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

Presbytery Action Required:
- Signature on form
- Written Verification from Stated Clerk/EP

Information for Presbytery Leaders 2023

Candidates/Inquirers/CPM
- Medical coverage for seminary students (See Quick Facts and Dues 2023 for costs)
- First Call, First Steps Seminar

First Call
- Structuring Terms of Call (See Living by the Gospel)
- Enrollment at start of service, not ordination/installation—by church Employer Rep.
- Tax withholding/Quarterly payments (Income tax + SECA)

Minister's Choice - 10% of Effective Salary
- Non-installed ministers in validated ministry serving 20+ hrs./wk.
- Pension (8.5%), Temporary Disability (0.5%), D&D (1%),
- Access to: EAP, CREDO, MEDA, Assistance Programs

Pastor's Participation - 39% of Effective Salary
- Installed Positions (required) or ministers in validated ministry serving 20+ hrs./wk.
- Full-family medical (29%); Pension (8.5%), Temporary Disability (0.5%), D&D (1%)
- Access to: EAP, CREDO, MEDA, Assistance Programs

Benefits for Commissioned Ruling Elders
- The Benefits Plan has flexibility to offer a variety of benefits that best meet individual needs while considering local context. Also eligible for Housing Allowance

Presbyterian CREDO
- Three Versions: Newly Ordained; CREDO I (mid-career); CREDO II (age 55-70)

Employee Assistance Program (EAP)
- Management Consultations & Referrals, Emotional Health, and Other Support
- Cigna: (866) 640-2772 and www.mycigna.com

Assistance Programs 2023 Changes
- Emergency Assistance Grants (generally shared 50/50 with sponsor) Expanded Eligibility
- Adoption Assistance Pensioners and Surviving Spouses are now eligible
- Transition to College Pensioners and Surviving Spouses are now eligible
- Minister Debt Relief*: Up to $10,000 Changes in Eligibility
- Minister Educational Debt Assistance* (MEDA): Up to $5,000/year up to 5 years
- Sabbath Sabbatical Support Grants Increased to $5,000
- Clergy Wellness Support NEW
- Housing Supplements, Income Supplements, and Medical Assistance for Retirees

**May receive both Debt Relief and MEDA grants up to $25,000 max.*

Termination of Service
- Pastors Participation: Medical to end of month + 1 month; + 3 months free death coverage
- Minister's Choice: up to 3 months free death coverage
- May enroll in Transitional Participation/Medical Continuation

Transitional Participation Coverage

- Up to 24 months for clergy in Pastor's Participation/Minister's Choice
- Covers whole family

Medical Continuation

- 18 months - May follow Transitional Coverage, but not *vice/versa*
- Same medical plan (does NOT include Pension, Death & Disability)
- May provide medical coverage beyond 18 months for eligible early retirees (Rule of 70)

Resignation/Forced Termination - Dissolution of Call

- Severance payments impact dues
- Reporting continuation of salary and benefits
- Renunciation of jurisdiction: **Notify BoP immediately**--Benefits end on notification

Disability

- Temporary Disability: on 15th day, 60% of Effective salary, can last until 90th day
- D&D Benefit: Church covers for first 90 days
- Disability initiates on the 91st day, 60% Effective Salary or Church Median
- Determined by BoP and actively managed by Lincoln Financial

Retirement

- Encourage to participate in pre-retirement seminar (THRIVE); timing is important!
- Early and Post–Normal Retirement Options for Pension Plan
- Healthcare must be part of the conversation
- Presbytery notified after member retirement paperwork with BoP

Post Retirement Service and Dues

- Over 20 hours per week carries 12% dues (supports Medicare Supplement Plan)
- Reported to BoP by employer + Presbytery Letter within 60 days
- Does not affect Pension Benefits

Death

- Report to Member Services (800-773-7752)
- Active/Disabled Members: Salary Continuation (12 mo.); Lump Sum Benefit
- Retiree Death Benefit: Gradual phase out over 36 months after retirement to $10,000

Additional Programs

- Pathways to Renewal: Reduced dues for up to 5yrs if church & pastor both eligible
- Benefits for Organizing Pastors/Evangelists (Job code 301): Board pays 100% for 3yrs, 66% in year 4, 33% in year 5

Other Relevant Topics

- Understanding Effective Salary – Comprehensive guide to what compensation is/is not included
- Validated Ministries – Employer/Presbytery complete and sign registration form to BoP first time; annual verification done via email reply (Stated Clerk)
- Member Couples – Enhanced medical benefits when employer(s) enroll both in medical
- Collections – Presbytery notified when church is +90 days delinquent on dues

Contact Information:

Member/Employer Services, 800-773-7752, memberservices@pensions.org
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