An Overview of Pension Boards Benefit Plans

Offering You Peace of Mind Through Better Health and Greater Financial Security
Operating at the intersection of faith and finance, we are caring professionals partnering with those engaged in the life of the Church to provide valued services leading to greater financial security and wellness.
An Overview of Pension Boards Benefit Plans

The Pension Boards is pleased to provide you with an *Overview of the Pension Boards’ Benefit Plans*, which highlights the many UCC benefit plan offerings and coverage types that may be beneficial to you.

This packet includes:

**UCC Benefit Plans Overview:**
- Participation in the Annuity Plan for the United Church of Christ
- Investment Program and Options
- An overview of health plan options for Non-Medicare participants and Medicare participants
- No-Cost Financial Planning Services through Ernst & Young
- Forms You May Need

**Appendix:**
- Health Coverage Plans, Benefits, and Who Can Participate

We hope that this comprehensive overview will assist you in navigating your needs with the services we offer.

For any questions, please call our Customer Care Representatives at **1.800.642.6543**.
Annuity Plan for the United Church of Christ

The Annuity Plan provides lifetime retirement income or beneficiary benefits to clergy and lay employees. Membership in the Annuity Plan for the United Church of Christ is open to anyone working for a UCC employer.

The Annuity Plan, a defined contribution plan, as described in section 403(b)(9) of the Internal Revenue Code, is administered by the Pension Boards, and is the primary retirement income vehicle for most plan members.

Click here to view plan document or view the Annuity Plan Summary.

Employee Retirement Contribution Account

As a member of the Annuity Plan, and in addition to being eligible for employer contributions, members may also make pre-tax personal contributions through an Employee Retirement Contribution Account (ERCA), a tax-sheltered annuity or TSA, to the Plan. This savings opportunity is available to members whether or not their employer makes contributions on their behalf. The benefit provides members with additional money towards their annuities at retirement, and since personal contributions are withheld from pay under a salary reduction agreement, members also enjoy federal income tax advantages while they are contributing.

Learn more about the Employee Retirement Contribution Account (ERCA).

If you are employed by an employer other than a UCC church, Conference, Association, or National Staff, contact at 1.800.642.6543 or by email at info@pbucc.org for the appropriate plan.
Investment Program & Options

In designing the Plan and its investment structure, the Pension Boards focused primarily on long-term considerations to assist Annuity Plan participants in achieving an adequate level of income at retirement.

Our investment options allow individuals to structure a savings plan to meet their needs and objectives.

1. Accumulation Funds
(for actively-contributing members)

The pension plan for accumulating plan members includes several investment options: a Stable Value Fund, a Bond Fund, a Sustainable Balanced Fund, an Equity Fund, six Target Annuitization Date (TAD) Funds, and a Global Sustainability Index Fund.

The TAD Funds invest in the Stable Value, Bond and Equity Funds. These Funds have different return/risk characteristics so that plan members may create an investment program to match their objectives and their levels of risk tolerance. The allocation of contributions and balances between each of the Funds is determined by each member.

To access the individual investment fund profiles, please click below.

- Stable Value Fund
- Bond Fund
- Sustainable Balanced Fund
- Equity Fund
- Target Annuitization Date Funds
- Global Sustainability Index Fund

2. Annuity Funds
(for those at retirement who want to annuitize their account.)

Pension Boards' members have two annuity choices to convert their accumulated balances at retirement—the Participating Annuity and the Basic Annuity. Members who had annuitized prior to April 1, 2006, and who did not choose to convert to one of these annuities remain in the Equity Benefit Annuity and/or the Balanced Benefit Annuity. Annuity reserves are invested in the Pension Boards’ Equity, Bond or Sustainable Balanced Fund.

- Read "Which Lifetime Income Annuity is Best for You at Retirement – Basic or Participating?"
- Read about the no-hassle benefits of investing in Target Annuitization Date (TAD) Funds
- Read "Why Target Annuitization Date Funds Protect Your Future."
- Read "How the Pension Boards Determines Lifetime Retirement Income Changes."
UCC Benefit Plans

UCC Non-Medicare Health Plan

The UCC Non-Medicare Health Plan provides participants with comprehensive medical benefits and a choice of four plans to meet their needs (Plans A, B, C, and HSA, a Health Savings Account). You are eligible to participate in the Non-Medicare Health Plan if you are not eligible for Medicare and meet the Plan's eligibility requirements, outlined in the Non-Medicare Plan Highlights booklet.

Preventive Care

Participants in the UCC Non-Medicare Health Plan can receive:
- General health care (physical exam, diagnostic screenings and more)
- Immunizations
- Care for patients with risk factors
- 24/7 free and confidential access to registered nurses, and more


Healthy Stewards

Healthy Stewards is the Pension Boards' wellness philosophy, rooted in the biblical understanding that we are called to be stewards of all our resources—including our health. Over the years, Healthy Stewards has grown to encompass a number of wellness resources available to participants in the UCC Medical Benefits Plan through the plan's vendor partners.

UCC Non-Medicare Health Plan participants and their covered spouse/partner are eligible to earn up to $300 in rewards for participating in healthy activities!

When it comes to improving your well-being, you don't have to do it alone! A Wellness Coach can help you meet your health goals and thrive, while you earn rewards points.

Wellness Program

- Earn rewards for engaging in healthy activities
- Access a variety of programs and challenges to improve physical and mental well-being
- Easy access to online wellness resources
- Online rewards mall for wellness points earned
All of us at one time or another have experienced some type of personal crisis or life event that resulted in grief, stress, financial loss, and more. At the Pension Boards, we are fully committed to your health and personal well-being. We care when life throws you a curve ball.

The Member Assistance Program + Work/Life Program, or MAP+Work/Life, offered through Health Advocate, a leading clinical health advocacy company, is a no-cost benefit that gives you confidential access to a Licensed Professional Counselor or Work/Life Specialist. Through in-person visits, and unlimited, confidential phone consultations, these specialists can walk you through any of life's temporary setbacks.

Who is eligible?

One of the unique features of this benefit is that your extended family can use this special service. Eligible UCC Non-Medicare Health Plan participants, their spouses, dependent children, parents and parents-in-law are covered under this program.

Visit members.healthadvocate.com

Receive 24/7 assistance with issues such as:

- grief, loss, depression
- relationship issues
- job stress, burnout, work/life balance
- new baby, adoption, eldercare
- financial and legal issues
- addiction, eating disorders, mental illness, and more
UCC Benefit Plans

UCC Life Insurance and Disability Income

The UCC Life Insurance and Disability Income (LIDI) Benefit Plan is designed to support employees.

This Plan offers four key benefits:

• Basic Life Insurance
• Optional Additional and Dependent Life Insurance
• Short-Term Disability
• Long-Term Disability

Call us toll-free at 1.800.642.6543 or email info@pbucc.org for questions.

Flexible Benefit Plan for UCC Ministries

With health care costs rising faster than both salaries and inflation, wouldn't it be great to find a way to reduce your out-of-pocket costs? And wouldn't it be great if you could pay for child-care expenses on a pre-tax basis? You can do both by participating in the Flexible Benefit Plan for UCC Ministries (generically referred to as a Flexible Spending Account or FSA).

Before you can take advantage of the FSA, your employer must be enrolled to participate in the Plan.

Click here for more information on how your employer can set up an FSA Plan. If your employer is already participating and you're a new employee who wants to participate, please contact your employer for information and forms.

For more information on the FSA Plan, contact the Pension Boards at 1.800.642.6543.
UCC Benefit Plans

UCC Medicare Advantage Plan with Rx

The Pension Boards is committed to offering you the most comprehensive and cost-effective health benefits coverage. The UCC Medical Plan has partnered with Humana to offer you and your Medicare-eligible dependents a plan that covers both medical and prescription drug costs, and with access to a preferred provider organization (PPO) network of health care providers. Information about this plan can be found in the UCC Medicare Advantage Plan Highlights booklet here.

Members not currently enrolled in the plan should complete the UCC Medicare Advantage Plan Enrollment Form and return it to PBUCC with a copy of their Medicare card via email to info@pbucc.org or by fax to 212-729-2701. Applications must be received during the open enrollment period.

Please visit the Rate Locator Page for information on the rates for the UCC Medicare Advantage Plan w/Rx.

Click here to Register for MyHumana.
UCC Benefit Plans

UCC Dental Plan

The **UCC Dental Plan** partners with United Concordia Companies, Inc. (UCCI) to offer participants an optional, stand-alone Dental Plan, with an increased plan allowance of $2,400 per person, that does not require enrollment in the UCC Medical Plan.

As a UCC Dental Plan participant, you have access to United Concordia’s Advantage Plus network—one of the largest networks in the country. With 64,000 network dentists at more than 83,500 locations, a network dentist is only a phone call or mouse click away, whether you are home or on the road.

Visit [www.ucci.com](http://www.ucci.com) for more information.

Vision Plan

**The Vision Plan** is administered by VSP. The Vision Plan is a stand-alone benefit with a separate application and premium, and a Plan Year that runs from April 1 through March 31. You will not receive identification cards from VSP; your vision care provider will verify your eligibility and benefits when you schedule your appointment. If you have questions regarding your vision benefits or to locate a provider, contact VSP at **1.800.877.7195**.
UCC Benefit Plans

UCC Long-Term Care

The Pension Boards-UCC knows that one of the greatest financial and emotional risks you face is the possibility of needing long-term care. The risks and associated costs are simply too great to ignore.

We are pleased to announce the availability of long-term care insurance to active and retired UCC employees and their family members. We have selected ACSIA Partners (formerly known as LTC Financial Partners), the nation’s leading provider of this important coverage, to provide education on the need for long-term care and available coverage options.

MetLife Pet Insurance

With MetLife Pet Insurance, you can help take the worry out of covering the cost of unexpected pet care. You may be able to cover up to 90% on veterinary expenses at any licensed veterinarian, specialist, or emergency clinic in the U.S.

To get a quote and enroll, visit metlife.com/mybenefits or call 1.800.GET.MET8.
When you participate in the Pension Boards’ Annuity Plan or simply make pre-tax contributions to the Employee Retirement Contribution Account (a tax-sheltered annuity), the Pension Boards offers unlimited access to financial planning services through Ernst & Young (EY) at no cost to you! These services include EY Navigate™ and the EY Navigate™ Financial Planner Line.

**EY Navigate™**

EY Navigate™ is a financial wellness website service that helps you navigate your financial journey with information and tools for every stage of your life and career. You can evaluate your financial position, reach your retirement planning goals, or learn how to manage other financial concerns such as managing debt, budgeting, or understanding complex tax issues.

To register on the EY Navigate™ website, visit pbucc.eynavigate.com; click Get Started; enter your 7-digit Member ID (without the hyphen); and follow the prompts. If you do not have a Pension Boards Member ID, please contact EY directly for assistance.

**EY Navigate™ Financial Planner Line**

Through the EY Navigate™ Financial Planner Line, members can speak directly and confidentially with an EY financial planner, also at no cost to you. Financial planners are trained in topics of importance to Pension Boards members, including PBUCC-administered plans and programs. The financial planners deliver independent, objective, and confidential financial education and counseling.
Forms You May Need

• **Annuity Plan Membership and Other Benefits Form**
  For Annuity Plan or other Pension Boards’ benefits enrollment including Medical, Dental, Employee Retirement Contribution Account (a tax-sheltered annuity), Flexible Spending Account (FSA), Life Insurance & Disability Income, and UCC Medicare Advantage Plan.

• **Beneficiary Designation**
  To designate or change primary and secondary beneficiaries

• **Dental Benefits Enrollment Application** *(this is a stand-alone form for annual enrollment purposes only, and for those employees who are not enrolled in any other plan)*
  For employees and retirees who do not currently have dental coverage, or who have coverage in a plan other than the UCC’s

• **Request for Direct Rollover Funds**
  For employees who wish to roll over funds from other existing retirement accounts into the Annuity Plan

• **Rollover Contribution Account (RCA)**
  For employees who have not annuitized their account and want to establish an Annuity Plan Rollover Contribution Account

• **Vision Benefit Plan Application** *(use for annual enrollment only)*
  For employees and their dependents who do not have vision coverage
Appendix:
Health Coverage Plans, Benefits, Costs, and Who Can Participate
# Annuity Plan for the United Church of Christ

<table>
<thead>
<tr>
<th>Coverage Type Under the Plan</th>
<th>Who Participates</th>
<th>Benefits</th>
<th>Cost</th>
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</thead>
<tbody>
<tr>
<td>Employer Contributions</td>
<td>Employed UCC ministers/lay employees</td>
<td>Fully Vested Accumulation Account; 80% of employer contributions must be converted to annuity payable for member's lifetime (and lifetime of joint annuitant, if any)</td>
<td>Recommended: 14% of &quot;Salary Basis&quot; (cash salary plus parsonage or housing allowance) payable by employer; minimum of 3% for lay employees</td>
</tr>
<tr>
<td>Retirement Savings Account (RSA)</td>
<td>Ministers/lay retirees who transfer or contribute</td>
<td>Fully Vested Accumulation Account; retirees can withdraw funds as needed (minimum $500), or convert to an annuity</td>
<td>Funded at retirement by account balance not converted to annuity, or by contributions from working after retirement</td>
</tr>
<tr>
<td>Rollover Contribution Account (RCA)</td>
<td>Active/Inactive UCC ministers and lay employees through rollover from IRA or other retirement plans</td>
<td>Fully Vested Accumulation Account; active/inactive can withdraw funds as needed (minimum $500), or convert to an annuity</td>
<td>Funded by the account balance, or at any time by funds transferred from IRA or other retirement plans</td>
</tr>
<tr>
<td>Employee Retirement Contribution Account (ERCA), a tax-sheltered annuity or TSA</td>
<td>Actively-employed UCC ministers/lay employees who elect salary deferrals</td>
<td>Fully Vested Accumulation Account; 100% can be left in RSA, rolled over, taken as lump sum, or converted to an annuity</td>
<td>Employee-elected amount deferred from cash salary on pre-tax basis (minimum of $25 per month, maximum set by IRS each year)</td>
</tr>
<tr>
<td>Annuity Payments</td>
<td>Retired UCC ministers/lay employees</td>
<td><strong>Basic Annuity</strong> funds are invested in corporate/governmental bonds, treasury bills/similar investments with fixed rates of return <strong>Participating Annuity</strong> funds are invested in portfolio comprised of stocks and bonds, including domestic/international stocks, corporate/governmental bonds, treasury bills/similar investments with fixed rates of return, and real assets</td>
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### UCC Medicare Advantage Plan

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<tr>
<td>Health Insurance</td>
<td>UCC ministers, lay employees, and their eligible dependents are covered by Medicare Parts A/B</td>
<td>Comprehensive Medicare Advantage Plan includes medical and pharmacy benefits administered by Humana</td>
<td>One nationwide premium, regardless of age, geographical location.</td>
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### UCC (Non-Medicare) Health Benefits Plan

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<tbody>
<tr>
<td>Health Insurance</td>
<td>UCC ministers/lay employees/ their eligible dependents not covered by Medicare Parts A/B</td>
<td>Comprehensive medical benefits, including mental health/substance abuse services. through Preferred Provider Organization (PPO) with Highmark Blue Cross Blue Shield; Rx drug benefits through Express Scripts</td>
<td>Premiums vary by geographic location, the number of people covered, and by age for participants under 41; standard premium applies to age 41+</td>
</tr>
</tbody>
</table>
## Health Advocate - Member Assistance Program

<table>
<thead>
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<tr>
<td>Health Benefit</td>
<td>UCC Non-Medicare Health Plan participants and their eligible dependents</td>
<td>Confidential support for work and life including counseling services, legal services, financial services and online resources; resources, referral and support services for personal success: work/life balance, fulfilling relationships, achieving personal goals, healthy living, financial stability, resilience, managing life events and recovery</td>
<td>Free to UCC Non-Medicare Health Plan participants and their eligible dependents</td>
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## UCC Vision Benefits Plan

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<tbody>
<tr>
<td>Vision Insurance</td>
<td>Active and retired ministers, lay employees, and their eligible dependents</td>
<td>Exam/prescription lenses covered in full every 12 months; frames every 24 months; contact lens care (in lieu of lenses/frames) every 12 months through VSP PPO</td>
<td>Premiums vary by number of people covered</td>
</tr>
</tbody>
</table>
## UCC Dental Plan

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<tr>
<td>Dental Insurance</td>
<td>Active and retired ministers, lay employees, and their eligible dependents</td>
<td>Two annual no cost preventive exams and cleanings. Diagnostic and therapeutic, restorative, prosthetic services and supplies covered. Lifetime allowance for orthodontic treatment.</td>
<td>Premiums vary by number of people covered</td>
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## Flexible Benefit Plan for UCC Ministries (also known as Flexible Spending Account or FSA)

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</table>
| Health/Dependent Care Benefit  | Actively-employed UCC ministers/lay employees | Allows for reimbursement on items such as:  
- Plan deductibles  
- Plan copayments  
- Well-baby care  
- Organized weight loss programs that are medically prescribed  
- Vision care, including LASIK  
- Hearing aids and related expenses  
- Contact lenses  
- Acupuncture  
- Certain over-the-counter medications that are obtained | Employee-elected amount deferred from salary on a pre-tax basis |
## UCC Life Insurance and Disability Income (LIDI) Benefit Plan

<table>
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<tbody>
<tr>
<td>Life Insurance</td>
<td>Retired UCC ministers, lay employees (excluding employees of CUC Covenanted Ministries, UCF and PBucc)</td>
<td>$10,000 death benefit after 5 consecutive years of Plan participation before retirement; 4%-16% of salary if less than 5 years participation, but not more than $2,000</td>
<td>Annual premium of $50 between age 55 and 65; $0 after 65</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>Actively-employed UCC ministers, lay employees (excluding employees of UCC Covenanted Ministries, UCF and PBucc)</td>
<td>Percentage of Salary Basis based on age, ranging from 200% of Salary Basis for ages under 45, to 50% of Salary Basis for age 65 and over; death benefit doubled in event of accidental death</td>
<td></td>
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</tbody>
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## Optional Life Insurance for Members and Dependents

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<tbody>
<tr>
<td>Optional Life Insurance for Member</td>
<td>Actively-employed UCC ministers, lay employees who are enrolled in the LIDI Plan (excluding employees of UCC Covenanted Ministries, UCF and PBUCC)</td>
<td>Additional coverage in $10,000 increments, up to a maximum of $100,000 or 3-times salary basis, whichever is less</td>
<td>Premium varies by age and coverage amount; participant is billed quarterly</td>
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| Optional Life Insurance for Dependents | Actively-employed UCC ministers, lay employees who are enrolled in the LIDI Plan (excluding employees of UCC Covenanted Ministries, UCF and PBUCC) | **Option 1:** $10,000 coverage for spouse/partner; $5,000 for dependent children  
**Option 2:** $25,000 coverage for spouse/partner; $10,000 for dependent children | Premium varies by spouse’s/partner’s age and coverage amount; participant is billed quarterly |