

Benefits to Serve More

Presbytery of Yellowstone The Rev. Christine Long Church Consultant



Who We Are

The Board of Pensions of the Presbyterian Church (U.S.A.) provides robust benefits and services to PC(USA) churches, agencies, and affiliated employers — like seminaries, colleges, and universities; camps and conference centers; retirement and senior housing communities; and human services organizations.

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- More than 300 years of caring for others
- Commitment to wholeness and mutual care

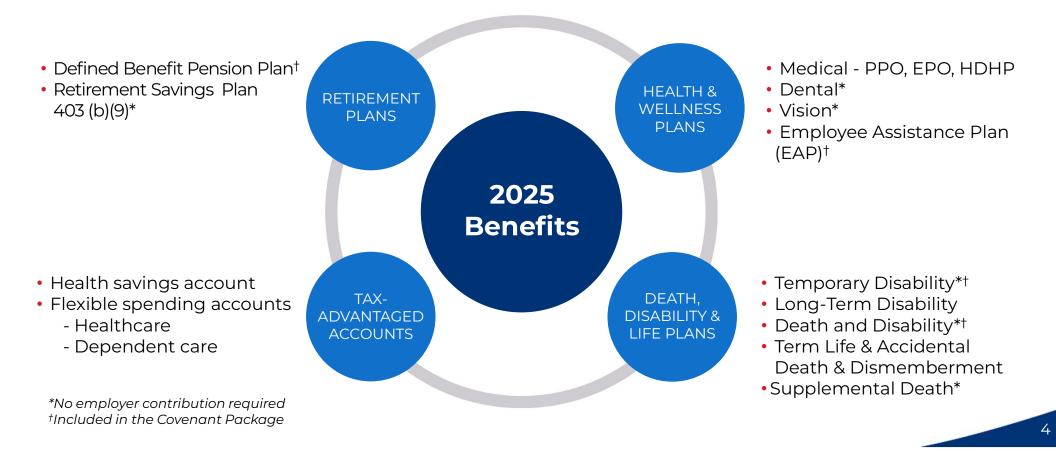


Benefits reflect living in caring community

What We Offer



Plans and Programs



Covenant Package

Employees working 20 hours or more per week receive critical income protection at an exceptional value.



Benefits include:

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

The Covenant Package is an employer-paid plan with optional employee-paid plans.

Covenant Package

Employees working 20 hours or more per week receive critical income protection at an exceptional value.



Access to education programs including:

- Well-Being Retreat
- THRIVE
- E-learning and webinars



Access to Assistance Program grants

The Covenant Package is an employer-paid plan with optional employee-paid plans.

Defined Benefit Pension Plan

The Defined Benefit Pension Plan

helps provide financial security to participants, who receive a monthly income throughout retirement. The plan is funded through employer dues and investment earnings.



Years of service and pay determine benefit amount, accrued during employment



Experience apportionments (increases to pension credits or benefits)



Early and post-retirement options available

Long-term investment approach ensures the plan is well-positioned for continued success.

Death and Disability Plan

Benefits for beneficiaries and eligible survivors are available, plus partial income for members who become unable to work because of disability.



Death benefits

- Salary continuation benefit
- Lump-sum death benefit
- Children's education benefit
- Living needs benefit



Death and Disability Plan

Benefits for beneficiaries and eligible survivors are available, plus partial income for members who become unable to work because of disability.



Disability benefits

- Income replacement generally 70% of the greater of employee's effective salary or the median
- Protects salary up to IRS compensation limit
- Benefits may begin after a 90-day waiting period
- Other benefits may be continued during an approved disability

Temporary Disability Plan

Participants receive financial protection for a short-term disability or illness for up to 90 days.



Benefits available after seven days, available for up to 90 days from date of disability



Weekly benefit provides employees with 70% of effective salary up to the IRS compensation limit



Other benefits may be continued during an approved disability

No pre-existing condition limitation or evidence of insurability (EOI) requirements

Employee Assistance Plan

The Employee Assistance Plan

is a confidential and valuable benefit provided at no cost to employees enrolled in any medical coverage option.



\$0 copay counseling sessions (in-person or virtual) up to annual limits; continued or more complex care fully integrated with Medical Plan benefits



Includes financial and legal assistance, resources for child and elder care, and more



Employers have access to no-cost management consultations

Lifelong Learning Components

Lifelong Learning Programs Include:









Seminars and Retreats Webinars and Well-Being Wednesdays

On-Demand E-Learning and Synchronous Online Education THRIVE & Retirement Conversations

*For PC(USA) ministers enrolled in the Medical and/or Defined Benefit Pension plan(s).



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Covenant Package

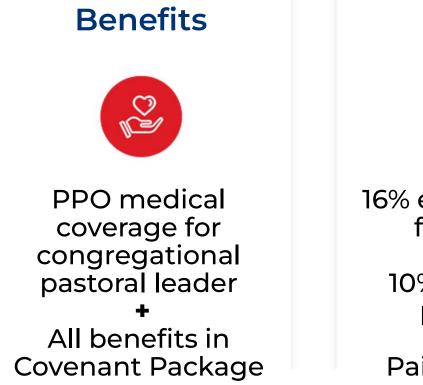
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16% effective salary for medical + 10% for income protection

Paid entirely by congregation



Dependent Coverage

May offer medical coverage for spouses and children

Congregation may choose to pay all, some, or none of the cost

Flexibility to offer benefits needed without paying for benefits not needed

Dependent Medical Coverage 2025 dues









2025 Member and Dependent Medical Dues

Coverage Level	Dues	Combined Minimum Dues	Combined Maximum Dues	
Member-only	16%	\$6,000	\$17,000	
Member + Child(ren)	16% + \$8,950	\$14,950	\$25,950	
Member + Spouse	16% + \$11,000	\$17,000	\$28,000	
Member + Family	16% + \$20,600	\$26,600	\$37,600	

Plus 10% for income protection benefits

Transitional Pastor's Participation

Medical Dues

Year	Percentage	Minimum Dues	Maximum Dues
2025	33%	\$15,000	\$43,000
2026*	No less than 37%	\$18,000	\$50,000
2027*	No less than 41%	\$21,600	\$57,000

Plus 10% for income protection benefits

*2026 and 2027 rates are minimums (subject to future Board of Directors approval)



Retirement Savings Plan of the PC(USA)





Qualified 403(b)(9) church plan



Partnership with Fidelity Investments



Choice and flexibility



12 investment options and target date funds

Retirement Savings Plan – Eligibility and Pricing



Available to all employees; no minimum hourly work requirement



For employers:

Plan administration – no fee

• No 5500 or plan audit requirements

Compliance services – fees may apply

• Nondiscrimination testing (if required)

Retirement Savings Plan – Eligibility and Pricing





For employees: \$3.75 quarterly account management fee

Fees may apply for:

- 🕗 Loans
- Managed accounts
- Brokerage window



Assistance Program – All Members



Emergency Assistance

At least <u>one</u> benefit

Adoption Assistance

Pension or Medical

Transition-to-College

Pension or Medical

Employee Vocation (affiliate markets only)

Medical



Assistance Program – Pensioners Only



Retiree Medical

 5 years pension participation + 10 years PC(USA) service

Income & Housing Supplements

 5 years pension participation + 10 years PC(USA) service

Assistance Program – Minister Members Only



Minister Debt Relief

Pension or Medical

Minister Educational Debt Assistance

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Pension or Medical

Sabbath Sabbatical

Pension or Medical

Clergy Wellness

Pension or Medical

2024 Assistance Program

Grant	Amount	Number	Grant	Amount	Number
Income Supplements	2,399,000	261	Financial Counseling	247,000	N/A
Emergency Assistance	2,234,000	1,366	Minister Educational Debt Assistance	246,000	97
Minister Debt Relief	1,930,000	251	Retiree Medical	154,000	67
Housing Supplements	997,000	199	Employee Vocation	89,000	24
Transition-to-College	503,000	242	Adoption Assistance	40,000	7
Sabbath Sabbatical	502,000	99	Other	134,000	23
Clergy Wellness	392,000	86			
			Total	9,867,000	2,722

Benefits Connect Website



Employees

- Enroll in benefits
- Access and update personal information
- Update benefits during a plan year for a qualifying life event



- Select and manage benefits for eligible employees
- Pay invoices quickly and conveniently
 - Flexible payment scheduling
 - Recurring payment setup
 - Monthly email reminders



THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH (U.S.A.)

How May We Serve You?



800-PRESPLAN (800-773-7752) (TTY: 711) M-F 8:30 a.m.-6 p.m. ET



memberservices@pensions.org



pensions.org/members

Contact Information



THE BOARD OF PENSIONS

OF THE PRESBYTERIAN CHURCH (U.S.A.)

Serving more Serving better Serving the church

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