

2008 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>2009</u>	<u>2008</u>
Ordained	\$50,800	\$49,000
Exempt Lay	37,600	36,300
Non-Exempt Lay	27,600	26,800

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%

Result??? A **28.1% INCREASE** in Pension Checks and Pension Credits from 2000-2008!! The Board of Pensions Defined Benefits Plan is quite unique in this “Apportionment” feature.

Having trouble resolving issues with Highmark Blue Cross Blue Shield or other third party vendors?

The Board of Pensions has created a new position to address such concerns. A new staff position has been created to provide clarity and understanding among all the parties to a problem: the member, the Board of Pensions, and the provider. Annette Donald, who has a great deal of knowledge surrounding the Benefits Plan and its administrative, will serve as the Member Advocate.

Although member services representatives remain the first point of contact, Ms. Donald will help members who encounter complex or unique situations that require special attention from the Board staff or our Medical Plan's third-party vendors. She is empowered to intervene on behalf of the member in a supportive manner when either the member or the third-party provider misunderstands the Benefits Plan.

Members should continue to reference www.Pensions.org or call 800-773-7752 with questions about the Benefits Plan. Calls may be referred to Ms. Donald as the situation warrants.

**New 403(b) IRS Regulations Prompt Changes to the Optional Retirement Saving Plan (RSP);
Minimum Hours Requirement Eliminated**

Effective January 1, 2009, new IRS regulations governing 403(b) plans require that churches and employing organization assume responsibility for ensuring that all 403(b) plans are compliant with regulations in order to **maintain the tax-deferred status of employees' accounts**. Churches or employing affected received a mailing from the Board of Pensions outlining these changes; please ensure that the enclosed **Adoption Agreement** is signed and returned by to the Board of Pensions no later than December 31, 2009.

Another change to the RSP beginning September 1, 2008 - the requirement that employees work a minimum of 20 hours per week in order to be eligible to participate in the Retirement Saving Plan has been eliminated. This change allows more employees to save for retirement, and makes it easier for organizations offering multiple 403(b) plans to consolidate the plans.

Thinking about Retiring?? Take a look at the 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 REGIONAL SERVICE TEAM IS AVAILABLE TO ASSIST YOU Monday-Friday 8:30am-7:00pm 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.”

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