | Mrs. Florilda Everton Kennett, MO September 17, 2015 | Mr. Carl Heien Centerville, IA December 7, 2015 | Mrs. Anna Kragnes Gaithersburg, MD December 14, 2015 | Mrs. Fern McLean Indianapolis, IN December 5, 2015 |

DEATHS IN RETIREMENT



Mr. Francis Minth
Lafayette, IN
October 21, 2015

Miss Lillian Moir
Blaine, WA
November 13, 2015

Rev. J. Steve Moody
Helena, MT
November 5, 2015

Rev. Denis O'Connor
Paducah, KY
October 30, 2015

Mr. Owen Jerry
O'Malley
Carbondale, IL
September 29, 2015

Mr. Harold Parker
Albany, OR
October 31, 2015

Mr. Ira Peak
Indianapolis, IN
November 30, 2015

Mr. Jon Pefley
Marion, IN
March 20, 2015

Mrs. Anne O'Brien
Riley
Lexington, KY
October 1, 2015

Mrs. Virginia
Robbins
Anderson, CA
November 18, 2015

Mrs. Sue Robinette
Wilson, NC
October 8, 2015

Mr. Robert Ross
Noblesville, IN
October 30, 2015

Mr. James Rousseau
Albuquerque, NM
September 29, 2015

Mrs. Linda Saxton
El Paso, TX
November 6, 2015

Ms. Rebecca Scaggs
Arvada, CO
October 23, 2015

Mr. John Schlee
Kilgore, TX
December 31, 2015

Mrs. Idris Scott
Northville, MI
November 13, 2015

Mrs. Eleanor Sechko
Pinellas Park, FL
November 25, 2015

Rev. Thomas Shelton
Troutdale, OR
October 19, 2015

Mrs. Wanda Sherman
Weatherford, TX
December 11, 2015

Mrs. Mary Shoupp-
Christofferson
Redding, CA
October 10, 2015

Mr. Thomas
Simmons
Sarasota, FL
November 4, 2015

Mr. Roy Spencer
Jacksonville, FL
October 25, 2015

Mrs. Pat Starnes
Cleburne, TX
November 29, 2015

Mrs. Diane Steffer
Toronto, ON,
CANADA
October 20, 2015

Mr. John Stempel
Fort Worth, TX
August 29, 2015

Rev. Scott Stine
Des Moines, IA
November 27, 2015

Mrs. Alice Stott
Columbia, MO
September 9, 2015

Mrs. M Lorraine
Thomason
Vancouver, WA
November 20, 2015

Mrs. Barbara
Thompson
Jacksonville, FL
September 27, 2015

Mr. Charles Tilford
Gilbertsville, KY
October 4, 2015

Mrs. Sally Tomlinson
Fort Worth, TX
July 29, 2015

Rev. Wendell Tull
Hot Springs Village,
AR
November 2, 2015

Mrs. Mary Vaughan
Seiling, OK
October 19, 2015

Mr. Vernice Vincent
Kerrville, TX
October 25, 2015

Mrs. Ophia Walls
Lenoir City, TN
October 30, 2015

Rev. Milford Walters
Eutaw, AL
July 4, 2015

Dr. Harold R Watkins
Indianapolis, IN
December 2, 2015

Mrs. Helen Weeks
Penney Farms, FL
September 5, 2015

Mrs. Margaret
Weingand
Hendersonville, TN
August 14, 2015

Mrs. Ann Wheat
South Haven, MI
September 16, 2015

Dr. Howard Wible
Waco, TX
December 10, 2015

Mrs. Dorothy
Wilbert
Dayton, OH
September 24, 2015

Mr. Robert Wilder
Sun Lakes, AZ
July 4, 2015

Dr. James Williams
Greensboro, NC
August 16, 2015

Mr. John Williams
Norman, OK
September 20, 2015

Mrs. Margaret
Windley
Seymour, IN
December 25, 2015

Mrs. Martha
Woodward
Mechanicsville, VA
May 25, 2015

Mrs. Jeanette
Wright
Fort Worth, TX
September 7, 2015

Mr. Jack Wylie
Spokane, WA
November 1, 2015

Mrs. Louise Yates
Tarkio, MO
June 17, 2015

OTHER DEATHS

Mrs. Patricia Case
Hermitage, MO
October 11, 2015

Mr. Lindsay
Churchman
Fort Worth, TX
September 19, 2015

Mr. Ruben Garcia
El Monte, CA
October 12, 2015

Ms. Patricia Parker
Itta Bena, MS
December 8, 2015

Mr. Roger Penwell
Seymour, TN
October 17, 2015



“I wish I had done more sacrificial saving early on so I could be looking at a better retirement.”

- Recent retiree with Social Security and Pension Plan benefits

You've heard you need to save for retirement, but no one tells you what happens when you don't. In ministry, we're known for serving, putting others' needs before our own. But when we don't think about our retirement, we aren't serving anyone ... ourselves, our families, the Church. **Pension Fund is here to help.** We offer some of the most respected, well-funded and financially sound pension and retirement savings programs in existence. For more than 100 years, Pension Fund has provided *strong. smart. secure.* plans for peace of mind at all life stages.

We also offer:






- Health Benefits
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strong. smart. secure.

To learn more about our programs and how we can help you plan for retirement, visit us at www.pensionfund.org or call us today at **866.495.7322**.

RETIREMENT PROGRAMS OVERVIEW

| Program | Advantages | Good for someone who: | Why choose Pension Fund? |
|---|---|---|---|
| EMPLOYER-SPONSORED CONTRIBUTION PROGRAMS | | | |
| Pension Plan DEFINED BENEFIT PLAN: Provides a lifetime monthly retirement benefit for participants. | <ul style="list-style-type: none"> • Employer may make contributions • Contributions are normally made pre-tax • Provides guaranteed monthly pension benefit for life (upon retirement) • Offers additional security with monetary benefits for participants and their families: <ul style="list-style-type: none"> » At participant's death, benefits for surviving spouse and minor children » Disability benefits for participant | <ul style="list-style-type: none"> • wants peace of mind for a spouse/family • is looking to lower taxable income • wants security of income-for-life (won't outlive money) |  Special Apportionments |
| Tax-Deferred Retirement Account (TDRA) DEFINED CONTRIBUTION PLAN: Allows eligible employees to set aside a portion of compensation on a pre-tax basis to save for retirement. | <ul style="list-style-type: none"> • Employer may make contributions in addition to salary • Participants may make contributions through salary reduction • Contributions made pre-tax • Higher contribution limits than with IRAs • Funds can be grown tax-free until distribution | <ul style="list-style-type: none"> • wants to lower taxable income • wants to defer taxes until retirement distribution |  Good Experience Credits |
| INDIVIDUAL RETIREMENT PLAN OPTIONS | | | |
| Roth IRA INDIVIDUAL PLAN: Contributions are made with after-tax dollars, so they are tax-free when distributed at retirement (or earlier in some scenarios). | <ul style="list-style-type: none"> • No age limit for making contributions • Contributions can be accessed at any time • Money can be withdrawn without penalty in certain situations, such as using the distribution for higher education or a first-home purchase • No required minimum distribution for an account owner or spousal beneficiary, and interest can be grown tax-free • Upon qualified distribution for owner and spouse and if 5-year holding period is met, interest is not taxable | <ul style="list-style-type: none"> • is still relatively new in their career (tax rates are lower when income is lower) • wishes to withdraw retirement funds tax-free • wishes to access funds earlier than retirement if necessary |  Good Experience Credits |
| Traditional IRA INDIVIDUAL PLAN: Contributions may be either fully or partially tax-deductible, and taxes are deferred until funds are distributed. | <ul style="list-style-type: none"> • Contributions may be fully or partially tax-deductible • Contributions may be accessed at any time (may be subject to penalties and taxes) • No upper income limit on Traditional IRA contributions • Funds can be transferred through rollovers • Provides savings opportunity for individuals whose employer does not provide retirement plan | <ul style="list-style-type: none"> • is looking for additional tax deductions on income • would like to save without income limits • has rollover funds available in another account |  Good Experience Credits |
| Benefit Accumulation Account AFTER-TAX SAVINGS: A participant in the Pension Plan or TDRA can make contributions with after-tax dollars. | <ul style="list-style-type: none"> • No age or contribution limits • Funds may be withdrawn at any time without penalty • Provides opportunity to save additional funds for retirement or "rainy day" | <ul style="list-style-type: none"> • is a participant in the Pension Plan or TDRA • would like to withdraw funds at any time without penalty • would like a competitive base return for savings |  Good Experience Credits |



Each year, the Pension Fund Board of Directors review reserves required, and may award a **Special Apportionment**. When granted, these Special Apportionments increase pension credits and, therefore, monthly pension payments.



Pension Fund offers a guaranteed base return, with the opportunity for additional interest earnings. The Pension Fund Board of Directors may award **Good Experience Credits**, which, when granted, provide additional interest earned on your account.



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- Learn more about the **FINANCIAL GENERATION GAP** of pastors
- Understand how the **MARKET CRISIS** affects Pension Fund **INVESTMENTS**
- **DISCOVER** how to successfully negotiate **SALARY AND BENEFITS**
- Hear how **FIRST CHRISTIAN CHURCH (MINNEAPOLIS)** uses a building-share to save funds
- **GAIN INSIGHT** into what to expect for **HEALTH CARE IN 2016**



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