

# BRIDGE

PENSION FUND

FALL 2016

## *Gratitude*

*Saying Farewell  
to Jim Hamlett*



# 83<sup>RD</sup> WEEK OF THE MINISTRY, OCTOBER 9-16

## #ModernMinistry

Like fingerprints, no two ministries will ever look alike. Today's ministries are reaching out to others in unprecedented ways.

This year, we hope you'll join us in celebrating all the things that make your ministry unique during Week of the Ministry. On October 9-16, honor the call by showing off your hard work—whatever that looks like for you.



**#ModernMinistry** is a black female preacher serving a predominantly white congregation (despite racial tension escalating elsewhere). – **Virzola Law**



**#ModernMinistry** When following the deepest sense of call, one's vocational journey will inevitably take some unexpected—and joyous—turns. – **Jose Morales**



**#ModernMinistry** is going from a jail cell to serving a standing-room-only church. – **Bill Hemm**



**#ModernMinistry** is writing sermons while attending my kid's soccer games. – **Erin Wathen**

Hear these stories and learn more at  
[pensionfund.org/week-of-ministry](http://pensionfund.org/week-of-ministry).

Take a photo (or selfie!) with your “modern ministry” during Week of the Ministry, and share using the hashtag **#modernministry**.

*“I’ve been teaching my way through my call,” said Rev. Jose Morales. However, Morales recently felt called to become a student himself, pursuing a PhD in theology and philosophy. “Modern ministry needs ministers with vocational depth...[and] this depth requires courage that breaks with ‘official’ expectations,” he said.*



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



# BRIDGE

PENSION FUND

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*On the Cover*

*Former Pension Fund  
President James ("Jim")  
Hamlett retired Aug. 31.  
With gratitude, we look back  
on Jim's many years of service  
in our Fall cover feature.*

TODD A. ADAMS

# FROM THE PRESIDENT

## *Giving Thanks for Pension Fund*

Jeff Bezos, the founder and CEO of Amazon.com once said, “What we need to do is always lean into the future; when the world changes around you and when it changes against you—what used to be a tailwind is now a headwind—you have to lean into that and figure out what to do because complaining isn’t a strategy.”

For several decades now, Pension Fund’s tailwind—a strong stock market and solid economic growth, minus the meltdown of 2008/2009—has provided a solid foundation which allows us to provide strong, smart and secure retirement support for over 12,500 clergy and lay employees of the church.

However, the same tailwind which propelled us through days of double-digit Good Experience Credits and Special Apportionments is now a headwind. Market volatility, global insecurity, and the pending election are all factors that make investors jittery and

unsettled. The market looks more like a roller coaster track—big upward climbs, followed by major drops and a few twists and turns—than a nice, steady, growth-oriented upward line.

“ ”

**As I begin my tenure  
as President and CEO  
of Pension Fund, my  
approach is to stay rooted  
and connected to our  
long history of caring for  
those who serve.**

Leaning into the future versus leaping in with both feet allows us to stay firmly grounded and connected to our roots, while taking on the new challenges before us. As I begin my tenure as President and CEO of Pension Fund, my approach is to stay rooted and connected to our long history of caring for those who serve, while leaning forward into the head winds of market



Former Pension Fund President James Hamlett (left) poses with current President Todd Adams for an *Indiana Business Journal* feature article on Pension Fund's business strategies.

uncertainty, emerging government regulations, and decreasing congregational capacity.

Our mission is confirmed daily by our members, who express their *gratitude* for their quality of retirement, the life-saving intervention of ministerial relief, or even death and disability benefits that sustain families during difficult times. Your Pension Fund has served the church well, and will continue to chart the appropriate course to ensure those who serve today have a secure retirement tomorrow.

Part of the root structure of Pension Fund is the legacy of leaders who have served as the Chief Executive, including the newly retired James P. Hamlett. The 2008/2009 market meltdown tested the strength of our roots, and part of Jim's legacy is the steady and stable

hand he provided during the second-greatest economic calamity our country has ever seen. Needless to say, our roots are strong and our future is bright. I hope you'll join me in continuing to offer *gratitude* for Jim's years of service.

Together, let's lean into the future, secured in our roots and faithful to our call.

God's blessings,

Todd A. Adams  
President & CEO  
[tadams@pensionfund.org](mailto:tadams@pensionfund.org)





# TREASURER'S CORNER

## How We Leverage External Business Partners and Vendors

One of the ways Pension Fund creates value for its members is ensuring costs are managed closely. Equally important is our objective of providing high quality service, whether that be in investment performance, operational activities, or member-facing service management. To meet both objectives, one of the major strategies we employ is the use of subject matter experts to supplement the staff where a particular expertise is needed.

### Why we use outside vendors for support

The term “vendor” is a well-understood term, but we separate vendors and business partners. Both are critical to our success. The basic difference is we employ vendors to provide a specific service for a well-defined activity, and a business partner is engaged over a long period of time and expected to understand the expectations of our members and Pension Fund’s broader methodologies. We also invite partners to offer their input on best practices or solutions available to improve or correct issues.

Pension Fund has the same responsibilities as many other organizations. We have:

- Relationship managers (some think of this as our sales team, but our business approach requires more than a sales focus)
- An investment team
- A marketing team

- A call center
- An IT department
- Treasury and accounting departments
- An operations department, including mail and supply services
- Program analysts
- A compliance and internal audit function
- A health care and human resources function

...as well as a leadership team responsible for coordinating all these activities and maintaining a focus on the future of Pension Fund. All these activities are supported with a staff of 42 people, supporting over 12,500 members and beneficiaries across 10 different products and programs.

If you can imagine, that’s a lot of work for a small staff to handle! Therefore, we engage over 70 business partners and vendors that support our business.

## Who we work with

Among other vendors we're *thankful* to be working with, we employ 27 investment managers who manage different portfolios, varying from U.S. domestic stocks to international equities and real estate partnerships. Many are ranked as top-tier investment organizations, and some have supported us for over 20 years. Compare that with many other denominational pension plans who fully outsource their defined contribution investments to firms such as Fidelity or T. Rowe Price (and as a byproduct, their members then become members of those organizations as well). At Pension Fund, our defined contribution programs (TDRA and IRA programs) are all managed internally, and members call the same call center staff who support our defined benefit and Benefit Accumulation Account programs (truly "one-stop" shopping).

When we adopted a strategy of building a best-of-breed technology infrastructure, it was obvious that couldn't be accomplished with an IT staff of only four. Unlike some other denominational benefits organizations who chose to build their technology platform with in-house resources and have as many as 60 people on staff, Pension Fund uses both business partners and vendors to ensure our software programs are maintained and kept current within the ever-changing regulatory environment. The IT group is also responsible for

program development, such as the delivery of the Traditional and Roth IRA programs. In total we employ 24 vendors and business partners for IT-specific tasks alone.

Business partner relationships take time to build. Trust and respect are necessary to gain the full value of such relationships, and therefore both organizations must commit long-term. Individuals considered as business

partners are often viewed as honorary staff members, and their input weighted as such. We have multiple examples of excellent business partners but one in particular stands out: Pension Fund's been supported by Ice Miller for legal advice since 1950. Over the years, Ice Miller partners have provided counsel to both our executive team and Board of Directors. It's worth noting that our current Ice Miller legal team has become active with the Core Lawyers Group of

the Church Benefit Association (CBA), increasing their understanding of regulatory risks and the impact to Pension Fund.

Another example of these relationships include the outsourcing of all large mailings and printed materials. Our printer invests in state-of-the-art print and communications equipment, allowing us to leverage those technologies without our own direct investment in this very expensive type of equipment.

## Financial Update as of June 30, 2016

- Pension Fund net assets available for benefits as of June 30, 2016, were \$2.8 billion.
- The Pension Plan remains fully funded and within the guidelines as set forth by policy.
- Investment markets have been volatile this year, with a slow start offset by recent gains. The Brexit decision initially created a dramatic selloff, but after several days of market declines the market rebounded strongly (setting new records in the Dow and S&P 500). As we enter the final stages of the election cycle, anything is possible.
- Interest rates for our Tax-Deferred Retirement Account (TDRA), Benefit Accumulation Account (BAA) and IRA programs will remain at the same base rate experienced since 2014. These decisions are influenced by market rates reported by banks and other financial institutions that offer fixed rate programs and have seen very little change over the past year.



## Our Partners and Vendors: 8 Fun Facts

- **Korn Ferry Hay Group** has been our “actuary of record” since the inception of the Defined Benefit Plan in 1931. Talk about a long-term relationship!
- **Scott Dennis** has served as our health care consultant since 1972. He’s retiring this year at age 72.
- **Harry Ice** (deceased in 1982) supported the Pension Plan as counsel. Harry was a founding member of the law firm Ice Miller, which now has over 300 attorneys in five states.
- **Georgia Phillips of BNY Mellon** has been a leading advisor and trusted partner since 1994.
- **Stonemill Consulting** works with our IT staff to perform testing on technical projects. Geoff Endris, president of Stonemill, has referred several people to Pension Fund who are now on staff. Can you say value add?
- **Tara Shulstad Sciscoe**, our business partner at Ice Miller, has earned recognition as “Lawyer of the Year” in Indiana from her peers in the area of human resources.
- The combined 2016 budgets for Pension Fund’s Operating and Investments category total \$21 million. **Over \$14 million** (two-thirds) of the budget is allocated to vendor and business partner relationships.
- **Jason Coleman** of Revelant Technologies visits Pension Fund weekly, working with staff to identify and implement strategies around our Salesforce platform. In his free time, Jason is a nationally-recognized leader in AcroYoga (a program that combines yoga, acrobatics and therapeutic massage).

Liberty Mutual supports Pension Fund by administrating all our disability claims, and their expertise in this area allows us to provide high quality of services without investing in staff.

### How we manage vendor issues

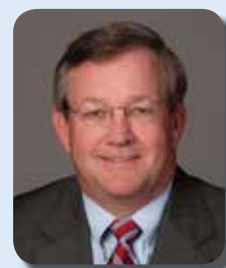
Recently we’ve had to alert some members to a potential issue created by one of our vendors, who inadvertently forwarded information to a regulatory group in error. Pension Fund considers such errors as our error. Through service level agreements, recurring meetings on performance, and other managerial oversight processes, we manage our vendors and business partners similar to how we would manage our staff. Mistakes do occur, and our ability to correct, communicate, and protect against future similar errors is a critical component of how our relationships work and improve.

In terms of ‘disciplinary’ actions, which we’ve been asked about by a number of our members, please

know we consider all our options. Our first preference, however, is to retain vendors and partners to protect our investment in time and dollars expended. If a vendor proves to lack skills in the areas of assignment we require, we’ll move forward to find other solutions. Fortunately, this hasn’t happened often, and overall we’re very pleased with our relationships that have proven to be valuable to Pension Fund—and, more importantly, to the quality and cost efficiency for our members.

If you have questions or comments, feel free to contact me at [dgdraper@pensionfund.org](mailto:dgdraper@pensionfund.org).

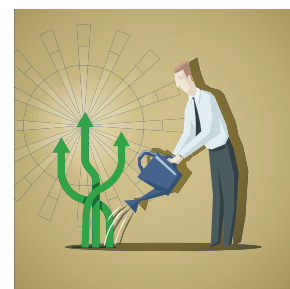
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# 3 REASONS EMPLOYERS SHOULD PROVIDE RETIREMENT BENEFITS

Unfortunately, many employers avoid or delay setting up work-sponsored retirement programs due to the anticipated time commitment, hassle and costs. But, offering retirement benefits is actually a win-win solution: It isn't just good for workers—it actually benefits businesses.



Here are three major reasons why employers should offer quality retirement benefit options (encouraging employees to be good stewards of their own finances is just an added bonus!):

## 1. To attract quality workers

Compensation is obviously important to potential employees, but it's not the only attractor for top candidates. Today's workers realize the responsibility of saving for retirement lies in their own hands, and appreciate a workplace that offers easy access to programs that will help them succeed in their retirement goals.

## 2. To alleviate financial stress

Employees who are stressed about finances tend to carry that burden onto the job. Therefore, easing some of that financial worry through retirement security could actually improve morale and productivity.

## 3. To encourage retirement readiness

Older, higher-paid workers often stay in the workforce longer because they haven't saved enough for retirement (costing organizations money in higher salaries, increased health care premiums and disability insurance costs). Offering good retirement program options can help older workers retire on time and allow younger workers to contribute their talents.

Want to set up a retirement benefits program (or add to existing options), but not sure where to start? Contact Pension Fund today at 866.495.7322 (PFCC).

# WHAT YOU NEED TO KNOW:

## Required Minimum Distribution Reminder

Those age 70 ½ or older who have a Traditional IRA or 403(b) Tax-Deferred Retirement Account (or those who have inherited one of these accounts) must receive at least the Required Minimum Distribution (RMD) from the account(s) by Dec. 31, 2016. Letters indicating those RMD amounts were sent earlier this year. Here are a few other reminders concerning RMDs:

- Pension Fund will automatically distribute RMDs in mid-December, after retirement pensions are processed.
- If you're still working and don't wish to take your RMD this year, contact Pension Fund (by law, you must begin taking your RMD by April 1 of the year following the year in which you stop working).
- If this is your first year for an RMD, please complete the Application for Required Minimum Distribution, found on our website under [Resources](#) → [Program Resources](#) → [Tax-Deferred Retirement Account](#). Sign the form and send it to Pension Fund via mail, fax the application to 317.634.4071, or scan and attach to an email addressed to PFCC1@pensionfund.org. If we don't receive an Application for RMD from you, we'll distribute the RMD to you, withholding taxes at the default rate.
- If you have received RMDs previously, we will distribute the funds as you have instructed, unless you notify Pension Fund by Oct. 1, 2016, that you wish to make a change.





## Legal Updates to Minimum Wage and Overtime

Church administrators should be aware that on May 18, 2016, President Obama announced the Department of Labor's final rule (effective Dec. 1, 2016), making changes to minimum wages and overtime. This ruling affects almost every congregation, and could have a budget impact.

The 2016 regulatory changes represent the first attempt to index the minimum salary to inflation. Exemptions from the requirement to pay overtime will use familiar language and ministers will likely continue to be classified as exempt in most cases. The biggest change raises the minimum wage for an exemption from \$455 per week (about \$24,000 per year) to \$913 per week (about \$47,476 per year). Every three years these levels will be automatically adjusted.

Congregations with nursery schools or preschools will want to research whether those who lead the classes are exempt as "teachers." Job descriptions for all staff become extremely important under these new regulations, and congregational leadership should read the proposed regulations and begin the process of reviewing job descriptions in order to prepare for Dec. 1.

### Learn more:

- Read the ruling and additional information at [www.dol.gov/whd/overtime/final2016/](http://www.dol.gov/whd/overtime/final2016/)
- Discover other ways to prepare at [www.icemiller.com/ice-on-fire-insights/publications/with-the-right-planning,-the-impact-of-the-new-ove/](http://www.icemiller.com/ice-on-fire-insights/publications/with-the-right-planning,-the-impact-of-the-new-ove/)



## 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 2016/2017 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/student-membership-gift](http://www.pensionfund.org/student-membership-gift) and <http://www.pensionfund.org/student-healthcare-gift>.

*(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).*

### 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



# THE GENDER PAY GAP AMONG PASTORS

## Why it Matters

The news is in, but only surprises some: A 2014 report from the Bureau of Labor Statistics (BLS) showed that women clergy earn 76 cents for every dollar earned by male clergy, worse than the national gender pay gap of 83 cents on the dollar. Here's why this problem might be bigger than everyone expected.

As an occupation, the clergy often has credentialing (ordination) and educational requirements. Therefore, one would assume pastors placed in jobs offering the same service would demand equal pay. Unfortunately, this isn't the case for many female pastors. And according to Religion News, this clergy gender wage gap is larger than for similar occupations, including educational administrators and managers of social or community services.

### Why the Disparity?

According to Rev. Dr. Pat Donahoo, executive director of Disciples Women, potential causes of lower wages include barriers to entry into the career field for women and limited upward job mobility once working as a clergy member.

"Women have often been discouraged—if not barred—from church leadership, especially as senior pastors," says Donahoo.

"My personal experience includes being told that search and call papers for women would not be accepted, as well as being told that I might not be 'submissive' enough to be the associate pastor to a male senior pastor. Given this history, I suspect women who are called to ministry and are excited and enthusiastic about serving in that capacity may willingly accept a lower salary because there are fewer opportunities in pastoral ministry. Of course, once that has been established it is difficult to ever 'catch up' to their male counterparts since salary increases are often based on a percentage of existing salary."



Another supporting factor Donahoo lists is a tendency for churches to assume traditional gender roles, and use that as justification for lower pay.

“In my career before my call to vocational ministry, I was told I was being offered a lower salary for doing the same work as my male colleagues because ‘they had families to support,’” says Donahoo. “This is so often not true, and I would also argue not a valid reason.”

### Why it Matters

The clergy wage gap is obviously problematic for many reasons, but perhaps the most discouraging aspect is the limited value it places on female ministry.

“When we as a Church or as individual congregations pay less to women pastors it may be interpreted as a woman pastor having less value,” says Donahoo. “This perceived value may be a factor in how a congregation welcomes and embraces women pastors as leaders and may affect the long term ministry of that congregation.”

Rev. Dr. Sharon Watkins, general minister and president of the Christian Church (Disciples of Christ) references a long list of women gifted in ministry leadership, including the first ordained Disciples woman (Clara Hale Babcock, 1888) and the first woman moderator (Jean Woolfolk, 1973). However, Watkins admits that the denomination still has a long way to go in gender pay equality.

“It’s hard to admit that among Disciples, gender still seems to matter when it comes to compensation,” said Watkins. “The reasons vary, but the outcome is unjust nonetheless.”

### What Can the Church Do?

“In Fortune 500 companies, [lower wages] may be seen as doing what is necessary to improve the bottom line,” says Donahoo. “As a Church, we should do better.”

As far as how to tackle the issue, Donahoo has a suggestion following Micah 6:8’s reminder for believers to act justly.

“Congregations, boards, or whatever bodies are searching for pastoral leadership might consider what



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value they place on this person they intend to call, what perceived value they intend to communicate to the community she/he will be leading, how their pastor will sustain their family and personal life, and if they are modeling justice and equality in their own practices that might be modeled and proclaimed in their ministry to the world.”

What does the larger church have to say about this issue? The Christian Church (Disciples of Christ) denomination passed a 1989 General Assembly resolution (No. 8931) concerning economic justice for women, urging regions and congregations to use “just economic policies for church employed women, particularly with equal pay and benefits for equal work.”

“Our General Assembly has repeatedly called for gender equality, noting for example in 1997 that sociological isms (such as classism, racism, sexism) grow out of human sin,” said Watkins.

As always, Pension Fund advocates for congregations and employers to compensate all employees—male or female—fairly and adequately. This compensation allows for a richer, more fulfilling ministry experience, as well as a more secure retirement in the years after ministry ends.



# A NEW APPROACH TO HEALTH CARE COVERAGE

MORE OPTIONS NOW AVAILABLE TO ACTIVE MEMBERS

It's no secret in today's economy that the world of health care is changing. The introduction of the Affordable Care Act brought more health care options and began a domino effect in the health care market. It's anticipated that by 2020 "group health care plans" will be a thing of the past. Many companies are already moving employees to individual health insurance plans that allow consumers to select an option that best meets their and/or their family's needs.

In June 2016, the Christian Church Health Care Benefit Trust (CCHCBT), with direction from the Pension Fund board of directors, decided to embrace this market change instead of passing on anticipated rate increases for 2017. It was decided that group health plans through the Churchwide Healthcare program would

be discontinued, and active participants (under age 65) should seek coverage by exploring several options in new health care benefit plans.

*Note: This does not affect Churchwide Healthcare Medicare participants.*

## How to find new coverage on the Health Insurance Marketplace

If you're a health care participant age 65 and under, several avenues are available to you to locate new health benefits coverage. Before exploring options, check with your employer (as applicable) to see whether they'll be providing a new group policy or if you'll need to seek out your own coverage.

By now, you should be well on your way to identifying your health care options for 2017. For coverage that begins Jan. 1, open enrollment is quickly approaching (Nov. 1 – Dec. 15). It's very important that you enroll during this timeframe, as there's little flexibility with the enrollment process through the open market.

- 1 Public Health Insurance Marketplace or Exchange,** established by the Affordable Care Act (ACA). You can explore plan options on your own, set up a free meeting with a local guide through the website, or contact a health benefits broker to help you identify and choose a plan. Also, your state might offer its own health insurance exchange.



- 2 Private health insurance companies,** which you can explore on your own or with a local health benefits broker who can help identify options.
- 3 As applicable (and if you are an individual member): Your spouse's group or employer-sponsored health benefits plan,** to determine if it makes sense to be added to your spouse's policy.
- 4 Seek assistance in securing coverage through an online broker advocate** like Gravie ([www.gravie.com](http://www.gravie.com)).

We recognize this may be a difficult transition for individuals and employers, and are *grateful* for your continued patience. We're confident this is the right choice for our Churchwide Healthcare plan participants and feel we're being good stewards of the church's financial resources while ensuring the best outcome for those involved. Our goal is always to help you feel secure about your health and financial well-being so that you can do what you do best: Serve the church.

*Note: The material contained in this document is for informational purposes only and is not to be construed as tax, financial, legal or health care advice. Please consult your financial and/or health care advisor to find out how the Christian Church Health Care Benefit Trust (CCHCBT) plan change might impact your individual situation. This is based on information available today and is subject to change based on future developments.*

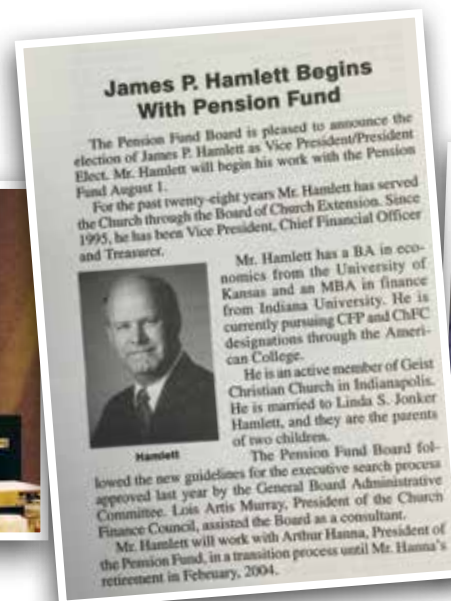
# BIDDING FAREWELL TO JIM

After 15 years on staff, former Pension Fund President James P. Hamlett transitioned into retirement on Aug. 31. In this issue, we celebrate his more-than-45-year service to the Church.

August 2016	Hamlett retires
November 2015	Hamlett announces retirement; Staff calls Rev. Dr. Todd A. Adams as President-Elect
January 2004	Hamlett officially becomes President/CEO of Pension Fund
August 2001	Hamlett joins Pension Fund staff as Vice-President/President-Elect
1973	Hamlett joins Board of Church Extension (Disciples Church Extension Fund) staff; Rises to position of Vice-President/CFO/Treasurer
1971	Hamlett joins United Christian Missionary Society staff

During his tenure as President, Hamlett grew Pension Fund from \$2.07 billion to more than \$3 billion in assets under management. He led the move to restructure various financial programs into separate trusts, directed the development of reserves for each program to protect them from market volatility, launched Traditional and Roth IRA programs, and directed the process to reestablish the Benefit Accumulation Account program.

Under Hamlett's leadership, Pension Fund also weathered the market crash of 2008–2009 with no reduction in pension benefits and no investment loss to any participant. Pension Fund's endowment, which provides resources for Ministerial Relief and Assistance programs, grew from \$25.2 million to more than \$41.7 million during his tenure as President.





*“It has been my great honor to serve with extraordinary colleagues in this ministry to those who accepted the call to Christian ministry.”*

– James P. Hamlett

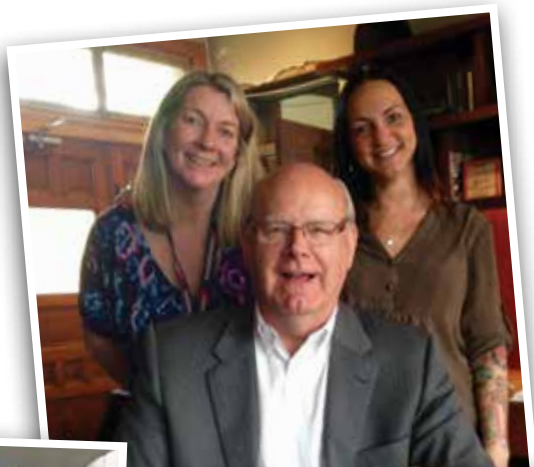
“We’re *grateful* to Jim for his dedicated service to Pension Fund and the church,” said Pension Fund President Todd Adams. “He’s given extraordinary service, enhancing the financial well-being of pastors, lay employees and retirees. I’m honored to step into a long line of faithful leaders, continuing our legacy of a strong, smart and secure retirement.”

Jim, we wish you well in retirement.  
You’ll be missed.

## What I Love About Jim Is...

We asked staff to share all the things they love about Jim. Unsurprisingly, we received several enthusiastic responses:

- His patience and positive attitude.
- His calm and steady leadership hand.
- His ability to listen and make each and every person he speaks with feel special and respected.
- His compassion. He truly cares about his coworkers and the people we serve. He’s always been kind and fair. I also love his sense of humor—he’s great at picking on me but it’s all in good fun!
- His willingness to always laugh with me. He also has a very sincere look in his eye when we may be discussing something personally related and that makes me feel heard and cared about!
- Jim’s skills in building relationships with members, employers, Disciples ministries and church benefits to leverage the strengths and knowledge of others to better Pension Fund and move it in the right direction.



# EMPLOYER SPOTLIGHT: NATIONAL CITY CHRISTIAN CHURCH

(WASHINGTON, DC)



In the midst of the drama that comes with the ramp-up of each national election, National City Christian Church continues to witness to many in the Washington, D.C., area. Envisioned by Alexander Campbell himself and nurturing the faith of many politicians (including two presidents), this historic church has seen much over the years.

From its beginning in 1843 as a house church and its dedication in 1930 (with a crowd of 10,000) to the present day, National City Christian Church has maintained a special presence in our nation's capital. As workers and residents have moved into and out of the city during wars and other periods of growth and decline, this congregation has weathered the changes.

Alexander Campbell, a founder of the Restoration Movement, is credited with having a dream in 1850 of a great Washington witness for the Christian Church. Although that dream was slow to catch on, National City Christian Church was eventually built with gifts from 45,000 members of Christian Churches from across North America.

"This poem in stone will be a whited sepulcher if Jesus be not found beneath its classic tower, if the 'presence' is

not peering upon its worshipers with divine tenderness," said founding pastor Dr. Earle Wilfley in a dedicatory sermon in 1930. The dedication came one year after the great stock market crash of 1929.

The legacy of this great witness remains strong today. A dynamic new generation of young professionals mixes with senior citizens to bring energy to today's witness. Diversity among the congregants and the leadership makes it clear that all are welcome. Serving the people of our nation's capital and beyond includes ministries to the homeless and hungry, and hospitality to work groups and visitors. Commensurate with its status as a national cathedral, the congregation has been in the forefront of musical activity in the city since 1930, and is graced by two premier Moller pipe organs. Both a traditional choir and a gospel choir lead in worship.

*Lyndon B. Johnson, active participant in National City Christian Church, along with pastor George Davis and guest preacher Billy Graham, greet Sunday morning worshipers in 1964.*



The Christian Church (Disciples of Christ) has nurtured the faith of three U.S. presidents: James Garfield, Lyndon Johnson and Ronald Reagan. James Garfield and Lyndon Johnson were active participants in the life of this congregation. As U.S. voters head to the polls this fall to elect a new president, National City Christian Church remains a strong presence in the national conversation about respect for all and welcoming the stranger. Located just blocks from the Capitol and White House, this congregation witnesses to all and serves in the name of the One who called us to love one another.



“In 1850 Alexander Campbell envisioned us. In 1930 we Disciples built us. For 86 years our denomination and congregation have come together to embrace the challenges of living our Disciples’ mission of hospitality and wholeness in our nation’s capital.”

—Peter Morgan, *Historian in Residence*

National City Christian Church is connected to the Christian Church through a board called National City Christian Church Foundation, which gives oversight to its building and endowment. Not only do local people call National City Christian Church their home congregation, associate memberships are held by supportive individuals all across the country, allowing them to stay connected to this unique congregation.

“National City Christian Church is *grateful* for our partnership with Pension Fund,” said senior pastor Dr. Stephen W. Gentle. “We delight in knowing that when each full-time staff member’s service has been completed at National City Christian Church, that faithful servant will be blessed in their retirement by the benefits received from Pension Fund.”

# MEMBER SPOTLIGHT: SANDRA GOURDET

(INDIANAPOLIS, IN)

A missionary of over 42 years, Sandra Gourdet knows it can be a struggle to have an attitude of *gratitude* while overseas. From battling robbers in Swaziland to AIDs in Zimbabwe, Gourdet shares some stories and tips for those who might be far away from home over the holidays.

## Can you tell us a little bit about yourself?

**SANDRA:** I was born in Birmingham, Alabama, and was a child of the '60s Civil Rights era. My parents were active in the movement, which greatly influenced my participation in protests and community activities around issues then and in later years. My parents [along with my grandparents] were equally committed to the church, and instilled a strong faith in God and an openness to stand for justice and fight to right wrongs. I am who I am today largely due to these influences.

## How were you called to overseas mission work?

**SANDRA:** There was no “ah-ha” moment, sudden vision or frightening voice from God. However, I knew at a very young age I wanted to be involved in ministry and had a deep, yearning desire to serve overseas. I’ll always have a sense of *gratitude* for my parents, church family and minister (the late Rev. Earl Murray) who nurtured

me as a child. At summer camp, the occasional presence of missionaries (such as Congo missionaries from the Christian Church) also played an important role, and this constant contact with people—especially African-American leaders who served in various ministries—left an indelible mark on me. At age nine, I dreamed of going to the Congo and the thought was never far from my heart.

My junior and senior high school years were some of the toughest in my life. I was one of five to integrate the neighborhood white high school. I continue to be amazed at how I survived the trauma of those years that tested my faith then and in years to come. My college years came with their own tests, turmoil, student protests, and jail, among many other things. By the end of my senior year in college, that spiritual nudging that I often felt during significant moments in my life became stronger and stronger.



Rev. Sandra Gourdet during  
a visit to Ghana while  
serving as Africa Executive  
for Global Ministries



*There are times when missionaries feel they've been placed in the middle of a battlefield with no weapons. When words of support or comfort are received from home, it gives energy to continue the job.*

I'd been in communication with the Christian Church's Division of Overseas Ministries (Global Ministries) and Peace Corps, and received acceptance letters from both on the same day. I've never regretted the decision to serve the church.

#### Tell us about some of your overseas work.

**SANDRA:** My work started with the Division of Overseas Ministries in June 1972. I began service with the Democratic Republic of Congo, then named the Republic of Zaire, serving as a global mission intern (a two-year program). I met my husband in the Congo, and we worked together at a mission school for over 10 years. Our two children were born in the Congo and grew up there. In 1986, we took a one-year break from the Congo and were asked to serve in Swaziland in Southern Africa. We returned to the Congo and worked until we were evacuated in 1991 because of the political turmoil that eventually led to the ouster of President Mobutu Sese Seko.

After leaving the Congo, we worked in Chikore, Zimbabwe, with the United Church of Christ followed

by five years with the United Congregational Church of Southern Africa in Bulawayo. In 1999, while still serving in Zimbabwe, I was ordained in that little Disciples church in Birmingham that played a tremendous role in my life. In 2003, we were assigned to Haiti. I worked there until July 2005, when I was called to serve as Africa Executive for Global Ministries of the Christian Church and United Church of Christ.

#### What are some of the highlights of your years spent as an overseas minister?

**SANDRA:** Each of the four countries I served offered different experiences and insights. Overall I would say understanding the importance of building genuine relationships and friendships to navigate the nuances of living cross culturally has been one of the most important highlights. Some of the things learned during my first six months in the Congo were painful, humorous and endearing. I learned that as an American I "walked too fast" and was controlled by the concept of time in

a task-oriented society. I learned that being accepted in the new family or even adequately knowing the culture does not happen overnight. For some things, it took years of mutual learning and sharing.

A highlight of my time in Swaziland is related to the concept of building relationships and the meaning of *gratitude*. Would-be robbers attacked our home one evening. As bricks and stones were thrown at the house and taunts were made daring us to call the police, we felt like we had been taken hostage. We knew the police had a reputation for not showing up quickly because of lack of transportation and limited firearms. A neighbor with whom we had developed a relationship drove to the police station for help. Once the situation was under control, another neighbor lined up people from the church to sit with us throughout the night. The bishop from the partner church sat with us until daybreak while we prayed and thanked God that no one had been seriously injured.

The HIV/AIDS pandemic of the 90s in Zimbabwe tested every aspect of pastoral ministry and stands out as a

highlight. The entire religious community was called to task on its biblical teachings and



Swaziland

complacency to address the situation with urgency. I'm *grateful* I was allowed to participate in some of the creative ministries that emerged during this devastating scourge, including programs to address women's health, community child care for orphans, teenage heads of households, financial and social assistance, funerals for families, and HIV/AIDS testing.

### What are some of the challenges missionaries face?

**SANDRA:** There are places where life is comparable to life in the U.S. in terms of material comforts. Other places are rural and remote, and lack some of the most basic needs of life – water, electricity, transportation, internet access, among others. Learning a new language can be intimidating and difficult. A challenge for families is finding adequate schooling for children not only academically, but similar to the familiar curriculum and calendar at home. Many children adapt easily to a new environment, however, some don't and this is a

serious concern for parents. It's not easy to give full attention to a job when the family is hurting.



As a pastor in Zimbabwe



Another challenge is ensuring American privilege and power aren't transported to another country and aren't the lens used to judge people, projects or the country itself. Too often, we expect people to conform to our standards and benchmarks. This attitude conveys the idea that our material abundance is more important.

### What advice would you give to missionaries, particularly around holidays?

**SANDRA:** The importance of building relationships as soon as one enters another country can't be over-emphasized, as host partners now become the extended family. At the same time, no one can replace family when one feels alone and homesick. From a personal perspective, my family was able to visit other parts of the country in which we served or surrounding countries during holidays, often with our local friends. We invited local friends to our home and were invited by them to holiday festivities, which gave us clear insight into life in the country.

If building relationships has not been easy, holiday time can become vacation time if it can be built into the work schedule. This is time to explore the host country or visit other missionaries in other countries. Or, this offers a wonderful opportunity to invite family members or friends back home to come for a visit to discover the joys, mystery and excitement of another culture.

### What inspires gratitude among missionaries?

**SANDRA:** From personal experience, I will highlight two examples of how *gratitude* is inspired. One is the warm reception extended to missionaries upon arrival. The guest has to appreciate with *gratitude* the sacrifices made by host families to welcome and receive visitors. Secondly, missionaries are absolutely *grateful* for the outpouring of support from constituents at home. It's hard to imagine what it means to receive a letter from home, especially at the darkest moment of one's stay in another country. To know that someone at home cares enough to send a card, letter, email, or Facebook message is so uplifting. There are times when missionaries feel that they've been placed in the middle of a battlefield with no weapons. When words of support or comfort are received from home, it gives energy to continue the job. It's not always about money—although that helps—but knowing someone cares.



*Gourdet served as Africa Executive for Global Missions while in the Congo.*





*I'm grateful the church has such a strong Pension Fund that makes a stress-free retirement possible.*

**When did you retire? What has that experience been like?**

**SANDRA:** I retired December 2014 after 42½ years in ministry. The work was rewarding, exciting, challenging and sometimes very draining. Retirement has meant a relief and release that allows me time to refill spiritually. When we speak of *gratitude*, I'm *grateful* the church has such a strong Pension Fund that makes a stress-free retirement possible.

**What would you recommend to ministers as far as planning for retirement?**

**SANDRA:** I would strongly urge "Know before you go." Financial matters can easily be lost in information to be absorbed during orientation. I would also suggest making monthly contributions to the Pension Fund's TDRA or Benefit Accumulation Account. Small amounts add up quickly as the interest rates are so much better than those offered by any bank.



*Sandra Gourdet in Birmingham, Ala., in September 1999, during ordination with John Mobley.*

**Do you believe missionaries are overall prepared or not prepared for retirement?**

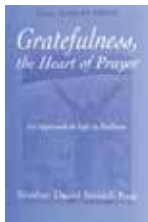
**SANDRA:** I believe today's missionaries are overall prepared because of the orientation given before leaving and the pension contributions that are included in the financial package. However, it's important to consider the length of the overseas assignment. Someone who goes for a couple of years and decides to leave the church organization on return can't expect significant compensation from the church's pension fund. The drawback for those who serve a longer period of time is that over the years there may be organizational or governmental changes affecting retirement of which they may not be aware.





## On Our Bookshelves: BOOKS OF GRATITUDE

The fall season and Thanksgiving holiday is yet another reminder for us to be *grateful* for all that we have. Here are some recommended reads from staff members that also serve as good reminders to count our blessings.



**Gratefulness, The Heart of Prayer: An Approach to Life in Fullness** by David Steindl-Rast and Henri J. M. Nouwen (<https://www.amazon.com/Gratefulness-Heart-Prayer-Approach-Fullness/dp/0809126281>): A member

of the Calmaldolese order of monks well-known for his far-reaching interests in theology and science, Steindl-Rast explores the relationship between prayer and that sense of *gratefulness* that comes with love. “Thinking about God is important,” he states, but “acting in God leads to a deeper knowledge.”



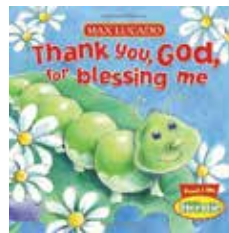
**The Love Dare** by Alex and Stephen Kendrick (<https://www.amazon.com/Love-Dare-Alex-Kendrick/dp/1433679590/>): This New York Times No. 1 best seller that has sold five million copies helps couples to build and strengthen their marriage and relationship. The book encourages readers to actively invest daily work into the act of loving, which in turn often inspires *gratitude* for partners in life.



**One Thousand Gifts: A Dare to Live Fully Right Where You Are** by Ann Voskamp

(<https://www.amazon.com/One-Thousand-Gifts-Fully-Right/dp/0310321913/>): What does the Christ-

life really look like when your days are gritty, long and sometimes even dark? In *One Thousand Gifts*, Ann Voskamp invites readers to embrace everyday blessings and embark on the transformative spiritual discipline of chronicling God’s gifts.



**Thank You, God, for Blessing Me** by Max Lucado (<https://www.amazon.com/Thank-Blessing-Lucados-Little-Hermie/dp/1400318033>): In this children’s book, Hermie—a

baby caterpillar—teaches kids to be *thankful* for God’s many blessings (and it might even provide a teachable moment for the adult reader!).

**His lord said to him, ‘Well done, good and faithful servant; you were faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.**

— 2 Cor. 9:11

## HONORING A FAITHFUL SERVANT: MARJORIE HILL



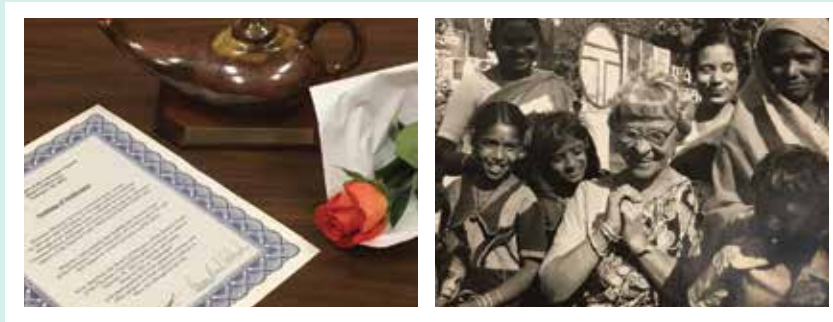
On June 18, 2016, Pension Fund had the honor and privilege of honoring one of this church’s faithful servants: Marjorie Hill was presented with the Innkeeper Award. One may be inducted as an “Innkeeper” by making a gift of \$100,000 immediately or through accumulated gifts of \$100,000 or more to Ministerial Relief and Assistance. Through the gifts Marjorie has made, she’s helped expand the witness and mission of Jesus Christ by serving human needs of the church’s servants.

Marjorie is a person who embodies the innkeeper spirit. The innkeeper was ready to serve at all hours where there was need. Marjorie was honored because of her generosity and enormous support for ministerial relief.

Marjorie grew up where her parents were serving in India—at Woodstock School, Mussoorie and in the Himalayan Mountains of north India, until coming to the U.S. for higher education. After graduating from Phillips University and receiving her Masters of Social Work degree at the University of Minnesota, she served as a missionary in India from 1951 until 1991. During her missionary career, Marjorie served as a social worker in areas of child welfare and health care, and as instructor in the Jackman Memorial Hospital School of Nursing in Bilaspur. She set up the Social Service

Department at the Christian Medical College Hospital in Ludhiana, then returned to central India to teach in a new Catholic School of Nursing in Kunkuri for two years. She then worked with the Voluntary Health Association of India as director of its Madhya Pradesh branch.

Marjorie truly is a faithful servant. She gave her life to serve God in India. Through the many struggles and sacrifices she has made, her life has been fulfilled by serving “the least of these.” Her faith story reminds me of the how we should respond to God’s call. She’s lived the words of the following well-known hymn: “Great is thy Faithfulness.” Through the many years I have known Marjorie, she has inspired me, through her life’s example, of the first verse of that song which says:



*“Great is Thy faithfulness,” O God my Father,  
There is no shadow of turning with Thee;  
Thou changest not, Thy compassions, they fail not  
As Thou hast been Thou forever wilt be.*

*“Great is Thy faithfulness!” “Great is Thy faithfulness!”  
Morning by morning new mercies I see;  
All I have needed Thy hand hath provided—  
“Great is Thy faithfulness,” Lord, unto me!*

“Great is thy Faithfulness” was the result of a powerful witness in Thomas Chisholm’s life and his daily walk with Christ as he experienced “morning by morning” new mercies from God. Pastor Chisholm always trusted God to take care of him, sustain him and provide for his daily needs. [SOURCE: Kenneth W. Osbeck, *Amazing Grace: 366 Inspiring Hymn Stories for Daily Devotions* (Grand Rapids: Kregel Publications, 1990), 348.]

Marjorie has been that kind of witness to many she has known—living in “astonishing *gratefulness*”! She was a missionary for 40 years and gave her life to serve. She never made much income in her ministry, but through sacrifice she made a difference in many people’s lives in India.

But, it did not stop there. After returning, she’s continued to bless others though gifts she has made for many causes. She loves the church and the church’s servants. Throughout the years she has lived humbly and faithfully and has shared her blessing with those less fortunate. She is truly a light in the world and we join a grateful church that says ‘Well done, Good and Faithful Servant!’ May we be blessed to hear those words one day.

Shalom,

Rev. Ruth Chavez Wallace  
Vice President for Development  
[ruthw@pensionfund.org](mailto:ruthw@pensionfund.org)



# In MEMORIAM

Following are member deaths that were reported to Pension Fund between April 1 and June 30, 2016.

## DEATHS IN ACTIVE SERVICE

Rev. David Brown  
Jeffersonville, IN  
June 27, 2016

Rev. Randall Burke  
Pittsburg, TX  
April 20, 2016

Mrs. Linda Chipman  
Lewistown, IL  
April 23, 2016

Ms. Jane Stanley  
Greenfield, IN  
May 12, 2016

Dr. Kevin Stillman  
Bellevue, WA  
June 25, 2016

Mr. Richard Bozworth  
Nevada, MO  
May 7, 2016

Mrs. Mary Bradley-  
Hamilton  
Vero Beach, FL  
April 30, 2016

Mrs. Ruth Brennan  
Honolulu, HI  
January 21, 2016

Mrs. Olla Brown  
Grandview, TX  
February 25, 2016

Mr. L. Wallace Brown  
Georgetown, TX  
May 4, 2016

Mr. Max Bunting  
Woodway, TX  
May 9, 2016

Mr. Richard Cady  
Sun City, AZ  
June 9, 2016

Chap. Floyd Case  
O'Fallon, MO  
May 22, 2016

Mr. Howard Chatman  
Houston, TX  
February 11, 2016

Mrs. Franchelle Cliff  
Denver, CO  
June 22, 2016

Mr. Thomas Coats  
Jacksonville, IL  
May 17, 2016

Mrs. Ruth Colbert  
Indianapolis, IN  
April 6, 2016

Mrs. Anita Cunningham  
Augusta, GA  
January 26, 2016

Rev. Daniel Davis  
Lincoln, NE  
May 12, 2016

Rev. Earl Davis  
Hagerstown, MD  
May 16, 2016

Mrs. Nellie Dean  
Seminole, FL  
April 8, 2016

Mrs. Muriel Derby  
Chatham, ON Canada  
March 8, 2016

Mrs. Irma Dietze  
Henderson, KY  
March 26, 2016

Mrs. Katrina Douthit  
Hutchinson, KS  
June 10, 2016

Rev. Richard Eichenlaub  
Graceville, FL  
June 23, 2016

Mr. Joel Ferren  
Cortland, OH  
April 21, 2016

Mr. Joseph Gallegos  
Parkersburg, WV  
April 2, 2016

Rev. Harold Garlick  
Meyersdale, PA  
June 26, 2016

Mrs. Frances Genung  
Claremont, CA  
May 18, 2016

Mr. Ernest Godard  
Williamston, NC  
June 12, 2016

Mrs. Juanita Graves  
Bloomington, IN  
May 24, 2016

Mrs. Cecilia Greenwood  
Ft. Worth, TX  
January 26, 2016

Mr. John Haire  
Martinsville, IN  
March 21, 2016

Mrs. Marcia Hames  
Tulsa, OK  
April 16, 2016

Mrs. Joyce Hammack  
Fort Worth, TX  
June 14, 2016

Mrs. L. Jean Hanan  
Brandywine, MD  
June 20, 2016

Mr. Norman Harrison  
Louisville, KY  
May 28, 2016

Mr. Ben Harrison  
Fayetteville, AR  
June 24, 2016

Mrs. Rella Harrison  
Kansas City, MO  
June 6, 2016

Mr. Donald Hartstack  
Kansas City, MO  
April 18, 2016

Mrs. Eileen Hazen  
Fort Collins, CO  
May 26, 2016

Mr. Roger Hendrickson  
Berkey, OH  
April 19, 2016

Mr. Clarence Herrin  
Enid, OK  
April 26, 2016

Mrs. Gwendolyn  
Hershiser  
Eugene, OR  
April 23, 2016

Mrs. Lessie Hill  
Chagrin Falls, OH  
March 4, 2016

Rev. Joseph Howe  
Sedalia, MO  
April 12, 2016

Mrs. Charlotte Irving  
Fillmore, IN  
April 5, 2016

Rev. W. Ronald Johnson  
Texarkana, TX  
May 12, 2016

## DEATHS IN RETIREMENT

Mrs. Myra Abel  
Arvada, CO  
May 1, 2016

Rev. Michael Bader  
Albany, OR  
May 30, 2016

Mr. Daniel Bernhardt  
Indianapolis, IN  
June 2, 2016

Mr. Peter Blomstrom  
Cheshire, CT  
May 11, 2016

Mrs. Marjorie Bogue  
Spokane, WA  
May 23, 2016





Mrs. Sarah Jones  
Oklahoma City, OK  
April 2, 2016

Mr. Richard Kasunic  
Greenville, OH  
May 19, 2016

Mr. James Kemp  
Bethany, WV  
May 18, 2016

Dr. Sidney Kilsheimer  
West Lafayette, IN  
May 5, 2016

Mr. Richard Lance  
Overland Park, KS  
April 21, 2016

Rev. Arthur Raymond  
Lindley  
Albany, OR  
April 15, 2016

Mrs. Merlyn Loper  
Clovis, CA  
March 17, 2016

Mr. Murrill Lowry  
Indianapolis, IN  
May 1, 2016

Mr. Stephen Meisburg  
Tallahassee, FL  
June 26, 2016

Mr. Billy Moore  
Erwin, TN  
May 1, 2016

Dr. Tom Neal  
Henrietta, TX  
June 23, 2016

Mrs. Rita Nigg  
Oroville, WA  
June 5, 2016

Mrs. Karrie Oertli  
Bee Cave, TX  
May 3, 2015

Mrs. Frances Oliver  
Axton, VA  
May 12, 2016

Mr. Robert Oliver  
Fort Worth, TX  
May 16, 2016

Dr. William Ned Parkey  
Webster, TX  
May 27, 2016

Chap. Maj. Joab Patton  
Colorado Springs, CO  
March 23, 2016

Mr. Donald Payne  
Silverdale, WA  
May 14, 2016

Ms. Rozelle Payne  
Jacksonville, FL  
March 22, 2016

Rev. Robert Regenold  
Hagerstown, MD  
June 3, 2016

Mrs. Florence Reneau  
Grafton, WV  
April 27, 2016

Mrs. Mary Lee Roberson  
Washington, NC  
April 3, 2016

Rev. James Robinson  
Lexington, KY  
April 8, 2016

Mrs. Euna Jane Robinson  
Katy, TX  
March 7, 2016

Mrs. Emma Saunders  
Louisville, KY  
May 29, 2016

Mrs. Virginia Schlager  
Buford, GA  
March 9, 2016

Mrs. Gladys Seafler  
Kansas, IL  
April 24, 2016

Mrs. Miriam Shirts  
Surprise, AZ  
June 5, 2016

Mrs. Barbara Smith  
Chehalis, WA  
May 4, 2016

Dr. Louis Wayne Stewart  
Cedar Hill, TX  
April 28, 2016

Mr. Thomas Stockdale  
University City, MO  
June 9, 2016

Mrs. Dorothy Taylor  
Evergreen Park, IL  
May 29, 2016

Mrs. Natalie Thomas  
Mishawaka, IN  
April 25, 2016

Mrs. Marjorie Tower  
Decatur, IL  
April 17, 2016

Mrs. Patsy Traylor  
Winston Salem, NC  
May 4, 2016

Mr. Nolte Van Camp  
Follansbee, WV  
April 24, 2016

Mrs. Letty VanDoren  
Spokane, WA  
June 2, 2016

Mrs. Patricia Wardlow  
Quincy, IL  
May 4, 2016

Mrs. Mary B. Williams  
San Antonio, TX  
April 27, 2016

Rev. Clinton Wolf  
Des Moines, IA  
May 14, 2016

Miss Mavis Wright  
Colfax, CA  
May 24, 2016

Mrs. Carolyn Young  
Jay, OK  
March 25, 2015

#### OTHER DEATHS

Mrs. Ann Becker  
Columbia, MO  
April 15, 2016

Ms. Lee Ann Haworth  
Columbia, MO  
May 17, 2016

Chap. Roy Johnston  
Santa Clarita, CA  
April 26, 2016

Mr. Robert McMillan  
New Bern, NC  
March 19, 2016

Mrs. Pamela Miller  
Bloomington, IL  
June 15, 2016

Mrs. Katherine Tison  
Kissimmee, FL  
May 4, 2016



“I wish I had done more  
sacrificial saving early  
on so I could be looking  
at a better retirement.”

- Recent retiree with Social Security and  
Pension Plan benefits

You’ve heard you need to save for retirement, but no one tells you what happens when you don’t. In ministry, we’re known for serving, putting others’ needs before our own. But when we don’t think about our retirement, we aren’t serving anyone ... ourselves, our families, the Church.






**Pension Fund is here to help.** We offer some of the most respected, well-funded and financially sound pension and retirement savings programs in existence. For more than 100 years, Pension Fund has provided *strong. smart. secure.* plans for peace of mind at all life stages.



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

To learn more about our programs and how we can help you plan for retirement, visit us at [www.pensionfund.org](http://www.pensionfund.org) or call us today at **866.495.7322.**

# RETIREMENT PROGRAMS OVERVIEW

Program	Advantages	Good for someone who:	Why choose Pension Fund?
EMPLOYER-SPONSORED CONTRIBUTION PROGRAMS			
<b>Pension Plan</b> <b>DEFINED BENEFIT PLAN:</b> Provides a lifetime monthly retirement benefit for participants.	<ul style="list-style-type: none"> <li>• Employer may make contributions</li> <li>• Contributions are normally made pre-tax</li> <li>• Provides guaranteed monthly pension benefit for life (upon retirement)</li> <li>• Offers additional security with monetary benefits for participants and their families:               <ul style="list-style-type: none"> <li>» At participant's death, benefits for surviving spouse and minor children</li> <li>» Disability benefits for participant</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• wants peace of mind for a spouse/family</li> <li>• is looking to lower taxable income</li> <li>• wants security of income-for-life (won't outlive money)</li> </ul>	 <b>Special Apportionments</b>
<b>Tax-Deferred Retirement Account (TDRA)</b> <b>DEFINED CONTRIBUTION PLAN:</b> Allows eligible employees to set aside a portion of compensation on a pre-tax basis to save for retirement.	<ul style="list-style-type: none"> <li>• Employer may make contributions in addition to salary</li> <li>• Participants may make contributions through salary reduction</li> <li>• Contributions made pre-tax</li> <li>• Higher contribution limits than with IRAs</li> <li>• Funds can be grown tax-free until distribution</li> </ul>	<ul style="list-style-type: none"> <li>• wants to lower taxable income</li> <li>• wants to defer taxes until retirement distribution</li> </ul>	 <b>Good Experience Credits</b>
INDIVIDUAL RETIREMENT PLAN OPTIONS			
<b>Roth IRA</b> <b>INDIVIDUAL PLAN:</b> Contributions are made with after-tax dollars, so they are tax-free when distributed at retirement (or earlier in some scenarios).	<ul style="list-style-type: none"> <li>• No age limit for making contributions</li> <li>• Contributions can be accessed at any time</li> <li>• Money can be withdrawn without penalty in certain situations, such as using the distribution for higher education or a first-home purchase</li> <li>• No required minimum distribution for an account owner or spousal beneficiary, and interest can be grown tax-free</li> <li>• Upon qualified distribution for owner and spouse and if 5-year holding period is met, interest is not taxable</li> </ul>	<ul style="list-style-type: none"> <li>• is still relatively new in their career (tax rates are lower when income is lower)</li> <li>• wishes to withdraw retirement funds tax-free</li> <li>• wishes to access funds earlier than retirement if necessary</li> </ul>	 <b>Good Experience Credits</b>
<b>Traditional IRA</b> <b>INDIVIDUAL PLAN:</b> Contributions may be either fully or partially tax-deductible, and taxes are deferred until funds are distributed.	<ul style="list-style-type: none"> <li>• Contributions may be fully or partially tax-deductible</li> <li>• Contributions may be accessed at any time (may be subject to penalties and taxes)</li> <li>• No upper income limit on Traditional IRA contributions</li> <li>• Funds can be transferred through rollovers</li> <li>• Provides savings opportunity for individuals whose employer does not provide retirement plan</li> </ul>	<ul style="list-style-type: none"> <li>• is looking for additional tax deductions on income</li> <li>• would like to save without income limits</li> <li>• has rollover funds available in another account</li> </ul>	 <b>Good Experience Credits</b>
<b>Benefit Accumulation Account</b> <b>AFTER-TAX SAVINGS:</b> A participant in the Pension Plan or TDRA can make contributions with after-tax dollars.	<ul style="list-style-type: none"> <li>• No age or contribution limits</li> <li>• Funds may be withdrawn at any time without penalty</li> <li>• Provides opportunity to save additional funds for retirement or "rainy day"</li> </ul>	<ul style="list-style-type: none"> <li>• is a participant in the Pension Plan or TDRA</li> <li>• would like to withdraw funds at any time without penalty</li> <li>• would like a competitive base return for savings</li> </ul>	 <b>Good Experience Credits</b>

STILL HAVE QUESTIONS OR WANT TO ENROLL IN ONE OF THESE PLANS?

Visit [www.pensionfund.org/products-and-services](http://www.pensionfund.org/products-and-services) or call us at 866.495.7322.



Each year, the Pension Fund Board of Directors review reserves required, and may award a **Special Apportionment**. When granted, these Special Apportionments increase pension credits and, therefore, monthly pension payments.



Pension Fund offers a guaranteed base return, with the opportunity for additional interest earnings. The Pension Fund Board of Directors may award **Good Experience Credits**, which, when granted, provide additional interest earned on your account.



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- **CELEBRATE** Jim Hamlett's **RETIREMENT** as Pension Fund President
- Learn more about the **CLERGY GENDER WAGE GAP**
- Hear about historic **NATIONAL CITY CHRISTIAN CHURCH** in **WASHINGTON, D.C.**, during this year's national election
- **DISCOVER** more about new legal regulations for **MINIMUM WAGE** and **OVERTIME**



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