

# 2022 Benefits That Serve the Church

*Employers have the flexibility to choose from a variety of benefits that best meet your church's budget and the needs of ministers and employees.*

## RETIREMENT PROGRAMS

### **Defined Benefit Pension Plan** ●

The pension plan offers financial security in retirement as guaranteed monthly income, funded through employer dues and investment earnings.

### **Retirement Savings Plan** ●

Our 403(b)(9) plan can help participants build savings and achieve long-term retirement goals, with pre-tax and Roth after-tax contribution features. *Fidelity Investments*

## FINANCIAL PROTECTION PROGRAMS

### **Death and Disability Plan** ●

This comprehensive plan offers salary continuation, lump-sum death benefit, monthly benefit in the event of a long-term disability, and more, as well as supplemental coverages.

### **Term Life Plan** ●

A low-cost coverage option available in tiers from \$5,000 to \$50,000, or an income-based benefit amount, one times a member's effective salary.

### **Temporary Disability Plan** ●

For a disability up to 90 days, this benefit provides employees with up to 60 percent of effective salary (up to \$290,000 in 2021) after a 14-day waiting period. *Lincoln Financial Group*

### **Long-Term Disability Plan** ●

This benefit offers financial protection during a long-term disability that extends beyond 90 days, providing a benefit of up to 60 percent of effective salary (up to \$290,000 in 2021) throughout their disability. *Lincoln Financial Group*

## HEALTH PROGRAMS

### **Medical Plan** ●

Three coverage options are available: a preferred provider organization (PPO), an exclusive provider organization (EPO), and a high deductible health plan (HDHP). All feature generous preventive care and prescription drug benefits, a telemedicine option, and an online well-being program. *Highmark Blue Cross Blue Shield*

### **Vision Eyewear Plan** ●

Save hundreds of dollars every year on the cost of eyeglasses, contacts, and more through this low-cost benefit. *VSP*

### **Dental Plan** ●

Provides coverage for a wide range of basic and major services and orthodontic treatment for children. *Aetna*

## TAX-ADVANTAGED ACCOUNTS

### **Flexible spending account: dependent care** ●

Participants can use pre-tax dollars to pay for eligible care expenses for children under age 13 and certain older family members. *Further*

### **Flexible spending account: healthcare** ●

Pay for eligible healthcare expenses, such as deductibles, copays, and prescription drugs — all with pretax dollars. *Further*

### **Health savings account** ●

When offered along with the high deductible health plan (HDHP), these accounts can be used to pay for qualified healthcare expenses. *Further*

#### **Work requirement key**

- 20 hours or more per week; no requirement for ministers in self-employed validated service
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- No hourly work requirement
- Requires participation in PC(USA) or other employer-sponsored plan