



I hope all are healthy and well. I wish we could be together in person, but as the coronavirus pandemic prevents that from happening, I write to share these key updates from the Board of Pensions. If you have questions, my colleagues in Philadelphia and I are happy to assist.

Blessings,

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Statement on Racial Justice

The Board of Pensions stands in support of racial equality, and against deeply ingrained prejudices against Black Americans and other people of color simply because of the color of their skin. With full support of all at the Board, we share this statement with you. Follow the link to [read the full text of the statement](#). Translations in [Korean](#) and [Spanish](#) are available as well. For more resources regarding racial justice, please visit [PC\(USA\)'s website](#).

Fall 2020 Board of Directors Meeting

The Board of Directors met this fall to discuss key information and to decide on actions that affect plans and programs administered by the Board of Pensions. Below are brief teasers on what was discussed and decided. Read more on the [Board Bulletin](#) for more information.

- As a result of positive financial outcomes, Directors approved a dues holiday for participants in the Medicare Supplement Plan.
- Directors approved a 40 percent increase in the annual Christmas gifts for retirees and surviving spouses who receive assistance in the form of Housing and/or Income supplements.
- With the 2021 Benefits Plan (adopted March 7, 2020), the Board of Pensions introduces a second benefits package for ministers, advancing on its long-term goal of having every PC(USA) minister enrolled in the church plan.

Other Notable Headlines

- [COVID-19 resources](#) – For more resources from the Board of Pensions regarding COVID-19, please visit our website.
- [THRIVE](#) - Plan members and their spouses or partners are educated and engaged in personal financial planning as part of a larger exploration of identity, health, and vocation in retirement.
- [A 2% Experience Apportionment for the Pension Plan took effect July 1](#)—These are increases in accrued pension benefits for both active and retired pension plan participants. Pensions have increased 26.4% over the past eight years due to experience apportionments.
- [Express Scripts](#) – Starting January 2021 the Board of Pensions will be transitioning from OptumRx to Express Scripts as the benefit manager for our drug program. All members will be receiving information about the change in coming weeks. For more information please go to the [Board of Pensions website](#).
- A Reminder: Once the Employer Representative for your church has filled out the Employer Agreement and employees have completed their Annual Enrollment, employees will be ready to enter 2021 with seamless coverage. If in the new year, there is a salary change, the Employer Representative for your church must make the change in Benefits Connect within 60 days before or after the compensation change occurs. Employees are encouraged to access their personal Benefits Connect account a week or so later to check and make sure the change is correct. This will ensure that the employee's pension credits, medical deductibles and Death and Disability benefits are calculated correctly.

Changes to benefit offerings for 2021

The Board of Pensions has announced changes to the Benefits Plan that extend support to more ministers and add benefits that promote financial protection for all church workers effective January 1, 2021. Employers can choose benefits for 2021 beginning July 20.

Minister's Choice benefits package added

To address the Board of Pensions' concern that too many ministers are not enrolled in the Benefits Plan, the 2021 plan offers two benefits packages for PC(USA) ministers: the existing Pastor's Participation and the new Minister's Choice.

Enrollment in Pastor's Participation, a comprehensive benefits package with medical coverage and pension participation, is required for installed pastors and may be offered to any minister with a minimum 20-hour workweek. Dues, paid in full by the employer, will remain at 37 percent of effective salary for 2021, with no reduction to existing benefits and the addition of the new Temporary Disability Plan.

Benefits Packages		
	Pastor's Participation	Minister's Choice
Medical Plan	● PPO (includes EAP)	EAP only
Death and Disability Plan	●	●
Temporary Disability Plan	●	●
Defined Benefit Pension Plan	●	●

● Included in package

Minister's Choice, available for non-installed ministers working at least 20 hours a week, includes pension, death and disability, temporary disability, and the Employee Assistance Plan. The cost is 10 percent of effective salary, also fully employer paid.

Minister's Choice also opens the door for eligibility to assistance and education programs that have been available only through Pastor's Participation, such as CREDO and Minister Educational Debt Assistance.

New Financial Protection Programs

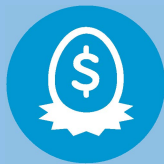
For 2021, the Board of Pensions has added financial protection options, including the Temporary Disability Plan, Long-Term Disability Plan, and an expanded term life benefit.

The Temporary Disability Plan provides a partial weekly income for up to 90 days of disability, with a 14-day waiting period before benefits payments begin. Employers pay the full cost for ministers enrolled in Pastor's Participation and Minister's Choice. Employers may offer it outside of those benefits packages, with the employer or the member paying the full cost.

The Long-Term Disability Plan offers financial protection for employees with a disability that surpasses 90 days, providing a partial monthly income throughout their disability. Employers may offer the plan to employees who are not enrolled in the Death and Disability Plan (which includes a long-term disability benefit) and are working at least 20 hours per week. Employers pay the full cost of coverage.

The Term Life Plan offers the same low-cost coverage available in the 2020 Benefits Plan. But in addition to a fixed amount of coverage (from \$5,000 to \$50,000), it includes a new feature — an income-based benefit amount, equal to one times a member's effective salary, capped at \$50,000. Under either option, employers pay the full cost of coverage.

The Board of Pensions' goal is for every minister and church worker to have access to quality benefits in support of well-being. The 2021 Benefits Plan advances on that goal while also enabling more ministers to access assistance and education programs designed to help them devote their best gifts to ministry.



Retirement Programs

- Defined Benefit Pension Plan
- Retirement Savings Plan



Financial Protection Programs

- Death and Disability Plan
- Term Life Plan
- Temporary Disability Plan
- Long-Term Disability Plan



Health Programs

- Medical Plan, with PPO, EPO, and HDHP options
- Employee Assistance Plan
- Vision Eyewear Plan
- Dental Plan



Tax-Advantaged Accounts

- Dependent care flexible spending account
- Healthcare flexible spending account
- Health savings account