

Highlands Financial Management Workshop 11/6/21

We're Here for You

- www.pensions.org
- Member Services

800-773-7752 (800-PRESPLAN)

M-F 8:30 a.m. – 7 p.m. ET

memberservices@pensions.org

- Church Consultant

Rev. Dr. Carrie Mitchell

215-587-7239

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A Ministry of Wholeness



Spiritual



Health



Financial



Vocational

BENEFITS CONNECT

- Log on to Benefits Connect
 - Update Address & Information
 - Report Life Change Events
 - Accept Benefits During Annual Enrollment
- **Annual Enrollment**
 - **October 25 – November 12**



Topics for Today



Benefits & Packages



Benefits in Transitions



**Post-Retirement
Service**

The Benefits Plan of the PC(USA)

2021 Benefits Plan

Retirement Programs

- Defined Benefit Pension Plan
- Retirement Savings Plan

Work requirement key

- 20 hours or more per week; no requirement for ministers in self-employed validated service
- 20 hours or more per week
- No hourly work requirement
- Requires participation in PC(USA) or other employer-sponsored plan

Financial Protection Programs

- Death and Disability Plan
- Term Life Plan
- Temporary Disability Plan
- Long-Term Disability Plan

New plans in
2021

Health Programs

- Medical Plan
 - PPO option
 - EPO option
 - HDHP option
- Post-Retirement Medical Plan
 - Medicare Supplement Plan
- Employee Assistance Plan (EAP)
- Dental Plan
- Vision Eyewear Plan

- Health savings account (HSA)
Flexible spending accounts

Pastor's Participation Benefits Package

Defined Benefit Pension Plan *Decrease* from 11% to 8.5% ▼

Death and Disability Plan Remains at 1%

Temporary Disability Plan *New* for 2021 at 0.5%

Medical Plan: PPO option *Increase* from 25% to 27% ▲

Employee Assistance Plan (EAP) Included

Dues remain at
37%
of effective
salary for 2021

New Benefits Package for Ministers

10%

of effective salary

- Defined Benefit Pension Plan
- Death and Disability Plan
- Temporary Disability Plan
- Employee Assistance Plan (EAP)



INCLUDES*

access to these programs

- CREDO
- Minister Educational Debt Assistance
- Healthy Pastors, Healthy Congregations
- Sabbath Sabbatical Support Grant

**other eligibility requirements apply*



**MINISTER'S
CHOICE**

Designed for **any minister who works at least 20 hours a week,**
and is intended to make sure that **all ministers have financial protection.**

Non-Installed Minister

**Works 20 hours/week with
\$25,000 effective salary**

**Minister's Choice dues
will be \$2,500**



Benefits at Termination of Service

- **No-Cost Coverage**

- Pastor's Participation (Medical & Death)
- Minister's Choice (Death)

- **Transitional Participation**

- Pastor's Participation, Minister's Choice, and graduated seminary students

- **Medical Continuation**

- **Medicare Supplement**



Transitional Participation

Requires Presbytery leader's approval

Lasts up to 24 months.

Dues billed based on the last effective salary (subject to min/max, if applicable) or the congregational ministers' median salary.

Pastor's Participation

Medical (PPO) *, Defined Benefit Pension, Death and Disability, Temporary Disability

You may enroll in dental, vision eyewear coverage, and/or supplemental death coverage, if enrolled before termination of service

**Begins after no-cost coverage period ends. You must enroll before medical continuation.*

Minister's Choice

Defined Benefit Pension, Death and Disability, Temporary Disability

You may **NOT** enroll in any benefits other than those in the Minister's Choice benefits package.

If enrolled in medical coverage, you are eligible for medical continuation

— Supplemental Disability and RSP contributions are not available —

Medical Continuation

- Must maintain continuous coverage to be eligible
- Begins after service termination or, if applicable, after transitional participation coverage ends.
- Up to 18 months
- Medical plan (same plan as when coverage ended)
- Early retirement
- Rule of 70

NOTE: No other benefits available

2022 PPO costs	
Member only	\$965
Member + spouse	\$1,960
Member + children	\$1,496
Member + family	\$2,670

Medicare Supplement

If you are retired and 65 or older

- \$275 person/month
- Includes Part D (Rx)
- Medicare Part A (no cost)
- Medicare Part B (cost varies)
- No other benefits



The Four Definitions of Retirement

- Presbytery – Honorably Retired
- Board of Pensions – Receiving pension benefits
- Social Security – Receiving Social Security benefits
- Your own interpretation!

More Definitions

Termination date is the **last day** of work paid by employer/benefits end date.

- Submit up to 60 days before or on the effective date.
- **Benefits end date** - the last day of the month.
- Report as soon as possible - retirement cannot be processed until termination is reported.

Retirement date is the **first day** of retirement/pension benefits!

Post-Retirement Service

Post-Retirement Service

- Member receiving pension may return to employment without suspension of pension benefits if:
 - Temporary/of limited duration
 - Reported to and approved by the Board
 - Not the last church or employer served at time of retirement
 - If serving more than 20 hours, 12% dues are assessed
 - If serving less than 20 hours, dues are not assessed

Post-Retirement Service Dues = 12% of Effective Salary

Dues subsidize Medicare Supplement Plan



Educational Resources

- Financial and Retirement Planning Resources
- E-Learning
 - Leaving Well: Navigating Transitions in Ministry and Work
 - Beginning Anew: Finding Wholeness in Retirement
- THRIVE* Seminar

**(Thinking Retirement: Identity, Vocation, and Economics)*



Assistance Program 2022

2022 assistance amounts

All active members



- Adoption Assistance: \$6,500
- Emergency Assistance: varies by need
- Transition-to-College Assistance: up to \$3,000

Retirees



- Housing Supplements: up to \$4,400 monthly; up to an additional \$23,000 for entry fees to a continuing care retirement community
- Income Supplements: varies by need
- Retiree Medical Grants: up to \$2,500

Ministers



- Minister Debt Relief (new in 2022): up to \$10,000
- Minister Educational Debt Assistance: up to \$25,000
- Sabbath Sabbatical Support: up to \$4,000

For More Information



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