

# More choices and new benefits for 2021

At the Board of Pensions, we continue to work to provide the Church with more choices, and to serve more ministers and church workers with benefits that support wholeness.

Beginning January 1, 2021, new Financial Protection Programs, including two new disability plans (temporary and long term) and an expanded Term Life Plan, will become available. A new benefits package called Minister's Choice combines financial protection benefits with access to assistance and education programs. New for 2021, temporary disability benefits will be included as part of Pastor's Participation, with no increase in dues.

## ANNOUNCING MINISTER'S CHOICE

Minister's Choice is a new benefits package especially designed for ministers of the Word and Sacrament who are not in installed positions and are not covered under Pastor's Participation. It combines important financial protection during active service and into retirement with access to assistance and education programs now available only through Pastor's Participation.

### Comprehensive financial protection

No commercially available benefit can reproduce the financial protection offered through Minister's Choice. This package provides the following benefits:

- ~ **Defined Benefit Pension Plan** includes special features such as experience apportionments and pension credit accruals at the greater of actual salary (capped at statutory limits) or employment classification median.
- ~ **Death and Disability Plan** protects members in the event of a long-term disability and provides survivor benefits.
- ~ **Temporary Disability Plan** (new for 2021) provides an income benefit for up to 90 days after a 14-day waiting period.
- ~ **Employee Assistance Plan**, a confidential resource through Cigna Behavioral Health, provides access to counseling sessions; financial, tax, and legal assistance; resources for child and elder care; and more.
- ~ **Access to assistance and education programs\*** that help cultivate wholeness and nurture ministries, including CREDO; Board University; Healthy Pastors, Healthy Congregations; and the Assistance Program.

\*Member must meet eligibility requirements.

### Eligibility and costs

- ~ Any minister who is not an installed pastor and is employed at least 20 hours per week is eligible for Minister's Choice.
- ~ The cost to employers is 10 percent of effective salary.
- ~ Employers may offer Minister's Choice and select other benefits from our Retirement Programs, Health Programs, and Tax-Advantaged Accounts.

*Installed pastors must still be enrolled for Pastor's Participation, and employers may still choose to enroll any minister who works at least 20 hours per week for Pastor's Participation.*

## FAST FACTS



10%

**Minister's Choice costs 10% of effective salary**



90

**Temporary disability benefit for up to 90 days**



90+

**Long-term disability benefit beyond 90 days**



**Expanded term life coverage**

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## NEW DISABILITY PLANS

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In addition to the disability benefits offered as part of the Death and Disability Plan, two new disability plans will be available for 2021. These plans, administered by Lincoln Financial Group, offer employers greater choice and the opportunity to provide comprehensive financial protection should an employee become unable to work.

- ~ **Temporary Disability Plan.** In the event of a short-term disability, this financial protection benefit provides employees with 60 percent of effective salary capped at the IRS maximum (\$285,000 in 2020) for up to 90 days after a 14-day waiting period.
- ~ **Long-Term Disability Plan.** This benefit offers financial protection for employees with a long-term disability that extends beyond 90 days, providing them with 60 percent of effective salary capped at the IRS maximum (\$285,000 in 2020) throughout their disability. Employers may offer this plan to employees who are not enrolled in the Death and Disability Plan.

### Eligibility and costs

- ~ Employers may offer each benefit to employees working at least 20 hours per week.
- ~ The Temporary Disability Plan will be included in the Pastor's Participation and the new Minister's Choice benefits packages, and employers may offer it to other employees on a contributory or noncontributory basis. The cost is \$0.45 per \$10 of weekly salary.\*\*
- ~ For the Long-Term Disability Plan, the cost is \$0.35 per \$100 of monthly salary, which is paid 100 percent by the employer.\*\*

## EXPANDED TERM LIFE PLAN

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The Term Life Plan will offer the same low-cost coverage as the 2020 Benefits Plan with an additional feature for employers in 2021. Employers can choose to offer

- ~ a fixed amount of coverage: \$5,000, \$10,000, \$15,000, \$20,000, \$25,000, or \$50,000; or
- ~ an income-based benefit amount, one-times a member's effective salary rounded to the next \$1,000 to a maximum of \$50,000 (new for 2021).

Rates are not based on age, and no evidence of insurability is required at any time, which means your employees will automatically be enrolled for coverage without needing to provide a health statement.

### Eligibility and costs

- ~ You may offer the Term Life Plan to employees working at least 20 hours per week. Employees covered under the Death and Disability Plan, including ministers in Pastor's Participation and Minister's Choice, are not eligible.
- ~ The cost of coverage is \$0.20 per month per employee for each \$1,000 of coverage. Employers pay the full cost.\*\*

\*\*The cost will be calculated based on effective salary when the employer chooses the benefit offering. If the employee has a mid-year salary change, the cost of coverage will change.

