

2009 Update * Board of Pensions PC (USA) * (800)773-7752
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Community Nature of the Benefits Plan

The Board of Pensions of the Presbyterian Church (U.S.A.) as the Plan administrator is the corporate embodiment of the Christian sense of community in caring for church workers. In this biblical based understanding of community, members' needs are a shared responsibility and are met based on the abilities and resources of all members and church. The community nature of the Plan carries with it the expectation that all participating churches and employing organizations will responsibly contribute their prorated share of funding the Plan for the benefit of the entire community.

“For just as the body is one and has many members, and all the members of one body, though many, are one body, so it is with Christ...God has so arranged the body...that there may be no dissension within the body, but the members may have the same care for one another. If one member suffers, all suffer with it; if one member is honored, all rejoice together with it”. I Cor. 12:12,24-26 NRSV

CHURCH WIDE MEDIEN SALARIES (Used in Determine Minimum Pension Credits Accrued)

	<u>2010</u>	<u>2009</u>
Ordained	\$52,200	\$50,800
Exempt Lay	38,800	37,600
Non-Exempt Lay	28,500	27,600

REMINDER! TIMELY Reporting of Member Salaries Ensures Prompt Benefits (pensions benefits, death benefits and accurate monthly invoicing)

GOOD EXPERIENCE APPORTIONMENTS: 2000: 9% 2004: 2% 2006: 3.6% 2008: 3.8%
 2001: 3% 2005: 3% 2007: 3.7% 2009: 0%

Result??? A **28.1% INCREASE** in Pension Checks and Pension Credits from 2000-2009!! The Board of Pensions Defined Benefits Plan is quite unique in this “Apportionment” feature.

Board of Pensions Benefits Plan and Pension Plan fully funded and secure

Good news was reported during the recent Board of Directors meeting. Thomas Parks Jennings, chair of the Investment Committee, reported that the Board of Pensions Balanced Investment Portfolio had a market value of \$6.3 billion, with returns showing 21.2% for the nine months ending on September 30, 2009. The Pension Plan is fully funded and current and future benefits are secure. However, Mr. Jennings reminded Plan members that while we celebrate the strong investment performance achieved in the first nine months of 2009, the Investment Committee recognizes the need not only to retain the gains of 2009, but also to build upon them in 2010 and beyond to restore reserves to levels adequate to grant experience apportionments.

The Balance Investment Portfolio is the investment fund for the Pension Plan, Death and Disability Plan, Endowment Fund, and the Assistance Program, as well as restricted gifts made to the Board of Pensions.

Summary of Medical Plan Modifications

At the June 15 Board of Directors Meeting, a number of Medical Plan Modification were approved. These changes were implemented to:

- simplify this sometimes difficult-to-understand plan
- offer greater flexibility to members
- comply with current regulations
- address an overture from the 218th General Assembly (2008)

Changes include a restructuring of deductibles and out-of-pocket costs in both the Medical Plan and the Prescription Drug Program and the addition of a dependent coverage waiver option, among other news. All changes but one are effective January 1, 2010; the dependent coverage waiver option takes effect October 1, 2009. The dues percentage will remain unchanged for the Medical Plan Traditional Program and for seminary students in 2010; for the Affiliated Benefits Program, it will increase 2.5% in light of the specific claims experience of participating groups.

For this and other benefits news, read the [Summer 2009 Board Bulletin](#) found on the Board of Pensions website at www.pensions.org

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Thinking about Retiring??

You may want to consider the following suggested retirement timetable

2 Years before retirement, you may want to:

- Contact your Regional Service Team at the Board of Pensions for your pension projections, information about working after retirement, supplemental medical coverage, etc.

1 Year before retirement or age 64, you may want to:

- Visit the Social Security office for information about retirement & survivor benefits, Medicare, etc.
- Become familiar with Medicare Part B

4-6 Months before retirement, you may want to:

- Contact your Executive/General Presbyter, or COM Chair regarding implementation of your retirement process
- Decide on the exact date of your retirement
- Obtain a retirement packet from the Board of Pensions
- Complete a retirement application with Social Security

3 Months before retirement, you may want to:

- Consult with your EP, and COM Chair about your retirement date, vacation benefits, and presbytery meetings to request approval for retirement. Your session will need time to plan recognition for your retirement and related arrangements
- Mail retirement papers to the Board of Pension

DON'T FORGET!!! PRE-CERTIFICATION 7-10 days BEFORE scheduled medical testing or treatment IS REQUIRED FOR MRI, MRA, CAT, PET or SPECT scans as well as all NON-emergency hospitalization for medical or surgical treatment, including maternity. In emergency situations, seek nearest help immediately!! We request notification be made to Smart Choices, a service of CareAllies (formerly Intracorp) within 48 hours of emergency scans, tests, or hospitalizations.

Call Smart Choices at (800) 237-3015.

**** Pre-certification is also required for Mental Health/Substance Abuse in-patient treatment or hospitalization. Call CIGNA Behavioral Health, (866) 640-2772 to pre-certify.**

**YOUR MEMBER SERVICE TEAM IS AVAILABLE TO ASSIST YOU Monday-Friday 8:30am-5:00pm ET
1-800-773-7752**

"Serious effort has been made to ensure the facts presented here are accurate and up-to-date. In an event of a conflict with the official Plan or Benefits Plan provisions, however, current official Plan documents, rates and rules will apply."