

# An Overview of Pension Boards Benefit Plans

Offering You Peace of Mind Through  
Better Health and Greater Financial Security



**The Pension Boards**  
United Church of Christ, Inc.

WHERE FAITH AND FINANCE INTERSECT

1.800.642.6543  
[www.pbucc.org](http://www.pbucc.org)



Operating at the intersection of faith and finance, we are caring professionals partnering with those engaged in the life of the Church to provide valued services leading to greater financial security and wellness.

# An Overview of Pension Boards Benefit Plans

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

This packet includes:

## UCC Benefit Plans Overview:

- Lifetime Retirement Income Plan for the United Church of Christ
- Investment Program and Options
- An overview of health plan options for Non-Medicare participants and Medicare participants
- Financial Wellness with Fidelity
- Forms You May Need

## Appendix:

- Health Coverage Plans, Benefits, and Who Can Participate

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

For any questions, please call our Customer Care Representatives at **1.800.642.6543**.



# The Lifetime Retirement Income Plan for the United Church of Christ

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

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

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



## Employee Retirement Contribution Account

As a member of the Lifetime Retirement Income Plan, and in addition to being eligible for employer contributions, members may also make pre-tax personal contributions through an **Employee Retirement Contribution Account (ERCA)**, a tax-sheltered annuity or TSA, to the Plan.

This savings opportunity is available to members whether or not their employer makes contributions on their behalf. The benefit provides members with additional money towards their annuities at retirement, and since personal contributions are withheld from pay under a salary reduction agreement, members also enjoy federal income tax advantages while they are contributing.

# Investment Program & Options

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

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

## 1. Accumulation Funds

(for actively-contributing members)

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

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

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

- [Stable Value Fund](#)
- [Bond Fund](#)
- [Sustainable Balanced Fund](#)
- [Equity Fund](#)
- [Target Annuitization Date Funds](#)
- [Global Sustainability Index Fund](#)

## 2. Annuity Funds

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

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

- Read "[Which Lifetime Income Annuity is Best for You at Retirement - Basic or Participating?](#)"
- Read "[How the Pension Boards Determines Lifetime Retirement Income Changes.](#)"



# UCC Benefit Plans

## UCC Non-Medicare Health Plan

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

## Preventive Care

Participants in the UCC Non-Medicare Health Plan can receive:

- General health care (physical exam, diagnostic screenings and more)
- Immunizations
- Care for patients with risk factors
- 24/7 free and confidential access to registered nurses, and more

Log in to Highmark at [www.highmarkbcbs.com](http://www.highmarkbcbs.com).



## Healthy Stewards

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

UCC Non-Medicare Health Plan participants and their covered spouse/partner are eligible to earn up to \$300 (\$500 beginning in 2024) in rewards for participating in healthy activities!

## Wellness Program

- Earn rewards for engaging in healthy activities
- Access a variety of programs and challenges to improve physical and mental well-being
- Easy access to online wellness resources
- Online rewards mall for wellness points earned



# UCC Benefit Plans

## Member Assistance + Work/Life Balance

All of us at one time or another have experienced some type of personal crisis or life event that resulted in grief, stress, financial loss, and more. At the Pension Boards, we are fully committed to your health and personal well-being. We care when life throws you a curve ball.

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

### Who is eligible?

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

Visit [members.healthadvocate.com](https://members.healthadvocate.com)



Receive 24/7 assistance with issues such as:

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

# UCC Benefit Plans

## UCC Life Insurance and Disability Income

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

This Plan offers four key benefits:

- [Basic Life Insurance](#)
- [Optional Additional and Dependent Life Insurance](#)
- [Short-Term Disability](#)
- [Long-Term Disability](#)

Call us toll-free at **1.800.642.6543** or email [info@pbucc.org](mailto:info@pbucc.org).



## Flexible Benefit Plan for UCC Ministries

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

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

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

For more information on the FSA Plan, contact the Pension Boards at **1.800.642.6543**.

# UCC Benefit Plans

## UCC Medicare Advantage Plan with Rx

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

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

Please visit the [Rate Locator Page](#) for information on the rates for the UCC Medicare Advantage Plan w/Rx.

[Click here to Register for MyHumana.](#)



# Humana

[Click here to view the Humana Benefit Kit for coverage and benefits details.](#)

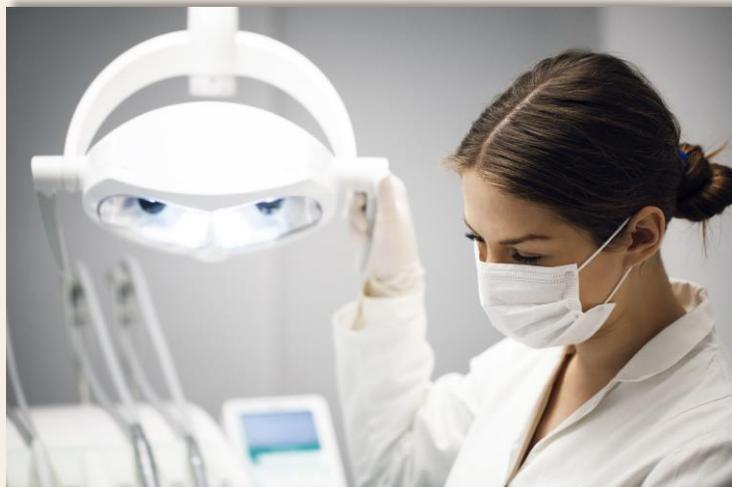
# UCC Benefit Plans

## UCC Dental Plan

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

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

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



## Vision Plan

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



# UCC Benefit Plans

## UCC Long-Term Care

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

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



## MetLife Pet Insurance

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

To get a quote and enroll, visit [metlife.com/mybenefits](https://www.metlife.com/mybenefits) or call **1.800.GET.MET8**.

# Get to Know Your Financial Wellness Benefits With Fidelity

Retirement should be a time to look forward to, and getting there is an ongoing journey unique to you. Along the way, Fidelity can help with access to information and resources that will help you make informed decisions to keep your retirement strategy on track.

## One-on-one guidance from a Fidelity Retirement Planner

As a benefit of your plan, Fidelity Retirement Planners are available to help you create a retirement savings strategy that's right for you and your goals.

Fidelity Retirement Planners are specially trained, have a detailed knowledge of your PBUCC retirement savings plan, and can discuss a range of needs.

**Call Fidelity through the Pension Boards' Members Services at 1.800.642.6543 from 8:30 a.m. to 9:00 p.m., Mon-Fri.**

Fidelity also has many online planning tools, as well as the resources to help you make informed decisions. Whether you're looking for educational videos, podcasts, or planning calculators, NetBenefits® is the one-stop destination to help you stay on track.

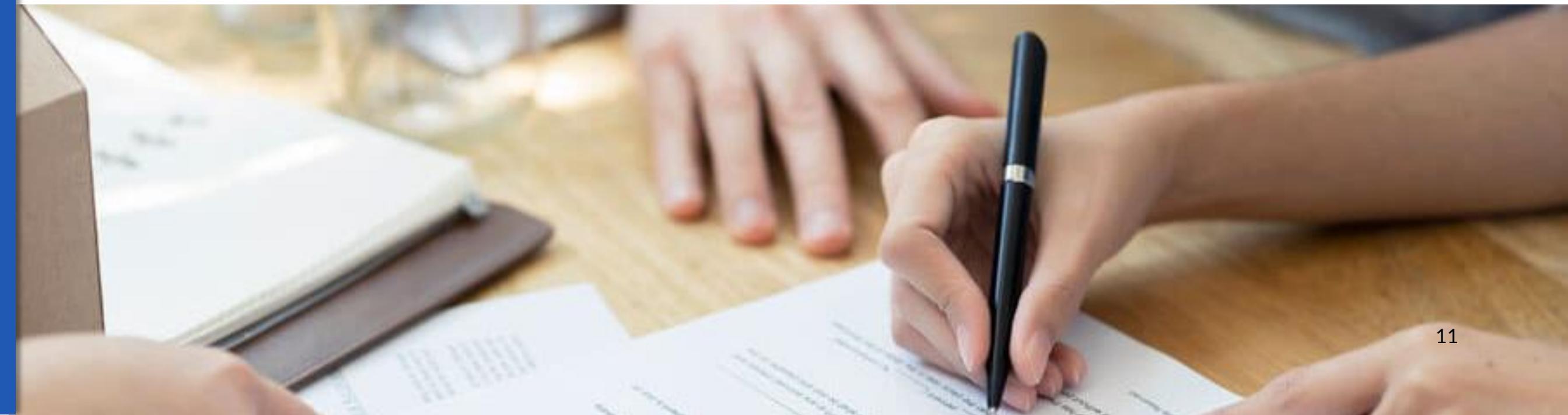
Access Fidelity NetBenefits®, go to **PBUCC.ORG > Member Login > Access Fidelity NetBenefits®.**

[Visit our Financial Wellness web page to learn more.](#)



# Forms You May Need

- **Lifetime Retirement Income Plan and Other Benefits Form**  
For the Lifetime Retirement Income Plan or other Pension Boards' benefits enrollment including Medical, Dental, Employee Retirement Contribution Account (a tax-sheltered annuity), Flexible Spending Account (FSA), Life Insurance & Disability Income, and UCC Medicare Advantage Plan.
- **Dental Benefits Enrollment Application** *(this is a stand-alone form for annual enrollment purposes only, and for those employees who are not enrolled in any other plan)*  
For employees and retirees who do not currently have dental coverage, or who have coverage in a plan other than the UCC's.
- **Vision Benefit Plan Application** (use for annual enrollment only)  
For employees and their dependents who do not have vision coverage
- **Life Insurance and Disability Income Benefit Plan**  
Use this form to enroll in the plan.
- **Visit our Forms web page to access additional forms.**



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

# Lifetime Retirement Income Plan for the United Church of Christ

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

# UCC Medicare Advantage Plan

Coverage Type Under the Plan	Who Participates	Benefits	Cost
Health Insurance	UCC ministers, lay employees, and their eligible dependents are covered by Medicare Parts A/B	Comprehensive Medicare Advantage Plan includes medical and pharmacy benefits administered by Humana	One nationwide premium, regardless of age, geographical location.

# UCC (Non-Medicare) Health Benefits Plan

Coverage Type Under the Plan	Who Participates	Benefits	Cost
Health Insurance	UCC ministers/lay employees/ their eligible dependents not covered by Medicare Parts A/B	Comprehensive medical benefits, including mental health/substance abuse services. through Preferred Provider Organization (PPO) with Highmark Blue Cross Blue Shield; Rx drug benefits through Express Scripts	Premiums vary by geographic location, the number of people covered, and by age for participants under 41; standard premium applies to age 41+

# Health Advocate - Member Assistance Program

Coverage Type Under the Plan	Who Participates	Benefits	Cost
Health Benefit	UCC Non-Medicare Health Plan participants and their eligible dependents	Confidential support for work and life including counseling services, legal services, financial services and online resources; resources, referral and support services for personal success: work/life balance, fulfilling relationships, achieving personal goals, healthy living, financial stability, resilience, managing life events and recovery	Free to UCC Non-Medicare Health Plan participants and their eligible dependents

## UCC Vision Benefits Plan

Coverage Type Under the Plan	Who Participates	Benefits	Cost
Vision Insurance	Active and retired ministers, lay employees, and their eligible dependents	Exam/prescription lenses covered in full every 12 months; frames every 24 months; contact lens care (in lieu of lenses/frames) every 12 months through VSP PPO	Premiums vary by number of people covered

# UCC Dental Plan

Coverage Type Under the Plan	Who Participates	Benefits	Cost
Dental Insurance	Active and retired ministers, lay employees, and their eligible dependents	Two annual no cost preventive exams and cleanings. Diagnostic and therapeutic, restorative, prosthetic services and supplies covered. Lifetime allowance for orthodontic treatment.	Premiums vary by number of people covered

## Flexible Benefit Plan for UCC Ministries (also known as Flexible Spending Account or FSA)

Coverage Type Under the Plan	Who Participates	Benefits	Cost
Health/Dependent Care Benefit	Actively-employed UCC ministers/lay employees	Allows for reimbursement on items such as: <ul style="list-style-type: none"> <li>• Plan deductibles</li> <li>• Plan copayments</li> <li>• Well-baby care</li> <li>• Organized weight loss programs that are medically prescribed</li> <li>• Vision care, including LASIK</li> <li>• Hearing aids and related expenses , etc.</li> </ul>	Employee- elected amount deferred from salary on a pre-tax basis

# UCC Life Insurance and Disability Income (LIDI) Benefit Plan

Coverage Type Under the Plan	Who Participates	Benefits	Cost
Life Insurance	Retired UCC ministers, lay employees (excluding employees of CUC Covenanted Ministries, UCF and PBUCC)	\$10,000 death benefit after 5 consecutive years of Plan participation before retirement; 4%-16% of salary if less than 5 years participation, but not more than \$2,000	Annual premium of \$50 between age 55 and 65; \$0 after 65
Life Insurance	Actively-employed UCC ministers, lay employees (excluding employees of UCC Covenanted Ministries, UCF and PBUCC)	Percentage of Salary Basis based on age, ranging from 200% of Salary Basis for ages under 45, to 50% of Salary Basis for age 65 and over; death benefit doubled in event of accidental death	Annual premium of 1.5% of Salary Basis
Short Term Disability (STD)	Actively-employed UCC ministers, lay employees (excluding employees of UCC Covenanted	After 30-day waiting period (no waiting period for pregnancy), 60% of Salary Basis; Maximum duration of STD is 22 weeks; benefit varies	
Long Term Disability (LTD)	Ministries, UCF and PBUCC)	After 22 weeks of STD, 66.67% of Salary Basis minus other benefit income; benefit varies Plan pays health premiums* and 7% contribution to Annuity Plan; benefits continue until the earlier of age 65 or cessation of disability (no benefits payable after 24 months for behavioral/mental health)  *Note: This happens only if member was participating in Health/Dental prior to STD/LTD.	

# Optional Life Insurance for Members and Dependents

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



**The Pension Boards**  
United Church of Christ, Inc.

WHERE FAITH AND FINANCE INTERSECT

1.800.642.6543  
[www.pbucc.org](http://www.pbucc.org)