

2023 Benefits That Serve the Church

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

The Benefits Plan covers approximately 65,000 people and is rooted in and reinforced by A Theology of Benefits. Scripturally-based, A Theology of Benefits holds that “we, the Church, live in caring community with one another in all that we are, all that we have, and all that we do. The Church, as the Body of Christ, is rightly committed to a ministry of wholeness and compassionate care.”

Our pricing approach to healthcare benefits reflects this philosophy of community — gains and losses are shared across the total population of employers participating in the Medical Plan in the form of standard rates, adjusted for age and regional cost factors. Backed by strong operating reserves, we have demonstrated significant year-over-year pricing stability for employers.

We are each called to wholeness so that we may live a life of plenty. The Board of Pensions offers benefits and programs that foster an individual’s spiritual, health, financial, and vocational well-being — so that we may live God’s call through our work and in our community.



“The Holy Spirit gathers the Church and shapes its life through the sacraments of baptism and the Lord’s Supper, which are the sign and seal of new birth, new life, and a new way of living. Shaped by these sacraments and empowered by the Spirit, we, the Church, live in caring community with one another in all that we are, all that we have, and all that we do. The Church, as the body of Christ, is rightly committed to a ministry of wholeness and compassionate care.”

— A Theology of Benefits

HOW WE SERVE BETTER



Plan design that reflects our values



Stability of costs year over year



A culture and tradition of service



Commitment to wholeness and well-being



2023 Benefits That Serve the Church

PASTOR'S PARTICIPATION

Comprehensive benefits designed to meet healthcare and retirement needs of PC(USA) ministers

Cost

39 percent of effective salary, fully paid by the employer.

Benefits include:

- ~ Medical Plan: PPO family coverage
- ~ Defined Benefit Pension Plan
- ~ Death and Disability Plan
- ~ Temporary Disability Plan
- ~ Employee Assistance Plan

An employer may, but is not required to, contribute to the Retirement Savings Plan, Dental Plan, Vision Eyewear Plan, and supplemental death and disability benefits.

Eligibility

- ~ Required for all ministers in an installed position
- ~ Encouraged for ministers in non-installed positions who are regularly scheduled to work at least 20 hours per week

MINISTER'S CHOICE

Important financial protection for PC(USA) ministers in non-installed positions

Cost

10 percent of effective salary, fully paid by the employer.

Benefits include:

- ~ Defined Benefit Pension Plan
- ~ Death and Disability Plan
- ~ Temporary Disability Plan
- ~ Employee Assistance Plan

An employer may, but is not required to, contribute to the Retirement Savings Plan, Medical Plan, Dental Plan, Vision Eyewear Plan, Supplemental Death, and and supplemental death and disability benefits.

Eligibility

- ~ Any PC(USA) minister who is not in an installed position
- ~ Must be employed at least 20 hours or more per week

BENEFIT	PASTOR'S PARTICIPATION	MINISTER'S CHOICE
RETIREMENT PROGRAMS		
Defined Benefit Pension Plan	✓	✓
Retirement Savings Plan	\$	+
FINANCIAL PROTECTION PROGRAMS		
Death and Disability Plan	✓	✓
Temporary Disability Plan	✓	✓
Supplemental Death	\$	\$
Supplemental Disability	\$	\$
HEALTH PROGRAMS		
Medical Plan	✓	+
Employee Assistance Plan	✓	✓
Dental Plan	\$	+
Vision Eyewear Plan	\$	+

✓ In package \$ Required to offer; cost may be shared + May be offered; cost may be shared

Pastor's Participation and Minister's Choice include access to important assistance and education programs that help cultivate wholeness and nurture ministries, including CREDO, Board University, Minister Debt Relief, Minister Educational Debt Assistance, and Sabbath Sabbatical Support.



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

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Employers have the flexibility to choose from a variety of benefits that best meet your church's budget and the needs of ministers and employees.

RETIREMENT PROGRAMS

Defined Benefit Pension Plan ● +

The pension plan offers financial security in retirement as guaranteed monthly income, funded through employer dues and investment earnings.

Retirement Savings Plan ● +

Our 403(b)(9) plan can help participants build savings and achieve long-term retirement goals, with pretax and Roth after-tax contribution features.

FINANCIAL PROTECTION PROGRAMS

Death and Disability Plan ● +

This comprehensive plan offers salary continuation, a lump-sum death benefit, and a monthly benefit in the event of long-term disability. Supplemental coverages are also available.

Term Life Plan ●

This low-cost coverage option is available in tiers from \$5,000 to \$50,000, or an income-based benefit amount equal to one times a member's effective salary.

Temporary Disability Plan ● +

For a disability up to 90 days, this benefit provides employees with up to 60 percent of effective salary (subject to IRS annual limits) after a 14-day waiting period.

Long-Term Disability Plan ●

This benefit offers financial protection during a long-term disability that extends beyond 90 days, providing a benefit of up to 60 percent of effective salary (subject to IRS annual limits) throughout the disability.

HEALTH PROGRAMS

Medical Plan ● +

Three coverage options are available: a preferred provider organization (PPO), an exclusive provider organization (EPO), and a qualified high deductible health plan (HDHP). All feature personalized support for navigating healthcare, generous preventive care and prescription drug benefits, an employee assistance plan, telemedicine, and an online well-being program.

Vision Eyewear Plan ● +

Employees can save hundreds of dollars every year on the cost of eyeglasses, contacts, and more through this low-cost benefit.

Dental Plan ● +

This plan provides coverage for a wide range of basic and major services, and orthodontic treatment for children under age 22.

TAX-ADVANTAGED ACCOUNTS

Flexible spending account: dependent care ●

Participants can use pretax dollars to pay for eligible care expenses for children under age 13 and certain older family members.

Flexible spending account: healthcare ●

Participants can pay for eligible healthcare expenses, such as deductibles, copays, and prescription drugs — all with pretax dollars.

Health savings account ●

When offered along with the high deductible health plan (HDHP), these accounts can be used to pay for qualified healthcare expenses.

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

Included in package and employer required to offer

- + Pastor's Participation
- # Minister's Choice

A Theology of Benefits

The Church's provision of benefits for its employees is holy work, giving expression to the creative activity of the Trinitarian God to whom Holy Scripture bears witness: "In the beginning was the Word, and the Word was with God, and the Word was God. He was in the beginning with God. All things came into being through him."¹ Scripture reveals One who cares about the health of body and soul.

God's desire is that all people experience shalom — the flourishing of life. This desire is reflected in the repeated refrain of the creation narrative: "God saw that it was good."² The ensuing portrayal of life in the Garden of Eden illustrates an ideal in which humanity dwells in mutual care and well-being.

Jesus extends the promise, "I came that they may have life, and have it abundantly."³ The desire for health and wholeness are at the heart of the gospel call, which implores followers of Christ to care for the hungry, the thirsty, the stranger, the naked, the sick, and the prisoner.⁴ In the celebrated parable of the Good Samaritan, itself a story of healing and wellness, Jesus extends the charge: "Go and do likewise."⁵

The Holy Spirit gathers the Church and shapes its life through the sacraments of baptism and the Lord's Supper, which are the sign and seal of new birth, new life, and a new way of living. Shaped by these sacraments and empowered by the Spirit, we, the Church, live in caring community with one another in all that we are, all that we have, and all that we do. The Church, as the body of Christ, is rightly committed to a ministry of wholeness and compassionate care.

The very character of God as revealed in the Scriptures compels those who worship and serve God to "maintain justice, and do what is right."⁶ Hence, from its inception the Church has affirmed just compensation for its servants.⁷ The Presbyterian Church (U.S.A.) has repeatedly confirmed this commitment to support its servants with compensation that includes salary, benefits, vacation, and opportunities for spiritual growth and renewal.⁸

These concrete expressions of care extend God's desire for shalom and well-being, helping church servants flourish in the holy and human endeavor of ministry. As the body of Christ, we demonstrate abundant life to the world as a community of faith, hope, love, and witness.⁹ We call people to varied forms of service and covenant to support them so they may devote their best gifts and energies to the work of God's kingdom.

¹ John 1:1-3

² Genesis 1:12,18,21,25,31

³ John 10:10

⁴ Matthew 25:35-36

⁵ Luke 10:30-37

⁶ Isaiah 56:1

⁷ Luke 10:7-9; 1 Corinthians 9:9-12; 1 Timothy 5:18; "The Second Helvetic Confession," *Book of Confessions*, 5.168.

⁸ *Book of Order*, W-4.0404i(5)c; "Elements of Compensation," *Report of the Compensation Committee* [approved by the 188th General Assembly (1976) of The United Presbyterian Church in the United States of America]; *A Theology of Compensation: A Study Paper* [approved by the 195th General Assembly (1983), from the General Assembly Mission Council]; "Theological Concepts" and "Basic Principles," *Report of the Task Force on the United Presbyterian Compensation Plan* [approved by the 195th General Assembly (1983), from the Vocation Agency]; "The Presbyterian Church as Employer," *Life Abundant: Values, Choices and Health Care — The Responsibility and Role of the Presbyterian Church (U.S.A.)* [approved by the 200th General Assembly (1988)].

⁹ 1 Corinthians 12:27-28; *Book of Order* F-1.0301

