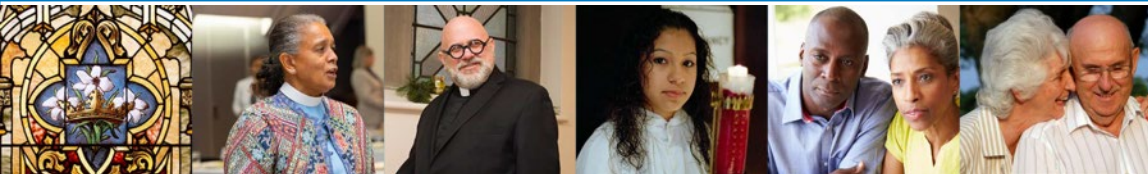


What to Know About Deacons and Benefits

Qué se debe saber sobre los diáconos y los beneficios



Anthony Cota
Assistant Vice President,
Benefits Policy & Design

The Rev'd Dcn Garth M. Howe
Vice President, IBAMS

BenefitsPartnershipConference2021

Equipping Our Minds — Feeding Our Hearts

Mary is a Deacon...

...Can she participate in the
Clergy Pension Plan?



≡ Today's Agenda



01 Becoming a Clergy
Pension Plan Participant

02 Benefits of Being a Plan Participant

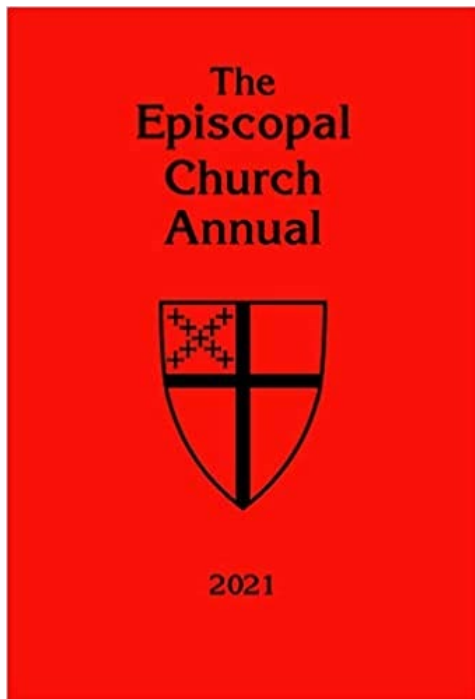
03 Resources

04 Questions & Answers

01

Becoming a Clergy Pension Plan Participant

Be Sure They Are In Our Records



Diaconal Ordination

- Diocesan Ordination Officer files a New Record of Ordination to the Recorder of Ordination Office at CPF

Recorder of Ordinations Office

- Sends the cleric instructions for logging on to [MyCPG](#)

Cleric

- Logs on to [MyCPG](#) and enters their demographic information

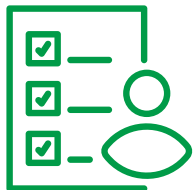
Episcopal Clerical Directory

- [ecdplus.org](#)

Episcopal Church Annual

- [theredbook.org](#)
- Published by Church Publishing Incorporated

Eligibility and Participation



Mandatory criteria

- Ordained, scheduled to be “regularly employed” for 5+ consecutive months with the same employer and compensated ([no dollar amount for eligibility](#))



Regularly employed—meet one or more of the following criteria:

- Letter of Agreement (contract of employment), OR
- Duly called by bishop, vestry or rector, OR
- Formal title indicating substantial ongoing relationship, OR
- Issued Form W-2, OR
- Scheduled to work 20+ hours per week




Exception for Short-term Service

- Participation is optional if you are “regularly employed” for less than five months and have a letter of agreement directing that assessments be paid

First Job and/or New Cure

■ Employment Change Form

- Usually submitted by the employer online through the Employee Roster (ER)
- Must submit each time cleric changes employer, has a compensation change or has another job-related change (such as title or scheduled hours)

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[Reset](#) [Print](#)

Employment Change Form New Assignment Notice & Change in Compensation

Reason for change:
 Compensation Change New Assignment/Hire Change in Employment Status Termination Retirement
Please select all benefits that apply: Clergy DB Lay DB Lay DC RSV/P

Employee Information

Legal Name
First _____ MI _____ Last _____

Mailing Address
City _____ State _____ Zip _____

Social Security #/TIN # _____ Date of Birth _____

Canonical Residence
Employee information updated? Yes No

Employment Information

Employer Name _____

Mailing/Billing Address
City _____ State _____ ZIP _____ Country _____

Phone Number _____

Employee's Title _____ Effective Date of Change _____

Hours expected to work per year _____

Compensation

Other than a one-time payment, list all amounts on an **annual basis**. For explanations, see the instructions on the next page.

Base salary (excluding housing and scheduled taxable cash payments) \$ _____	Cash housing allowance and/or utilities \$ _____	Employer-provided housing? <input type="checkbox"/> Yes <input type="checkbox"/> No (Check Yes if employer provides physical housing for the employee)
Employer contributions to a qualified or non-qualified plan \$ _____	One-time payments \$ _____	

Send assessment bills to: Employer Diocese

Previous Employer _____ Date Compensation Ended _____

Employer's Signature _____ Date _____

Employer Email Address _____

Print Name _____ Title _____

Employee's Signature _____ Date _____ ID# (CPF use) _____

Submit the completed and signed form to:
The Church Pension Fund, 19 East 34th Street, New York, NY 10016, Attn: Client Services or email to admin-assist@cpf.org. If you have any questions, call us at (866) 802-6333, Monday – Friday, 8:30AM – 8:00PM ET (excluding holidays).

Please note that this document is provided for informational purposes only and should not be viewed as investment, tax or other advice. In the event of a conflict between this document and the official plan documents, the official plan documents will govern. The Church Pension Fund and its affiliates retain the right to amend, terminate or modify the terms of any benefit plans described in this document at any time, without notice and for any reason.

Extension of Ministry

- Clergy must be in good standing and exercising active, ordained ministry outside of The Episcopal Church (TEC) in a position that is pastoral, educational, or social work
- The work is not secular and furthers the mission of TEC
- The application must be approved by the canonical bishop and geographic bishop, if applicable, and CPF
- Approval needed every two years



 CHURCH PENSION FUND
Passionate About Our Purpose

Extension of Ministry Application

Section 1: Employee Information

Legal Name
First _____ MI _____ Last _____

Mailing Address
Street _____

City _____ State _____ ZIP _____

Social Security # (last 4 digits) _____ Date of Birth _____

Canonical/Residence _____

Section 2: Employment Information

Your Position
Please attach a description of your duties and responsibilities for the position at a non-participating organization. If you have more than one new source of employment, complete a separate form and description of your duties for each employer. You must also include a letter from the Ecclesiastical Authority of the diocese in which you are canonically resident providing an explanation of how your work constitutes ministry in pastoral, educational or social work; will not be secular work; and how it will advance the mission of the Episcopal Church and not violate the Constitution and Canons of the Episcopal Church.

Employer Information

Employer Name _____

Mailing/Billing Address
Street _____

City _____ State _____ ZIP _____

Phone _____

Employee's Title _____

Effective Date of Ministry _____ Is this position expected to last five or more months? Yes No

Section 3: Compensation

Other than a one-time payment, list all amounts on an **annual basis**. See www.cpg.org for details.

\$ _____	\$ _____	Employer-provided housing? Yes <input type="checkbox"/> No <input type="checkbox"/>
Base salary (excluding housing) and scheduled taxable cash payments	Cash housing allowance and/or utilities	(Check Yes if employer provides physical housing for the employee)
\$ _____	\$ _____	Send assessment bills to: <input type="checkbox"/> You <input type="checkbox"/> Employer
Employer contributions to a qualified or non-qualified plan.	One-time payments	

02

Benefits of Being a Plan Participant

≡ Credited Service for Pension Benefits ≡

- A cleric earns a full month of Credited Service (CS) for pension benefits when
 - Eligibility criteria are met, and
 - Full assessments are paid on 1/12th of the cleric's Total Assessable Compensation (no minimum dollar limitation; no CS is earned for partial assessment payment)
- Enrollment in the plan will only occur on the 1st of the month (e.g., if a cleric begins employment on the 15th, he/she will not start earning CS until the 1st of the following month)

Basic Benefit

Annual Pension Benefit Formula

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

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

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

Vesting
5 Years of Credited Service, or 65+ and Active

*12 consecutive months are used for each 12-month period.
12-month periods need not be consecutive and cannot overlap.
Career average used if cleric has less than 7 years of compensated employment during which CS was earned

Example Calculation

Highest Average
Compensation (HAC):
Assume no change in
compensation = \$300

Credited Service (CS)
for Pension: Retires at
age 72. CS = 10 years.

Vested: Yes,
> 5 years CS;
65+ and Active

Annual Pension Basic Benefit Calculation

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

$(\$300 \times 10 \times 1.6\%) + (\$300 \times 10 \times 1.15\%) = \82.50^*

*Does not take into account the minimum pension under the Clergy Pension Plan, which is determined at the time of a cleric's retirement and is capped at the cleric's HAC. (Based on the minimum pension in effect in 2021, cleric's annual pension benefit would be \$300.) Note that if the present value of a cleric's total pension benefit (including the value of the subsidized 50% survivor benefit or zero option, as applicable, and the Christmas benefit) is \$20,000 or less, it will be paid to the cleric in a single lump sum payment at retirement.

Basic Retirement Benefit Plus* . . .

Ongoing benefit

- Christmas benefit

\$25 x CS: $\$25 \times 10 = \250^{**}

One-time benefits

- Resettlement benefit
- Retiree life insurance benefit

12 x monthly benefit, min \$2,000; max 20,000: **\$2,000**

6 x HAC, max \$50,000: $6 \times \$300 = \$1,800$

Discretionary benefits

- COLA increases
- 65+ Medicare Supplement Health Plan

Access to, but no subsidy

*Eligibility requirements may apply.

** Note that if the present value of a cleric's total pension benefit (including the value of the subsidized 50% survivor benefit or zero option, as applicable, and the Christmas benefit) is \$20,000 or less, it will be paid to the cleric in a single lump sum payment at retirement

While Active: Death and Disability*



- ☑ Life insurance benefit
- ☑ Pre-retirement survivor benefit
- ☑ Eligible child's benefit
- ☑ Short-term disability
- ☑ Long-term disability

*Eligibility requirements apply

A Guide to Clergy Benefits



Rules in effect as of January 1, 2019



cpg.org

View: Active Clergy Forms and Publications

03

Resources



Conferences

CREDO and Planning for Wellness





MY CPG

Retirement

Insurance

Learning

Active Clergy



Finance

Health

eLearning Library

Conferences

CREDO

Learning in one place and easy to understand.

CPG has gathered all learning in one place, giving you the whole picture in a way that's easy to understand and take advantage of. Learn about holistic wellness, managing your finances, and more.

CPG Resources* to Support Deacons



*Eligibility requirements may apply. Some services are available in Spanish.

Church Pension Group

19 East 34th Street,
NY, NY 10016
(800) 223-6602

Website: cpg.org

Client Services

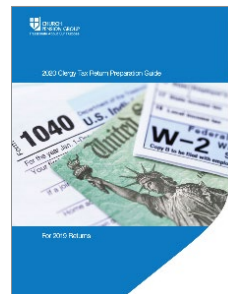
Monday – Friday
8:30 AM – 8:00 PM ET
(excluding holidays)
(866) 802-6333

Email: benefits@cpg.org

Complimentary Individual Financial Discussions

Committed to helping you retire with more financial security. Our dedicated specialists with almost 100 years of combined experience who understand the unique needs of those who serve the Episcopal Church.

Tax Hotline



Mary Ann Hanson, CPA
(877) 305-1415

Nancy Fritschner, CPA
(877) 305-1414

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

04

Questions & Answers

Disclaimer

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CPF currently offers a post-retirement health subsidy to eligible clergy and spouses. However, CPF is required to maintain sufficient liquidity and assets to pay its pension and other benefit plan obligations. Given uncertain financial markets and their impact on assets, CPF has reserved the right, at its discretion, to modify or discontinue the post-retirement health subsidy at any time.

Investing involves risk, including risk of loss. Fees and other terms and restrictions may apply. The information presented here is not investment advice, and does not take into account the investment objectives, financial situation, or retirement needs of particular individuals. It is important that you consider this information in the context of your personal risk tolerance, investment objectives, and financial and retirement goals. You should not rely on this information in making any investment or other decision that will affect your personal financial, retirement, or tax situation. You should contact your own professional advisor prior to making any such decision.

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