

Bridging the Gap to Financial Security



How to remain Active and build
Credited Service during times of transition

≡ Agenda



01 A Guide to Clergy Benefits

02 Earning Credited Service
During Times of Transition

03 Additional Retirement
Savings Opportunity

A Guide to Clergy Benefits

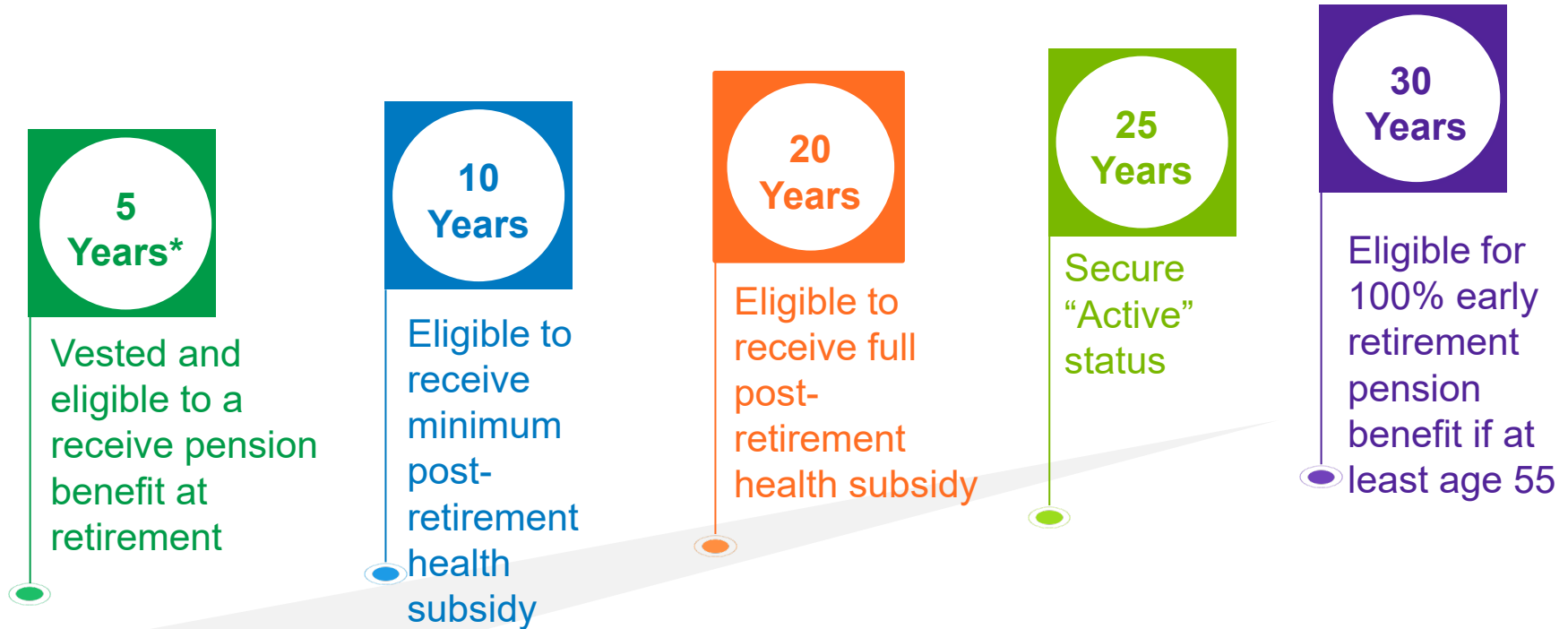


Rules in effect as of January 1, 2019



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Clergy Pension Plan Milestones Based on Years of Credited Service



*Can have fewer than 5 years if 65+ and Active.

Participant Status

Three Statuses:

(1) Active

(2) Inactive

(3) Retired

Potential benefits lost going from Active to Inactive

Return to Active status from Inactive status

Details: pages 8 and 9 of the *Guide to Clergy Benefits*

Earning Credit Service During Times of Transition

≡ Break in Service

- This provision applies to:
 - Clergy between cures
 - Clergy taking any unpaid leave
 - Clergy suspended or restricted from exercising ministry in TEC*
- Option to pay personal assessments for up to 24 months on
 - HAC or HMC**, cleric's choice
- Grace period (six months)
 - No Credited Service if assessments not paid, but keep Active status
- Can be used as often as needed during your career

*Does not apply to those deposed or removed

**HAC – Highest Average Compensation HMC = Hypothetical Minimum Compensation





Make-Up Accounts



- May be able to pay personal assessments to increase Credited Service (CS)
- Eligibility based on pension rules at the time CS was earned
- Interest may be charged
- Call Client Services for more information

≡ Extension of Ministry

- Good standing, active, ordained ministry outside of the Episcopal Church (TEC)
- Pastoral, educational, or social work position
- Non-secular, furthers the mission of TEC
- Approved by, canonical bishop, and if applicable, the geographic bishop and the Church Pension Fund for up to two years
- For another extension beyond the two years, you must submit a renewal request



Annual Clergy Pension Benefit Formula

$$(\text{HAC} \times \text{CS} \times 1.6\%) + (\text{First } \$10,000 \text{ HAC} \times \text{CS} \times 1.15\%)$$

- **Highest Average Compensation (HAC):**
Generally the highest paid seven 12-month periods over the cleric's career*

Credited Service (CS) for Pension:
Assessments fully paid on monthly Total Assessable Compensation (TAC)

*12 consecutive months are used for each 12-month period.
12-month periods need not be consecutive and cannot overlap.
Career average used if Credited Service is less than 7 years.

Addition Retirement Savings Opportunity

CPF Sponsored 403(b) — The Episcopal Church Retirement Savings Plan



- Pre-tax* contribution limit of \$20,500, or 100% salary, whichever is less
- Additional catch-up contributions of up to \$6,500 for participants age 50+
- No federal income taxes* or SECA taxes paid by clergy on pre-tax contributions
- May withdrawal, without penalty, on or after age 59½, even if actively working
 - Distributions can be used as housing allowance, subject to IRS limits
- Must take required minimum distributions by April 1 of the year after you turn 72**

*Pre-tax contributions may be subject to federal income tax upon withdrawal. 2022 IRS limits

**Those turning 70½ before January 1, 2020, must take their RMDs based on rules prior to 1/1/2020

Church Pension Group Tools and Resources

eLearning Library

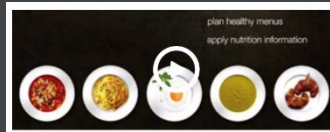
There are 17 courses... more to come



SMART: Five Key Ways to Make Your Goals More Effective



Your Healthcare Benefits



Nutrition: Your Next Meal



The Episcopal Church Lay Employees' Defined Contribution Retirement Plan (Lay DC Plan)



The Church Pension Fund Clergy Pension Plan — U.S. Dioceses



Comprender el Plan de Pensión para Integrantes del Clero de Church Pension Fund: Diócesis de EE. UU.



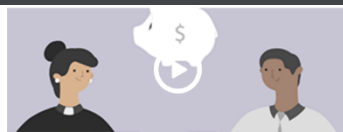
Visioning: See Your Way to Wellness



Understanding the International Clergy Pension Plan



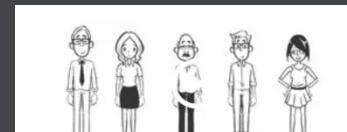
Clergy Housing Allowance



The Episcopal Church Retirement Savings Plan (RSVP)



Social Security



Protecting Yourself from Financial Fraud

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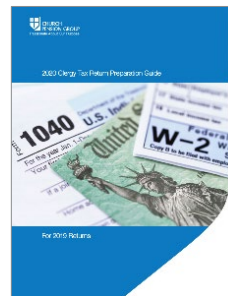
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benefits@cpg.org

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**Mary Ann Hanson,
CPA**
(877) 305-1415

**Nancy Fritschner,
CPA**
(877) 305-1414

Dolly Rios, CPA
(833) 363-5751
(Spanish and English)

Complimentary Financial Discussion

Church Pension Group
Financial Education Specialists
Call (888) 735-7114
Monday to Friday,
8:30 AM to 8:00 PM ET



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