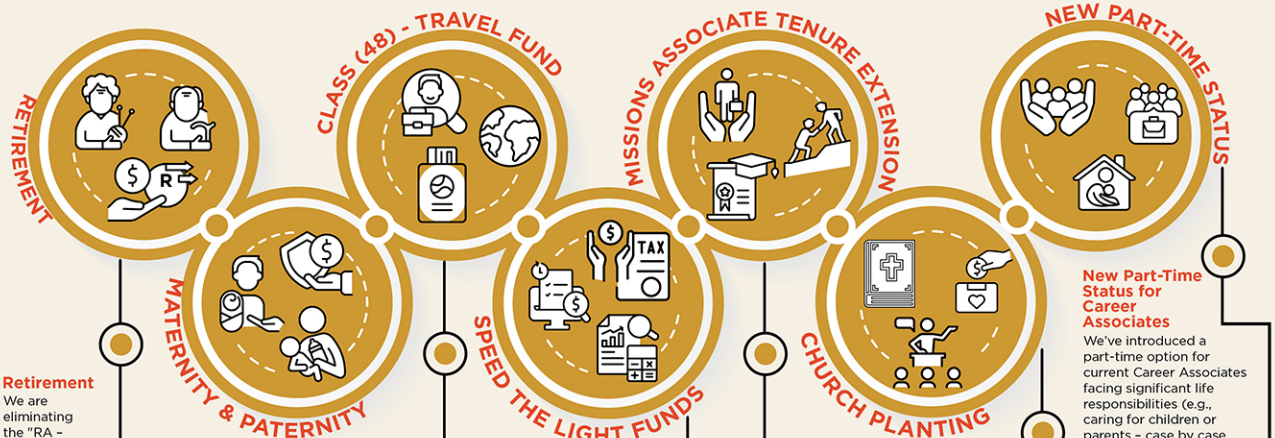
THANK YOU FOR SERVING WITH EXCELLENCE!

We've made significant updates to our policies and want to ensure you're informed and supported every step of the way. Many of these updates are a direct response to feedback and insights from the field — because we hear you. If you have any questions or need further clarification, please don't hesitate to reach out to your national director. Our hope is that these changes will bring added value to both your ministry and your personal mission.



Retirement

We are eliminating the "RA – Retired Active" personnel status. All appointed missionaries will retain their "AG – Appointed General" status until official retirement.

Additionally, the retirement age has been adjusted from 66 to 67 (originally set at 70).

Maternity & Paternity Leave for MAs and MIs

Missionary Associates (MAs) and Missionary Interns (MIs) now receive the same maternity and paternity benefits as career account holders:

- Maternity Leave: Up to 12 weeks of paid allowance
- Paternity Leave: Up to 4 weeks of paid allowance

Class (48) Conference Travel Fund

The required conference travel class (48) is being discontinued*:

- The $100 departmental conference fee will no longer be included in your budget.
- If you wish to retain your current class (48) account, please contact your account specialist by June 25.
- After June 30, all remaining (48) balances will be transferred to your class (00), and future transfers will no longer be allowed.
- Budget updates will be reflected during your next renewal cycle.

*Applies to Career Associates and Appointed Missionaries only.

Speed the Light Funds - 1099 Reporting Change

Beginning in 2025, Speed the Light funds will no longer appear on your current 1099 form.*

Instead:

- They will be reported in Box 3 of the 1099-MISC.
- This means you will not be responsible for self-employment taxes on these funds.

*This change applies to 2025 and future years only.

Mission Associate (MA) Tenure Extensions

Missionary Associates can now extend their service based on credential level:

- Certified ministers: Up to 4 years total (1-year extension)
- Licensed or Ordained ministers: Up to 5 years total (2-year extension)

To reiterate:
If you are a Missionary Associate and are certified or get certified, one year will be added to the three years maximum for a total of four years allowable as a Missions Associate.

If you are licensed or get licensed while a Missions Associate, two years will be added for a total of five years allowable as a Missions Associate.

We are treating licensed/ordained the same: Nothing extra will be added for becoming ordained or opening an account as an ordained minister — this remains five years max. Note: Assignment end dates will be updated over the coming weeks.

Church Planting Assignments MA Extension

If your Missions Associate assignment involves church planting, your term may be extended to align with the three-year church planting policy.

New Part-Time Status for Career Associates

We've introduced a part-time option for current Career Associates facing significant life responsibilities (e.g., caring for children or parents – case by case – in the home):

- You must continue in missions at a minimum of 20 hours/week.
- Eligibility: Current Career Associates, Co-Career, or Co-Appointed spouses.
- Allowance & Benefits:
  - 10+ years of service: 75% of full-time allowance/benefits
  - Under 10 years: 50% of full-time allowance/benefits

Note: This status is not available to new applicants, rather, is intended for those who are current Missionaries or Caree Associate, Co-Career, or Co-Appointed spouses. To reiterate: If you decide to stay home and take care of your children but will continue in missions at least 20 hours per week, you can be moved to a part-time Career Associate. If you have served 10 years or over as a U.S. Missions account holder you can receive 75% of full time Career Associate allowance and benefits. If under 10 years you are eligible for 50% of full-time Career Associate allowance and benefits. (Reminder – there are no part-time provisions for appointed missionaries).

WE DEEPLY APPRECIATE ALL YOU DO FOR THE KINGDOM.