



THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

Signs of Hope

Rev. Dr. John G. McFayden

Executive Vice President, Chief of Church Engagement

Topic Overview

- New Benefits in 2019: What and Why
- Impact of Choice and Flexibility: Changing Demographics
- Continued Commitment to Stewardship:
A Financial Snapshot
- Other New Programs



2019 Menu Options

Healthcare Benefits in 2019

Medical PPO

Medical EPO

Medical HDHP

Flexible Spending Accounts

Health Savings Account

Dental PPO & DMO

Vision Eyewear Coverage



What Is a High Deductible Health Plan?

- Up-front deductible
- High out-of-pockets costs
- 100% coverage for preventive care
- Lower dues (premium) expense
- Health Savings Account (HSA)
 - Tax-advantaged account **must** be paired with an HDHP
 - Employers *and* employees may contribute



Why an HDHP/HSA Offering?

- Affordability
 - High “bronze” value
 - Serve new, more diverse church workers
- Market sensitivity
 - Compete with commercial world on “our terms”
 - Greater choice and flexibility



Our HDHP Differentiators

- ✓ Call to Health
- ✓ Enriched preventive care
- ✓ Custom preventive drug list
- ✓ Employee Assistance Program (EAP)
- ✓ Full BCBS network access
- ✓ Centers of Excellence
- ✓ Health Savings Account (HSA)



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2019 Savings & Spending Accounts

PPO	EPO	HDHP
Healthcare Flexible Spending		Health Savings Account
Dependent Care Flexible Spending		



2019 Savings & Spending Accounts (cont.)

- Partnership with Further
 - Preferred national partner with favorable pricing terms
 - Responsible for enrollment, billing, and administration



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2019 Vision Eyewear Coverage

- Partnership with VSP
- Affordable eyewear coverage
 - Employer option
 - Employee option
 - » Paid on pre-tax basis



Group Term Life Coverage

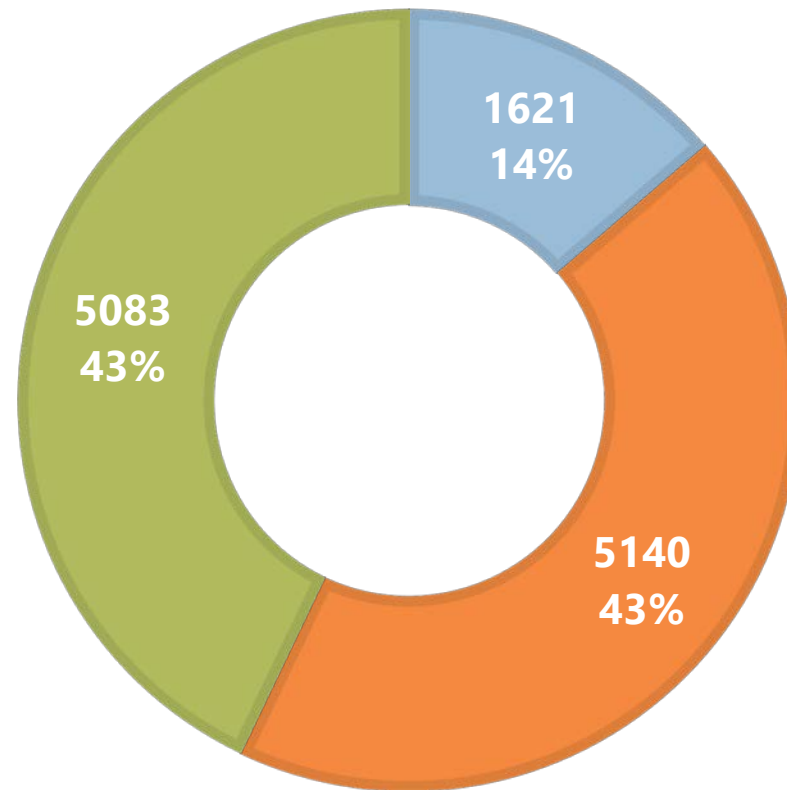
- Employer paid
- Lost cost alternative to Death and Disability Plan
- Choice of coverage
- Eligibility for Supplemental Death Benefits



A Story of Growth

2017 TOTAL ACTIVELY EMPLOYED

■ Non-installed Ministers ■ Church Employees ■ Installed Ministers

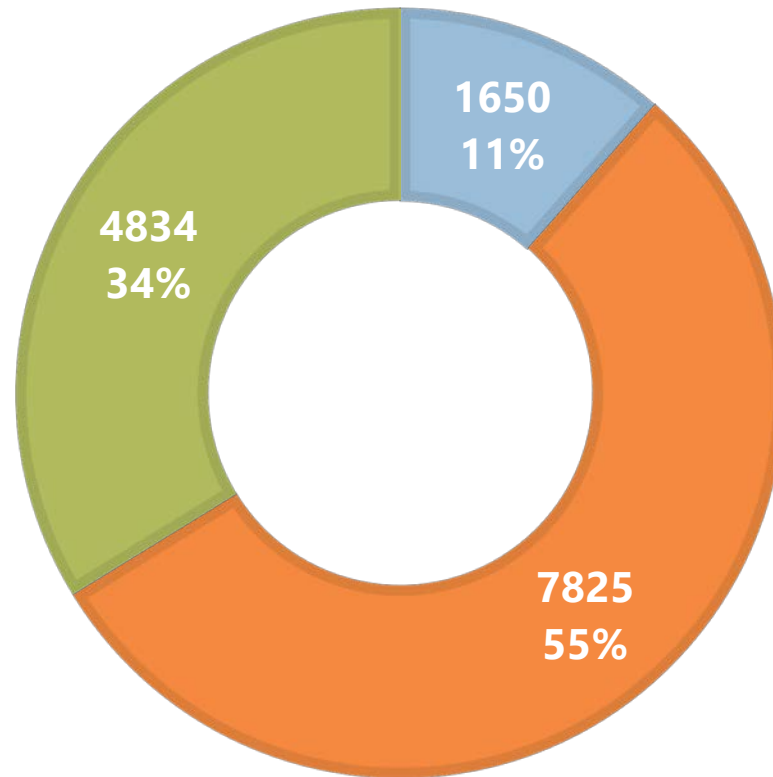


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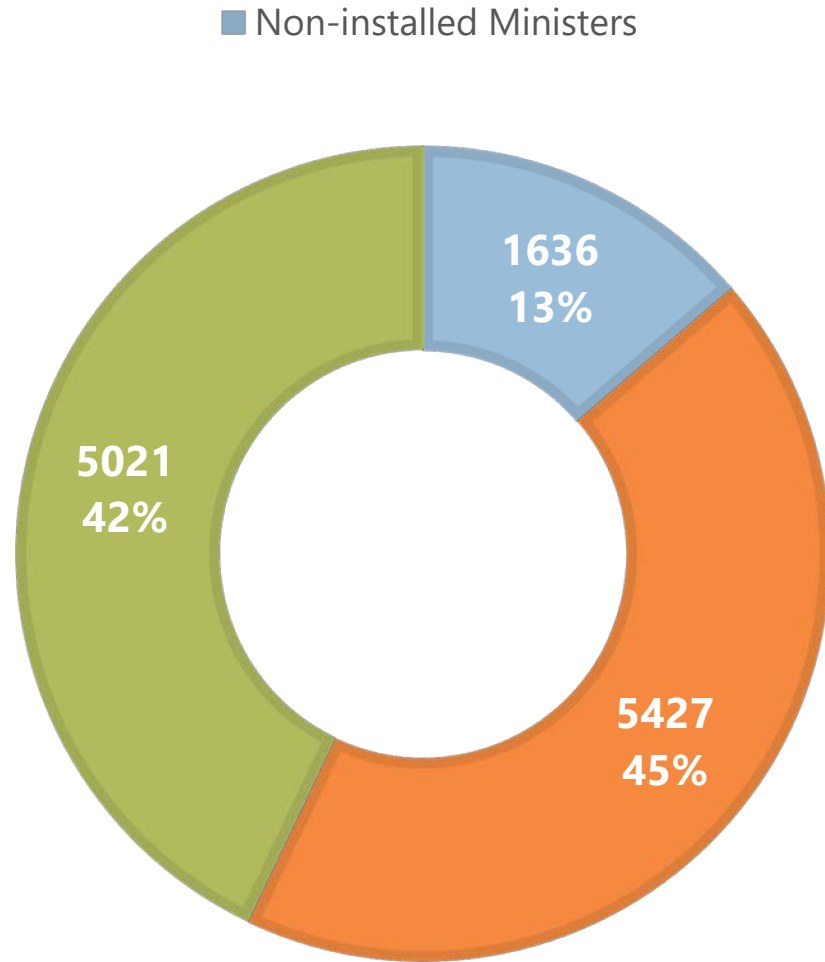
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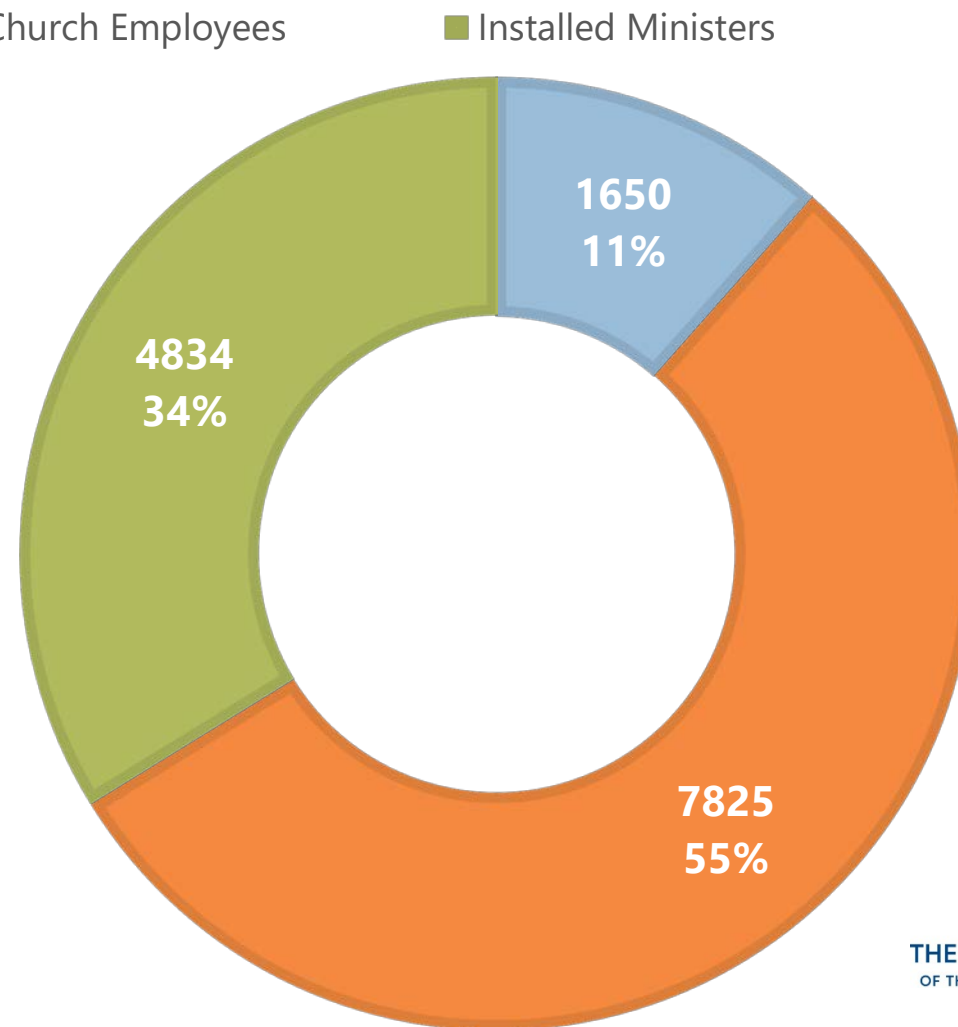
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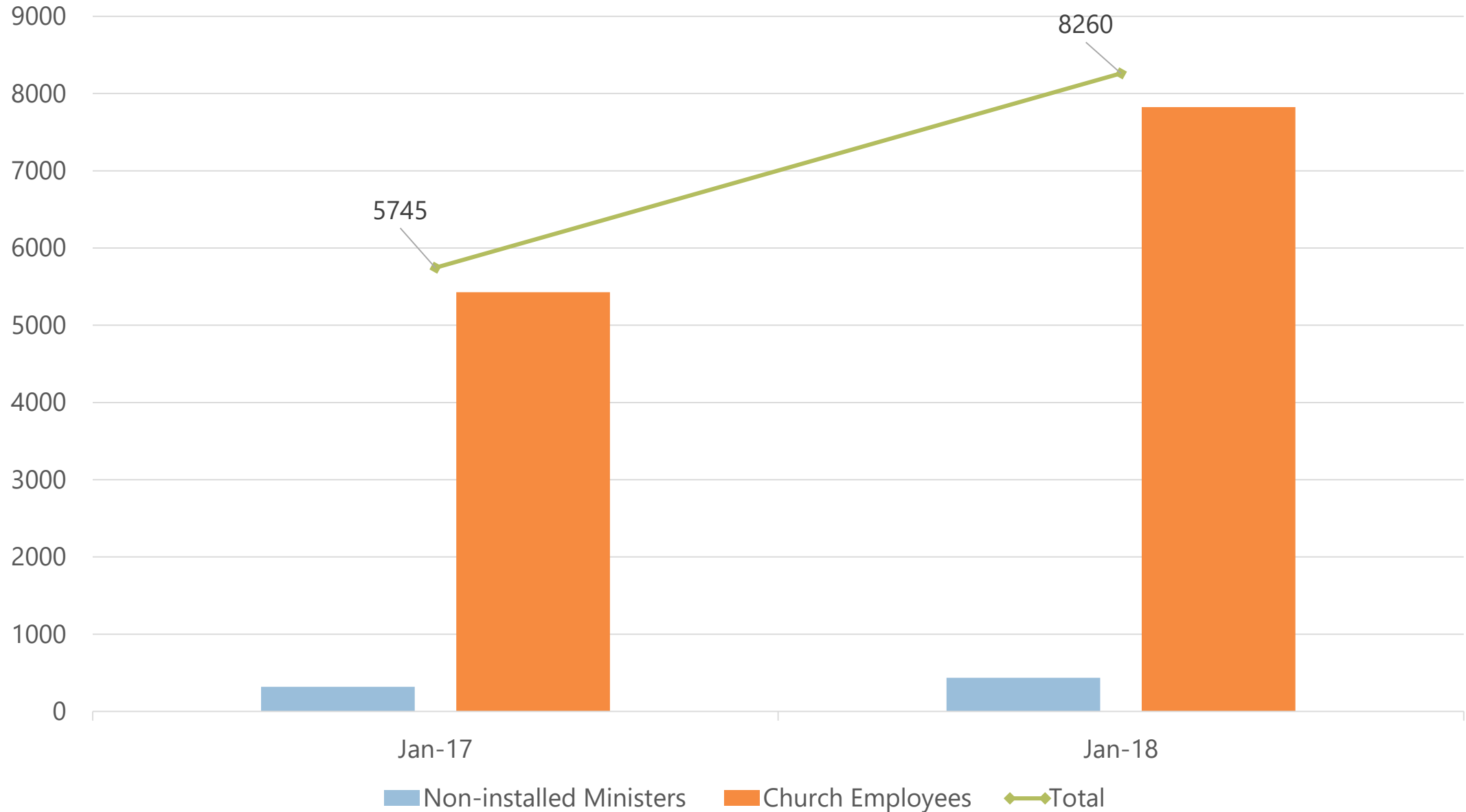
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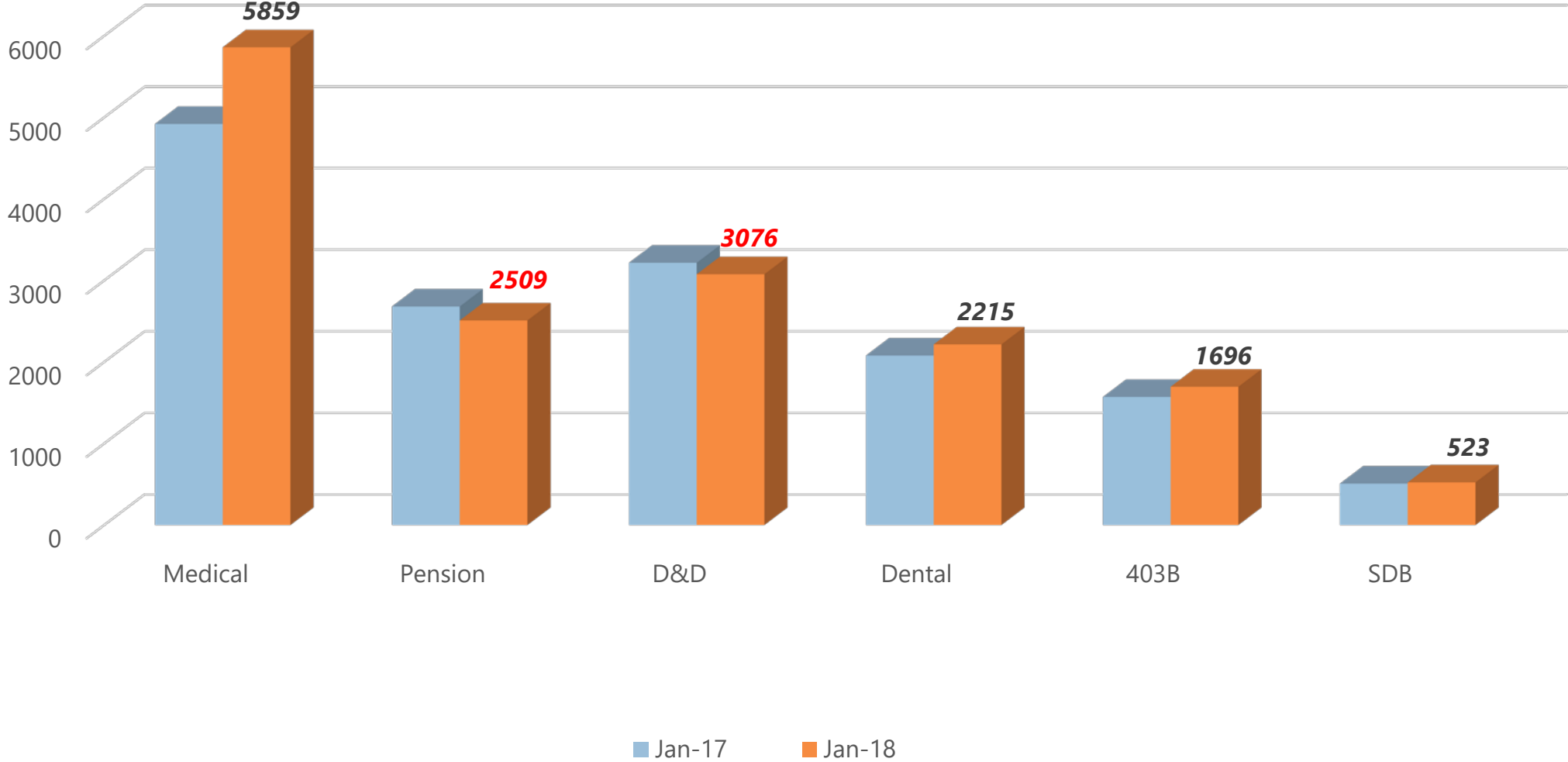
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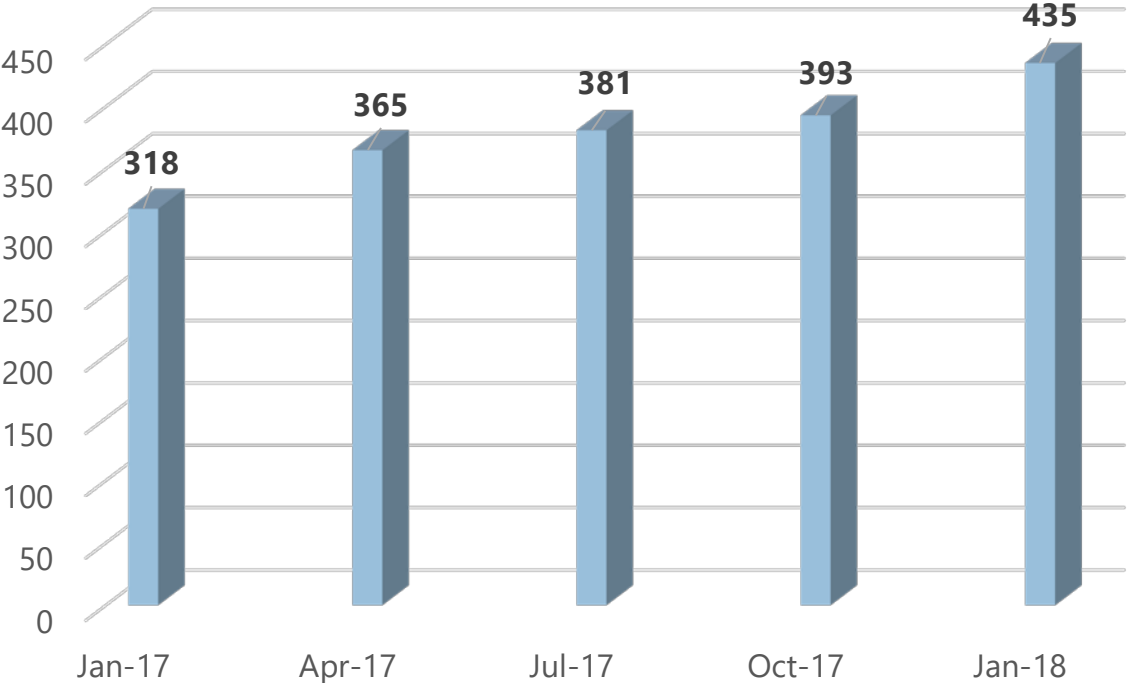
Menu Option Enrollment - All Benefits



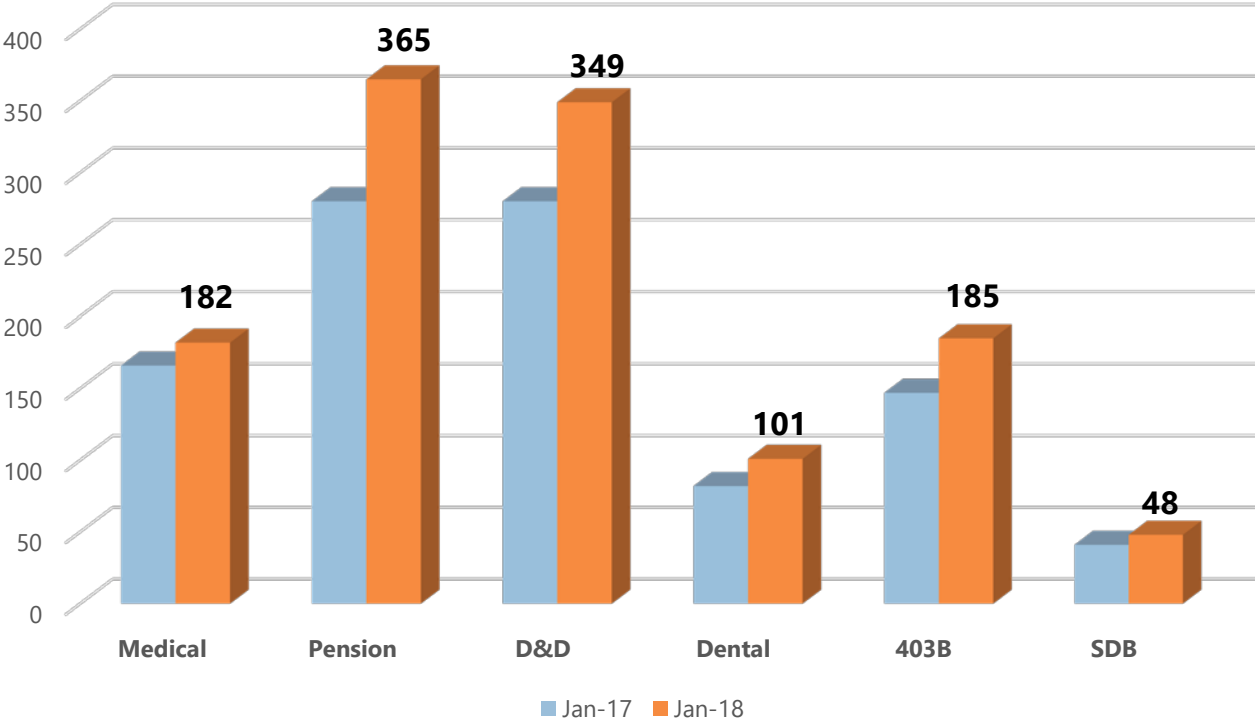
Employee Benefit Enrollments



Non-Installed Ministers in Menu



Non-Installed Minister Benefit Enrollments



Stewardship: Income Security Benefits

- Pension Plan
 - Current assets
 - Funded status
 - Apportionment history
- Death and Disability Plan
 - Current assets
 - Funded status
 - Benefit increase history



Stewardship: Healthcare

- Dues stability
 - Reserve status
 - High Cost Claim Fund
 - Administrative costs



Pathways to Renewal

- Provide young ministers full benefits at reduced cost
 - Reduced dues for 5 years
 - » 2% pension, 1% D&D, two-thirds of medical percentage
- Eligibility
 - Churches with 150 members or less
 - » no installed pastor for 2 years
 - » no Pastor Nominating Committee activity
 - Any church that increases ministerial headcount
 - New minister must be < 40 and never enrolled in Pastor's Participation



Healthy Pastors, Healthy Congregations

- Educates congregational leaders
 - theology and value of benefits, compensation, financial realities of pastors
- Educates pastors
 - terms of call, personal and congregational finances
- Ministerial Excellence Fund
 - \$10 K grants for debt reduction or retirement savings
- Piloted in NC – launches nationally in 2019!



Minister Educational Debt Assistance Program

- Helps ministers repay educational debt
- Provides grants – up to \$25,000 over 5 years
 - must be enrolled in Pastor's Participation
 - must complete CREDO or Healthy Pastors, Healthy Congregations

