

BRIDGE

PENSION FUND

FALL 2015

Falling Into Ministry

*Rev. Dr. Katie Hays
(Galileo Christian Church, Dallas/Fort Worth, Texas)*



82nd *Week of the Ministry:* **OCTOBER 11–18**

At Pension Fund, we recognize it takes courage to answer God's call to ministry and continue to carry out His good work. To do so without thanks is even harder.

That's why this year we hope you will join us in thanking all those who have dedicated their career to ministry. *Week of the Ministry* was created as a reminder to honor and celebrate the call to ministry. During *Week of the Ministry*, consider encouraging your peers or congregation to participate through *Week of the Ministry* activities, honoring a pastor's ordination, or supporting those who might be interested in a ministry career.

Learn more at www.pensionfund.org/week-of-ministry.



Pension Fund
of the Christian Church
strong. smart. secure.



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Magazine is published quarterly:
Spring, Summer, Fall, Winter

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On the Cover

Rev. Dr. Katie Hays, featured in Pension Fund's newest Ministry Still Matters video, shares her rocky start to ministry in this issue's Member Spotlight.



JAMES P. HAMLETT
FROM THE
PRESIDENT

Over the past few months, Pension Fund has been posing questions to people across the church (clergy and lay alike). We've been trying to understand more fully some key points of stress for clergy—the kind of stress that can lead one to question whether or not to continue in ministry. Most pastors, if they're honest with themselves, will admit there have been times when they've wrestled with that question. Is my calling strong enough to sustain me in my ministry? Are my needs, and those of my family, causing me to look elsewhere for satisfaction?

When Jesus asked the Disciples to “come, follow me,” he didn't promise an easy road. Ministry can be difficult! But ministry can also be extremely rewarding. At Pension Fund, we believe *Ministry Still Matters*. As part of our mission, we've been seeking to learn about the nature and level of stress experienced by pastors and their families, and

whether this is inhibiting effective ministry (or, worse yet, causing them to consider another vocation).

In March we sent out a survey to 1,700 pastors and associate ministers in an effort to learn about the level and sources of their financial stress, and their impact on the vibrancy of their ministry. We asked whether lay leaders in their congregation were aware of their stress, and whether it had ever caused them to consider leaving ministry. We received more than 700 responses.

The results were stark. More than 70% of the respondents indicated that financial concerns are causing them stress, which distracts them from their call. More important, 20% indicated they were under “major stress” about their financial situation. Demographically, those pastors with major financial stress were younger, more likely to be female, less likely to be married and much more likely to be bi-vocational.

Average student loan debt for those with major stress was nearly double that of respondents who reported managed stress, and seven times more than those who reported little or no financial stress. Those with significant financial stress were less likely to have health care or pension benefits provided by the congregation. It's understandable, then, why so many pastors feel financially challenged: lower-than-average compensation (often without healthcare or retirement benefits), coupled with an overwhelming debt



According to March 2015 Pension Fund survey of 1,700 ministers

load that often includes sizable student loans. That led us to the key question: “Has financial stress caused you to consider leaving pastoral ministry?” Of those reporting major financial stress, 68% answered yes. More than a third of those with managed financial stress answered yes. This fact is sobering!

With the gracious assistance of regional ministers, we sent a second survey to lay leaders of congregations. In this survey, we gauged concern about the congregation’s financial situation. Of the respondents, 86% expressed they were “somewhat concerned” or “very concerned.” When asked their perception of whether financial concerns cause stress for their senior minister, nearly one-fourth responded with “yes” to major stress, with another 40% suggesting “yes,” but the stress was manageable.

During a luncheon conversation with a group of pastors this summer, one confessed that his productivity suffered from financial burdens, leading to depression. He longed for someone to advocate on pastors’ behalf for better compensation and benefits, especially for new pastors. And, he expressed interest in seeing a program designed to assist a new minister transition into effective ministry and help relieve student debt.

Addressing the causes of financial stress for clergy is not a simple task. Personal financial literacy and

habit of clergy, cost of seminary education, congregational financial position and understanding, economic environment, medical situation, and support networks (or their absence) all play a role in the stresses encountered by a minister.

The Lilly Endowment invited Pension Fund to conduct the research noted above, and to imagine a strategy to

address financial literacy and student debt relief for clergy. We’ve been in conversation with stakeholders throughout the church who might have interest in collaborating on developing a broad strategy for implementation in the months and years ahead, and who have been helpful in developing a plan. With the encouragement and support of Lilly Endowment, we hope to make a difference in the lives of those who have accepted the call to pastoral ministry, with the long-term goal of helping them develop and sustain their ministry throughout their working years. We do this because *Ministry Still Matters.*

James P. Hamlett
 President
 jhamlett@pensionfund.org



TREASURER'S CORNER



Visiting with Old Friends and Making New Ones

Pension Fund at the 2015 General Assembly

Pension Fund enjoyed another successful General Assembly in Columbus, Ohio, this year. Personally, it provided me the opportunity to meet with many former colleagues from my days living in Ohio. Our booth was busy—a good thing—and it gave us the chance to meet with seminarians to share how the Student Gift program might be of help to them as they complete their studies. We had a number of discussions with current members (and hopefully future members) who asked about the recent news that Pension Fund members could open new Benefit Accumulation Accounts (BAAs), a program that had previously been suspended from opening of new accounts. Our booth included an option for anyone to create a video message about why “Ministry Still Matters” and we gained some excellent testimonials on that topic. We also had many conversations with members about preparing for retirement and some of the steps they should be taking now, such as:

- **Maximizing contributions to a Tax-Deferred Retirement Account (TDRA): Contributions to a TDRA are excluded from taxable income until distributed.**

In retirement, these funds can be used to provide additional monthly income.

- **Requesting a pension projection from Pension Fund, as well as a report of benefits from Social Security.**

Pension Fund’s sponsored the 13th Check offering during the first night’s worship service, a service that included an incredible sermon from Rev. Dr. Teresa (Terri) Hord-Owens. We raised over \$26,000, which will be used later this year to give our ministerial relief members a “true” 13th check.

As usual, we hosted two breakfasts: The Ministers and Mates breakfast, and one honoring Pension Fund retirees. The Ministers and Mates breakfast attracted over 400 attendees, and Rev. David Shirey offered a sermon that had everyone grateful they chose to get up at such an early hour. Shirey preached about both the pressures and the redeeming aspects of ministry, and I believe it was truly one of the finest moments of sharing during the Assembly. The text of his message will soon be available via www.pensionfund.org, and I encourage everyone to read it.

Why Ministry Still Matters at General Assembly

Clearly Pension Fund is asking the question, “Does ministry still matter?” While we believe the answer is a loud “YES!” the Assembly itself was a testimony on why that’s still true. One can make a similar assumption about the Assembly itself, and “YES!” the General Assembly still matters. Our thanks to all who worked tirelessly to make this a successful event, including Pension Fund staff, volunteers working behind the scenes, the Ohio region, and staff from the Office of General Minister and President.

One last footnote: This Assembly provided me the opportunity to visit with the four Disciples congregations of which I have been affiliated with over my 36 years of being a member of the Christian Church (Disciples of Christ). It was wonderful to see our friends from First Christian Church in Ft. Thomas, Ky., Washington Avenue Christian Church in Elyria, Ohio (who won the James P. Johnson Stewardship Award from the Church Foundation), Northwest Christian Church in Columbus, Ohio, and our current home church, Allisonville Christian Church in Indianapolis.

Blessings to all who attended and I hope to see you (and many more) in Indianapolis in 2017. If you have questions or comments, feel free to contact me at dgdraper@pensionfund.org.

Duncan Draper
*Vice President and
Chief Financial Officer*
dgdraper@pensionfund.org



Financial update as of June 30, 2015:

- Pension Fund net assets available for benefits were \$2,983,625,357.
- The Pension Plan remains fully funded and within the guidelines as set forth by policy.
- This has been a challenging year for investments. While Pension Fund is keeping pace with the overall market returns, volatility and performance within the commodities and the U.S. equity sectors have provided a considerable challenge.
- Earlier this year, the Pension Fund Board approved a series of portfolio changes that we anticipate will both lower fees and enhance returns in the long term.
- Base interest rates for programs remain steady in 3Q 2015 (TDRA, Traditional IRA, Legacy IRA, and Roth IRA: 3.5%; BAA: 2.5%).
- The Traditional IRA still offers a bonus 0.5% interest for one year for rollover funds from other organizations.
- Defined contribution interest rates are considered competitive when combined with Good Experience Credits (most recently credited to defined contribution accounts on March 31, 2015).



DOES PAYING TUITION TOP RETIREMENT?

Sallie Mae and Ipsos Public Affairs recently reported that 7% of families withdrew money or initiated a loan from a retirement account to pay for college last year, taking an average of \$8,870 from their retirement accounts (up from \$2,710 in 2013). Another recent survey shows that 53% of parents would prefer to use their retirement savings for college expenses, while 49% said they'd be willing to delay retirement to pay a child's college tuition.

As a parent, it's understandable that you want your child to experience all life has to offer (including college). You may be tempted to ease your child's financial burden of tuition through accessible retirement savings—but by doing so you put your own retirement security in jeopardy.

Time Value of Money

Saving for retirement ideally begins in a person's 20s or 30s, giving investments plenty of time to grow before they're needed. Those are the same years when many people have children and begin saving for college. Both are important, so which trumps the other?

The answer: Your retirement. The greatest factor in retirement is the time value of money, or the number of times retirement dollars will double during a person's working life because those dollars are invested over a long period of time. If you withdraw your retirement funds early, you lose that potential for your money to earn interest to substantially grow. Even websites focused on saving for college point out that a person should save for retirement first, adding in college saving when possible.

In fact, saving for retirement can be to your advantage with financial aid for college. When the time comes to apply for financial assistance for a child's college education, the Free Application for Federal Student Aid (FAFSA) won't take into consideration funds put away for retirement. Students can always find ways to get the education they need and want within the changing landscape of higher education. Scholarships, government and private student loans together with work study and other work income will most often provide sufficient financial assistance.

Other Ways to Pay

Before borrowing from your retirement funds for college expenses, look into what it would cost to pay interest on a college loan instead of depleting retirement savings. Also, consider that a young college graduate has many years to pay off college student loans. On the flip side, that graduate's parent is more than likely quickly approaching retirement and will have little time to get prepared (or replace funds lost). Some parents and grandparents decide to pay only the interest on student

loans or join a graduate in helping to pay the loans off, leaving retirement savings in place.

State-based savings programs called 529 Plans can be helpful, but also consider IRAs for saving for college. With a Roth IRA, a person puts after-tax dollars into an account in his or her own name. As long as the rules of the Internal Revenue Code (IRS code) are followed, those dollars can be used later for college for yourself or your children without penalty. If your child receives all the financial aid needed and there's still money in your Roth IRA, that money is available for your retirement. All the gains on investment earned in a Roth IRA will not be treated as taxable income in retirement, as long as the IRS rules have been followed.

One of the best gifts your child can receive is for you, as a parent, to plan well and be financially prepared in retirement. Otherwise, you may end up leaving your child the financial burden of your care in retirement—a cost that may exceed college tuition.

Deborrah Wray
Director of Employer Services
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IT'S BAA-CK:

Pension Fund Re-Opens the Benefit Accumulation Account



Pension Fund is once again offering the Benefit Accumulation Account (BAA) to new enrollees. The BAA is an after-tax retirement savings program that offers a competitive base interest rate with the opportunity to receive additional interest in the form of Good Experience Credits (when approved by Pension Fund's Board of Directors).

Anyone with a Pension Fund retirement account (i.e., Pension Plan, Tax-Deferred Retirement Account, Traditional or Roth IRA) is eligible to open a BAA. There's no age limit for opening or contributing to a BAA, so a retiree (and surviving spouse) with a Pension Fund retirement plan may have a BAA. Deposits may be made electronically or by check. Funds are immediately accessible and there is one free withdrawal per calendar

month (subsequent withdrawals in the same month incur a \$10 transaction fee.)

Whether saving additional funds for retirement, or retired and managing monthly income, many enjoy having a "rainy day" fund provided through the BAA. Visit www.pensionfund.org for more information of the BAA program, including how to enroll.

Planning to Help with College Expenses?

With this year's back-to-school activities underway, parents and grandparents may be thinking about a child's future education. The BAA offers a great opportunity to save for college or trade school. For example, by contributing \$100/month to a BAA as a child (or grandchild) ages from 5 through 18, you'd have saved approximately \$20,000* when the child is ready to further his/her education. Good Experience Credits could increase this amount. Funds in the BAA could be used for current education expenses or to help pay off an education loan.

*Calculation assumes a 2.5% annual interest rate and no withdrawals. Actual savings and annual interest rates may vary and are not guaranteed.

ON THE ROAD AGAIN: SUMMER EVENTS

Pension Fund board and staff visited with current and prospective members at two major summer events: the 2015 North American Christian Convention (NACC) and General Assembly of the Christian Church (Disciples of Christ).

2015 North American Christian Convention (NACC):
June 23-26 (Cincinnati, Ohio)

Pension Fund, a NACC ministry partner, sponsored an exhibit and lunch-and-learn special event at this year's "We Speak"-themed NACC convention in Cincinnati. During the special event, "Economic Challenges Facing Pastoral Leaders," Pension Fund President James Hamlett discussed ongoing Lilly Endowment research efforts and listened to feedback from ministers and church leaders in a following Q&A session. Pension Fund will return to next year's 2016 NACC event in Anaheim, Calif., themed "A Better Story."



2015 General Assembly of the Christian Church
(Disciples of Christ): July 18-22 (Columbus, Ohio)

- **Ministry Still Matters video booth:** General Assembly visitors were welcomed to share a brief video message on why ministry still matters or thoughts on how Pension Fund has impacted their lives.
- **Ministry Still Matter video premiere:** Pension Fund premiered the second Ministry Still Matters video installment featuring Rev. Dr. Katie Hayes. Booth visitors received an oatmeal bread recipe, also featured in the film.
- **13th Check Offering:** Pension Fund sponsored the opening night worship 13th Check offering (www.pensionfund.org/13th-check). General Assembly 13th Check contributions totaled over \$26,000. Pension Fund thanks all who gave to the offering: Donations will help hundreds of ministers and their family members retire with dignity.
- **Ministers and Mates Breakfast:** Pension Fund sponsored a Monday morning breakfast featuring speaker Rev. David Shirey on the topic “Ministry Still Matters.” Shirey shared his own personal struggles and

discussed the shared struggles ministers face, listing ways to cope with these pressures (including mentorship). Shirey’s speech was met with a standing ovation. A modified transcript of this sermon will be available on Pension Fund’s website at www.pensionfund.org/ministrystillmatters.

- **Presidents’ Breakfast for Retired Ministers and Missionaries:** Pension Fund sponsored a networking breakfast for Pension Fund retirees at the Columbus Convention Center.
- **Best Practices and Resources to Manage Church-Related Employees Workshop:** Pension Fund sponsored a workshop featuring Rev. Micah James, CCA, founder of www.adminisministry.com, for church elders and administrators. James covered administration basics and competencies such as letter of call details and negotiations, personnel management, and basic policy and practices related to stewardship.







MEMBER SPOTLIGHT: Q&A WITH DR. KATIE HAYS

(GALILEO CHRISTIAN CHURCH, DALLAS/FORT WORTH, TEXAS)

In Pension Fund's most recent *Ministry Still Matters* video, Rev. Dr. Katie Hays shares how something as simple as bread can bring fellowship and strengthen ministry. In our Q&A, Hays tells us more about her rocky start in ministry, how ministers can maintain hope, and why there's still room for growth among woman pastors and church leaders.

PFCC: Where are you originally from?

KH: I'm from No Country for Old Men. I'm from the flatlands of West Texas out on the panhandle, a really small town with one stoplight...Just cotton fields as far as the eye can see, with irrigation sprinklers making this sound all summer long. (makes swishing sound).

PFCC: So, in high school were you already showing signs of the gifts of graces of ministry?

KH: People were saying 'Katie's pretty smart,' or 'Katie is a great student of the Bible,' and they might say 'Katie is a good public speaker,' but nobody in my life would have said those gifts or graces were meant for ministry. It wouldn't have occurred to any of us that that was a possibility.

So, I left town to go to MIT to study engineering. I wasn't exactly cut out to be an engineer, but I wanted to get as far away as I could. The Dean of Students there—a weird coincidence, or a God thing—is a Church of

Christ guy. He remains to this day a dear friend of mine, and is now the Chaplain at MIT. He'd been pastoring a tiny, renegade Church of Christ there in Massachusetts... When I walked into that Church of Christ that Sunday morning in Cambridge, there was a woman—Mickey Pulley—in the pulpit preaching. I don't remember anything she said, but I'll just never forget that day. It was the first time in my life that I considered that an option for me.

PFCC: So during all of this you have to be thinking 'I have a role.'

KH: It's a very gradual thing. Growing up like I did, you are in a tight orbit around this central idea of God and church. To break out of that orbit, you have to work up your escape velocity and jet out of that pull. It takes a long time and a lot of fuel! For us, it was a gradual dawning that we wouldn't be able to fulfill all that God wanted us to be within that gravity field.

“What keeps me going is that I’m a true believer that God is not finished yet.”

At Yale, my husband was able to preach but I wasn’t. I ended up preaching at a church where I was the first woman to stand in their pulpit, and my husband and I traded posts back and forth... it’s a lonely way of ministry, and took its toll. There was a while where you could Google our names and get all sorts of mean, slanderous things said about us. They said we were ‘tearing down the Kingdom of God.’

PFCC: For a lot of folks going to church for the first time, it takes time to build ministry. How was your first five years?

KH: It was gracious that the congregations I preached to were searching for new ways to experience God. In that sense, you could be their companion on their journey. Also, we had very strong lay leaders...I blush to think about some of the things I said and did, and decisions I made in those churches early on. I remain close friends with those churches, and we all laugh together.

PFCC: Any worth sharing?

KH: In the first church I served, we — an all-white suburban congregation — developed a mission outreach to an all-African-American

neighborhood of Birmingham. We didn’t really know how to do it, and we stumbled through it. With a lot of pulling, the church came into those ministry opportunities, and it was great while it lasted. But when I left that church, within a year about 80% of that ministry was gone.

PFCC: You’re being called into a ministry that no one welcomed you to.

KH: In those churches, they hired us with teeth gritted against the backlash to come. It wasn’t really a wide, open-armed welcome...it wasn’t until I came to the Disciples that someone said ‘Please come.’ That was almost 11 years in.

PFCC: So, for the kid who goes to a great seminary, and calls it quit after six years—they should wait?

KH: There’s a verse in Isaiah that says “God waits to show mercy to you.” I don’t know why God waits to show mercy. But if God waits to show mercy to me, I have to wait until that mercy comes. Sometimes over a very long time.

PFCC: What is the joy for you in ministry now?

KH: What keeps me going is that I’m a true believer that God is not finished yet. I’m not just reading stories of ancient ancestors of the faith. I lived it and I know for a fact God is still doing stuff. I think it’s true now in the wider situation of the Protestants and the decline of Christianity in the West.





STUDENT GIFT REMINDER

Pension Fund is excited to announce the Student Gift Membership and Student Health Care Premium Assistance programs will once again be offered during the 2015/2016 academic year.

The deadline for this year's application is Sept. 30, so don't hesitate to tell a friend! You can find more information and application forms at www.pensionfund.org/studentmembership-gift and www.pensionfund.org/student-healthcare-gift.

Benefits of being a member of the Pension Plan as a Student Gift Membership recipient*:

- Pension benefit: \$70/month
- Spouse death benefit: \$400/month
- Surviving child benefit: \$500/month until age 21
- Surviving child education benefit: \$5,000 per year
- Disability benefit: \$300/month
- Death Benefit: \$18,000 to spouse

Benefits of being a Student Healthcare Gift recipient*:

- Medical coverage
- Prescription drug coverage
- Vision coverage
- Dental plans

(Note: A participation agreement is not required to apply for the Student Gift Program. Simply complete the application and enrollment form, and have your educational institution sign in order to apply).

** Current benefits of being a member of the Pension Plan as a Student Gift Membership recipient or as a Student Healthcare Gift recipient are not a guarantee of future benefits.*

I'm not afraid of that, because I don't think God is done with us. That just means that God is waiting to show us mercy.

PFCC: Is it encouraging being where you are compared to before?

KH: What is laid to rest for me is that I'm no longer seeking approval from those who aren't going to give it. I was wanting apologies and affirmation, and people to embrace us. It's fine if it happens, but my identity as a human being before God doesn't depend on that. It's a psychological journey as well as a spiritual journey.

PFCC: What are you training yourself to do to be a pastor?

KH: I want to know more about people's experience of spirituality outside of the Church hour. I'm a very churchy person and never miss church—I even went to church on my honeymoon! I'm a fairly compliant worshipper, but I really believe that people are connecting with God in other ways. I have a great curiosity to experience that with people.

PFCC: It's easier now for women to be in ministry. What words of wisdom do you have for those people?

KH: I'm grateful for my opportunities, but I still advocate for the full inclusion of women in this Church and the wider ministry. There is still a lot of work to be done—there are a lot of underemployed, ordained women....There are members who don't attend as often because of me. That's a heartache. There's still a long way to go.

IRENE HUDSON'S LEGACY AND SURPRISE GIFT

Leslie and Irene Nellie Hudson loved the Christian Church (Disciples of Christ) and all of its ministries. They served Shenandoah Christian Church in Iowa from 1941-1945, where Irene also worked as a substitute teacher. Between 1945 and 1963, the Hudsons served Christian churches in California, Nevada and Nebraska. They settled in San Mateo, Calif., in 1963, where they served the Christian Church until Leslie retired in 1971. Together Leslie and Irene



Irene Hudson

managed Normandy Apartments. After Leslie's death in 1987, Irene continued as apartment manager until 1995.

Irene was valedictorian at North English High School in 1927, a violinist, and a member of the glee club, track and basketball. She went on to graduate from Iowa State Teachers College in 1929. In 1937, Irene married Leslie, leaving her teaching position to accompany him as he pastored several churches. She served as choir director, Sunday school teacher and youth sponsor. She also was an active volunteer at the American Heart Association, county library, and Sequoia Hospital, and continued to volunteer at the Samaritan House even past her 100th birthday.

Irene was generous with all her life, gifts and resources. Born on Dec. 2, 1910, Irene passed away on Jan. 22, 2014. All who had the privilege to have known Irene were inspired by her cheerful self-reliance, generosity, strength, determination and, above all, her joyful celebration of life. She and Leslie were saints of the church who gave generously to many church causes.

In July, Pension Fund was notified that Irene's estate plan had left a gift of over \$950,000 to Ministerial Relief and Assistance and Pension Fund's Endowment Fund. She was passionate about assisting ministers and servants of the church who had given their lives to fulfill their call, and

*"Give and it will be given to you.
Good measure, pressed down,
shaken together, running over,
will be put into your lap. For
with the measure you use it will
be measured back to you."*

– Luke 6:38

spoke about those servants living in the dignity they deserved. She lived her life as an example to all that she came into contact with.

We thank God for Irene and Leslie Hudson and the love and care they have shared in a lifetime, and will continue to share for generations to come. We know their measure

in heaven will overflow! May we be inspired by these wonderful servants and may we, at the end of our journey in this world, be able to know the words Irene has shared with us:

*I had a wonderful life, rather long,
But in my heart Jesus put a song.
It was sent from heaven above,
And I sang it with lots of love.
Love of home, work, and times of play,
'Twas exciting, what more can I say.
My steps had gotten quite a bit slow,
But with my hand in His, I tried to go through my life
come what may.
I tried to share with others every day.
Some days were good, some a little bit bad,
But with His love, I tried to do it—and I'm glad.*

(By Irene Hudson)

May the measure we share also be pressed down, shaken together, run over and put in our lap, and may the measure we use be measured back to us.

Shalom,

Rev. Ruth Chavez Wallace
Vice President of Development
ruthw@pensionfund.org



Spellmans Honored as ‘Innkeepers’

On June 21, Rev. Dr. Richard and Esther Spellman were honored as members of the fifth class of “innkeepers.” Pension Fund President James Hamlett and Rev. Ruth Chavez Wallace, Vice-President of Development, presented the Innkeeper award to the Spellmans at First Church in Melbourne, Fla.

“The day was a wonderful celebration honoring faithful servants who, through their generosity, have provided enormous support for ministerial relief and assistance,” said Wallace.

The Spellmans were awarded the “innkeeper’s lamp,” which symbolizes the willingness to serve at all times where there is need. Later, the festivities continued at Crane Creek Apartments, where they minister to several residents.

“Richard and Esther have exemplified the

innkeeper role through a lifetime of ministry,” said Wallace. Richard is a “Timothy” from South Elkhorn Christian Church in Lexington, Ky. He graduated from College of the Bible with a Master’s degree in theology, and later went on to earn his Doctorate degree from Eden Seminary in 1991. Richard, along with Esther, has served several congregations located in Ohio, Missouri, Louisiana and Florida. They have four children and retired in Palm Bay, Fla.

“Richard and Esther support many wonderful causes that truly take the Good News into the world,” said Wallace. “Well done, good and faithful servants!”



About the Innkeeper Award:

The Innkeeper award references Luke 10:34–35, where the innkeeper demonstrates the model of a willing servant who moves forward in faith. The innkeeper in the story served as an important connection between the man found beside the road, and the Samaritan who stopped and cared for him. While the Samaritan’s action was very important, without the innkeeper it would have been very difficult to give care to the injured man.

Much like the innkeeper, Pension Fund of the Christian Church acts as a facilitator for individuals in need, who have served in churches and come our way. An important part of assisting people throughout the Christian Church is the generosity of those who support the Ministerial Relief Fund, allowing us to fulfill our role as an “innkeeper.”

To be honored as an innkeeper, a person must make a gift of \$100,000 or more through a single transaction or accumulated gifts.

HOW EXPRESS SCRIPTS BUILDS A FORMULARY

Drug formularies are a crucial strategy for keeping prescription medications affordable, but only if they preserve access to the medications patients need to stay healthy.

Formulary management is a highly effective strategy that pharmacy plan sponsors can implement to maintain a safe, affordable and meaningful benefit for patients. As seen in recent months, formularies are changing the dynamics of drug competition, which is great news for patients and payers. Clients who use Express Scripts' National Preferred Formulary (NPF) in 2014 and 2015 will save more than \$2.2 billion. Our NPF is a widely used formulary in the United States, establishing the drug coverage criteria for 25 million Americans.

An effective formulary opens access to all clinically superior medications, while eliminating "me-too" options that have no added clinical benefit but have higher costs. As a result, drug makers are compelled to charge fair prices for the medication they manufacture. Without a well-managed formulary, plan sponsors would pay significantly more for medications, which would result in higher cost-sharing and a reduced benefit for patients.

Building a formulary is a complex process. Express Scripts' careful approach to formulary development is based on the following principles:

1. Clinical appropriateness of the drug – not cost – is our foremost consideration.

2. The prescribing physician always makes the final decision regarding an individual patient's drug therapy.
3. Express Scripts develops clinically sound formularies based on objective evaluations from independent physicians.

Objective Decision-Making

Express Scripts has decades of clinical and formulary development expertise. Our formularies are created with guidance from three distinct committees:

National Pharmacy & Therapeutics Committee (P&T Committee): A group of 15 independent physicians and one pharmacist from active community and academic practices representing a broad range of medical specialties.

Therapeutic Assessment Committee (TAC): Express Scripts' internal clinical review body consisting of clinical pharmacists and physicians, who review specific medications following FDA approval using medical literature and published clinical trial data.

Value Assessment Committee (VAC): This committee considers the value of drugs by evaluating the net cost, market share, and drug utilization trends of clinically similar medications.

This article originally appeared June 25, 2015, on Express Script's The Lab as "How We Build a Formulary." Adapted article used with permission. Express Scripts provides pharmacy benefits as part of Pension Fund's Churchwide Health Care program.



P&T Committee Recommendations

The P&T Committee reviews medications from a purely clinical perspective – it doesn't consider the price of a therapy in its decisions. Upon review of published research and clinical information, the P&T Committee will make one of the following recommendations for each medication:

- **Include:** The medication is safe and effective for its indicated use, and offers a clinical benefit not available by any other medication on the market.
- **Exclude:** The clinical benefits of the medication do not outweigh the cited safety risks. Therefore, Express Scripts must not include the medication on the formulary.
- **Optional:** The medication is safe and effective for its indicated use and may be placed on the formulary. Medications considered optional by the P&T Committee have other clinically-equivalent alternatives available.

Formulary Customization

Express Scripts' clients often adopt Express Scripts-developed formularies or use them as the foundation for their own custom formularies, which are governed by their own P&T Committee. This allows plan sponsors

to build a formulary that best meets the needs of their patient community within their healthcare budget.

Formulary controls also vary by benefit design. Express Scripts recognizes there are rare occasions when a patient is not able to use a formulary or "preferred" option, and we recommend that our clients offer an efficient review process to assist those patients in obtaining a non-formulary medication in these instances of medical necessity.

Why We Need Formularies

Prescription drug costs represent more than 10% of the overall healthcare dollar. Spending on medications increased 13.1% in 2014 due to new high-cost therapies, brand-price inflation and the use of compounded medications that offer very little clinical benefit to patients.

An effective formulary strategy, used in concert with other cost mitigation programs, can yield significant savings for plan sponsors and patients, while still preserving access to medication.

By Andy Behm, PharmD, Express Scripts Vice President, Office of Clinical Evaluation & Policy

In MEMORIAM

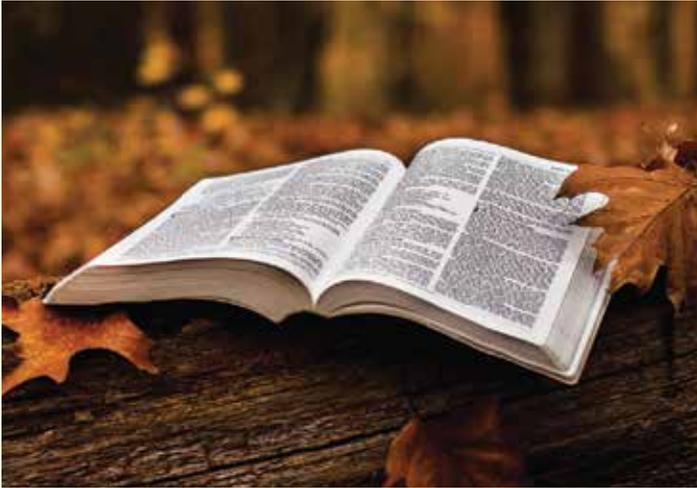
Following are member deaths that were reported to Pension Fund between April 1, 2015 and June 30, 2015.

DEATHS IN ACTIVE SERVICE

Mrs. Helen Barger Freeport, IL May 10, 2015	Mr. Hugo Cinciripini Waterloo, IL April 16, 2015	Rev. Howard Ditrick Kankakee, IL June 18, 2015	Mr. Kenneth Harold Dallas, TX May 13, 2015
Rev. Steven Johns-Boehme Middletown, MD May 7, 2015	Rev. Harold Barnett Atlanta, IN May 7, 2015	Dr. J. Allan Clarke Tacoma, WA June 5, 2015	Mr. John Dotson Mason City, IA April 2, 2015
Mr. Mark Parsons Calimesa, CA June 3, 2015	Mrs. Mary Bastow El Dorado, KS May 15, 2015	Mrs. Sara Allison Coble Fort Worth, TX May 7, 2015	Dr. Ezra Dunnavant Colonial Beach, VA May 14, 2015
Rev. Michele Johnson Uhlig Cushing, OK February 2, 2015	Mrs. Paula Bell Hesston, KS June 16, 2015	Dr. James Collins Young Harris, GA May 3, 2015	Mrs. Violet Floyd Findlay, OH April 6, 2015
Dr. J. Lynn White Fort Worth, TX May 6, 2015	Mrs. Charlotte Best Santa Barbara, CA June 9, 2015	Rev. Steve Comstock Hillsboro, OR June 5, 2015	Mrs. Joan French Springfield, IL March 17, 2015

DEATHS IN RETIREMENT

Mrs. Tommye Adams Martinsville, TX April 2, 2015	Mr. O. Merrill Boggs Port Charlotte, FL April 10, 2015	Mrs. Dorothy Crase Ames, IA June 25, 2015	Mr. John Knowles Bothell, WA April 25, 2015
Mrs. Martha Altfilish Camas, WA April 18, 2015	Mrs. Martha Bradshaw Indianapolis, IN May 29, 2015	Rev. Martha Crookham Franklin, KY June 16, 2015	Mrs. Judith Lemieux Marineette, WI April 15, 2015
Dr. Paul Ausherman Milan, IL May 20, 2015	Mr. Clifford Brooks Siloam Springs, AR April 16, 2015	Dr. Robert Danner Virginia Beach, VA April 7, 2015	Rev. Jean Georges Philadelphia, PA April 8, 2015
Mrs. Hope Baird Boring, OR May 2, 2015	Mrs. Dorothy Burton Alameda, CA June 17, 2015	Mrs. Bertha Davis Boulder, CO May 6, 2015	Rev. Dr. Jeanne Groom Creston, IA June 20, 2015
	Ms. Norma Chapman Kilgore, TX June 2, 2015	Mr. Lewis Dickson Falls Church, VA April 15, 2015	Rev. Don Lindblom Long Beach, CA May 22, 2015
			Rev. Hubert Lines Springfield, MO June 6, 2015
			Dr. James Livingston Princeton, NJ May 17, 2015
			Ms. D. Paulette Hara Sylvania, OH April 27, 2015



Mr. C. Harvey Lord
Indianapolis, IN
April 3, 2015

Mr. F. Victor
McAnallen
Hendersonville, NC
June 14, 2015

Mrs. Leona McClure
Palos Park, IL
April 26, 2015

Mrs. Juanita
McCubbins
Tulsa, OK
June 3, 2015

Mr. Marvin McKern
Princeton, MO
April 10, 2015

Dr. Lewis
McPherran
Mathews, VA
June 10, 2015

Mr. William
Neeriemer
Richmond, IN
April 11, 2015

Mr. David Nixon
Katy, TX
April 18, 2015

Rev. Clifford Parke
Jonesboro, TX
May 30, 2015

Mrs. Dorothy
Plumbly
Fort Worth, TX
June 5, 2015

Mr. Domenic Poggi
Follansbee, WV
April 3, 2015

Mrs. Helen Pointer
Chagrin Falls, OH
May 6, 2015

Mrs. Grace
Pomeroy-Ott
Syracuse, NY
May 6, 2015

Mr. James Powell
Harrodsburg, KY
April 25, 2015

Mrs. Jewel Quinn
Greeley, CO
June 16, 2015

Mrs. Donna Ray
Lichfield, IL
January 17, 2015

Rev. Juanita Roberts
Lorida, FL
April 24, 2015

Mrs. Ruth Ross
Buckeye, AZ
April 7, 2015

Rev. Robert Rueter
Calif City, CA
June 12, 2015

Mrs. Lillian Savitz
Fort Worth, TX
May 6, 2015

Mrs. Peggy Scates
Cortez, CO
June 28, 2015

Mrs. Joan
Scheid-Harper
Harold, TX
May 19, 2015

Mrs. Carol Sick
Cleveland, TN
May 3, 2015

Rev. Carl Smith
Philadelphia, PA
June 4, 2015

Mrs. Elaine
Snowden
Hilliard, OH
June 30, 2015

Mr. R. Douglas
Spangler
Richmond, CA
June 16, 2015

Mrs. Margaret
Spangler
Gainesville, OH
February 24, 2015

Mr. Lloyd Sparks
Peoria, AZ
June 4, 2015

Rev. Gary Staddan
Fredericksburg, VA
April 6, 2015

Rev. Leonard
Stansbury
Houston, TX
May 7, 2015

Mr. Lambuth
Tomlinson
Fort Worth, TX
January 1, 2015

Mrs. Billie Welsh
Dallas, TX
June 19, 2015

Mrs. Virginia White
Enola, PA
June 1, 2015

George Williams
Mechanicsville, VA
June 7, 2015

Mrs. Ann Zinsel
St Charles, MO
April 26, 2015

Ms. Patricia Zwick
Salem, OR
June 6, 2015

OTHER DEATHS

Rev. Maxine Burch
Newton, KS
June 13, 2015

Mrs. Earline Hury
Louisville, KY
April 1, 2015

Mr. Merle Peachee
Jasper, IN
March 23, 2015

Mr. James Wheeler
Edmond, OK
June 15, 2015

Correction: Rev. Dr. James L. Merrell who passed in Jan. 2015 was listed as 'Mr. James L. Merrell' and should have been listed as 'Rev. Dr. James L. Merrell.'



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- Learn about the **FINANCIAL STRESSORS** of those in ministry.
- Discover the long-term effects of using retirement savings for **COLLEGE TUITION**.
- **HEAR** about member **REV. DR. KATIE HAYS'** journey into ministry.
- Understand how PFCC and Express Scripts keeps prescriptions **AFFORDABLE**.



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