



Disability Plan Selections

2023 Disability Plan Selection Survey

Dear Administrator or Church Leader:

It's time to make your 2023 plan elections for disability insurance coverage. (If you are not authorized to make plan selections, please forward this to the correct person.)

To elect the plan(s) you wish to offer your employees, please complete the [2023 Disability Plan Selection Survey](#).

[Complete the Survey](#)

This year, we are requesting that all employers complete the survey, even if you do not intend to make a change. It is important that you consider all options to ensure that your employees have the appropriate disability coverage. If you don't complete the survey, your current plan options will roll over to 2023 and your enrolled members will remain covered.

Enhanced Maternity Benefit

We are adding a short-term disability plan option, effective January 1, 2023: the enhanced maternity plan. It extends the benefit for maternity leave to 12 weeks in 13-week and 26-week disability plans with 66.67% income replacement, and it eliminates the two-week waiting period before maternity benefit payments begin. The new maternity plan will be available only as an employer-paid option for lay employees and/or clergy. (The Church Pension Fund already offers eligible clergy a 12-week maternity benefit with no elimination period.)

Clergy Disability Plans Offset

Effective January 1, 2023, The Church Pension Fund will be implementing an

offset provision with respect to The Church Pension Fund Clergy Long-Term Disability Plan and The Church Pension Fund Clergy Short-Term Disability Plan (collectively, the “Clergy Disability Plans”). This means that any payments made to a cleric from the Clergy Disability Plans will be reduced by payments made to that cleric from any employer-paid or employee-paid group disability coverage (“Additional Disability Coverage”). Please notify your clerics about this change as this may impact their decision to purchase any Additional Disability Coverage.

Eligibility Update

The eligibility for disability benefits will change from **active employees working a minimum of 20 hours per week** to **active employees working a minimum of 1,000 hours per year** and continue to exclude seasonal and temporary employees. This will allow for consistent eligibility rules across plans offered through The Church Pension Fund.

[See disability premiums, effective January 1, 2023, to December 31, 2025.](#)

Questions? Contact Client Services at (866) 802-6333, Monday through Friday, 8:30 AM to 8:00 PM ET.

Complete the Survey

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