



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

# 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.

- ✓ More than 300 years of caring for others
- ✓ Commitment to wholeness and mutual care
- ✓ Benefits reflect living in caring community



**THE BOARD OF PENSIONS**  
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# What We Offer



Health &  
Wellness Plans



Retirement  
Plans



Death,  
Disability &  
Life Plans



Tax-  
advantaged  
accounts

# Plans and Programs

- Defined Benefit Pension Plan<sup>†</sup>
- Retirement Savings Plan 403 (b)(9)\*

## RETIREMENT PLANS

- Health savings account
- Flexible spending accounts
  - Healthcare
  - Dependent care

## TAX-ADVANTAGED ACCOUNTS

## 2025 Benefits

## HEALTH & WELLNESS PLANS

- Medical - PPO, EPO, HDHP
- Dental\*
- Vision\*
- Employee Assistance Plan (EAP)<sup>†</sup>

## DEATH, DISABILITY & LIFE PLANS

- Temporary Disability\*<sup>†</sup>
- Long-Term Disability
- Death and Disability\*<sup>†</sup>
- Term Life & Accidental Death & Dismemberment
- Supplemental Death\*

\*No employer contribution required

<sup>†</sup>Included in the Covenant Package

# 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

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

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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



CREDO\*

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

# Covenant Package

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## **Benefits include:**

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# Congregational Pastors Package

## Benefits



PPO medical  
coverage for  
congregational  
pastoral leader  
+  
All benefits in  
Covenant Package

## Dues



16% effective salary  
for medical  
+  
10% for income  
protection  
  
Paid entirely by  
congregation

# Congregational Pastors Package



## 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

# Congregational Pastors Package

## Dependent Medical Coverage 2025 dues



Child(ren)  
\$8,950



Spouse  
\$11,000



Family  
\$20,600



# Congregational Pastors Package

## 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

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## **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 one 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**

- 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			
			<b>Total</b>	<b>9,867,000</b>	<b>2,722</b>

# Benefits Connect Website



## Employees

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



## Employers

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



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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](mailto:memberservices@pensions.org)**



**[pensions.org/members](https://pensions.org/members)**

# Contact Information



**THE BOARD OF PENSIONS**  
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Serving more  
Serving better  
Serving the church

For information or to have  
a conversation, contact:

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