

A close-up photograph of a middle-aged man with short grey hair and glasses, smiling warmly. He is wearing a blue and white checkered button-down shirt. He is looking down at a document or book he is holding. The background is softly blurred, showing what appears to be a window with light coming through. The overall mood is professional and approachable.

**Understanding The BFC  
403(b)(9) Retirement Plan**

## Introduction

Preparing for the future is a priority for The Berean Fellowship of Churches and for each of us individually. Realizing that our time of “retirement” may last for 30 years, it is important for us to be prepared financially for that length of time. Saving is hard for all of us so starting as early as we can and putting aside as much as we can is critical for our family. Working together, we can prepare more efficiently than doing it alone.

Each church has a responsibility to support its pastor and staff in this effort. Each pastor and staff member has a responsibility to actively engage in this effort. Together we will make a difference. In order to create a better retirement plan, we reached out for specialists to help us. The result is The BFC 403(b)(9) Retirement Plan. The information that follows outlines the plan and its significant benefits.

You will be pleased with the investments, the safety of those investments, and the support available from the experienced, faith-based staff at Envoy Financial. As a body, we are committed to each other. The ability to prepare for a lifetime of ministry will strengthen the body, take care of our families, and continue to build the kingdom.

## Plan Oversight

Your BFC Retirement Plan Oversight Committee (RPOC) is responsible for all actions and decisions concerning the BFC Retirement Plan administered by Envoy Financial.

Each quarter the RPOC meets to review the plan, its investments, and associated services. The primary purpose of your RPOC is to not only provide legal protection for the denomination but also to increase the value of your church's investment in the plan. Good stewardship of the plan through wise oversight and engagement results in increased preparedness, greater understanding, successful retirement, and higher value.

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## The Importance Of Getting Started

Without the proper motivation, opportunity, and support, many will never start or maintain a retirement account. A bolder perspective on retirement can offer greater purpose, excitement, and impact during your last quarter. For most "retirement" is when you cease working and focus on yourself. However, God never calls us to stop loving

and serving others. In fact, retirement can provide you with more time and financial freedom to serve God in new ways. The BFC Retirement Plan offers tools and encouragement to help you both envision and fulfill the future God has chosen for you.

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## Preparation

Will you have enough? It all depends on what you do now. Preparation is a process and not just an investment. The BFC Retirement Plan's easy enrollment, on-demand education, equipping resources, and interactive evaluation tools provide the investment knowledge and confidence you need. Once enrolled, you can review and make changes to your account 24/7.

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## Investments

Everyone has the opportunity to invest well. BFC's Retirement Plan uses open architecture and a unique menu creation/selection process to create and maintain your investment menu. Investment selection is made easy. You

have the option of choosing your investments or guided by an exclusive investment analyzer. Your investment menu is reviewed quarterly by the BFC RPOC.

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## Housing Allowance At Retirement

The Minister's Housing Allowance is one of the greatest tax benefits available to ministers. As an ordained, licensed, or commissioned minister, you can receive a portion of your compensation as Housing Allowance. That portion is excluded from your gross income and therefore not subject to federal income tax. This represents substantial tax savings for you.

Further, when you retire as an ordained, licensed, or commissioned minister, a portion of your 403(b)(9) retirement plan distribution can be taken as Housing Allowance, providing additional tax savings in retirement. To retain the benefit upon retirement, do not transfer any of these funds to an IRA. This unique benefit enhances the BFC Retirement Plan.

## Retirement for Your Church Staff

Under the BFC Retirement Plan, you are encouraged to include your church staff. The church may make a contribution to the plan, or it can be 100% voluntary. The additional administration effort is small and the rewards are great.

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## Pastors Pension Fund

The Berean Fellowship of Churches Board of Directors have decided to offer each pastor an incentive to participate in the new BFC Retirement plan. Pastors serving at a Berean church that adopt the new BFC Retirement Plan will be eligible for a contribution from the BFC Pastors Pension Fund. They must enroll by September 1, 2018 to receive an equal share of the total amount distributed from the Pastors Pension Fund. This money will be invested into their new BFC 403(b) (9) account.

If your church has an existing plan in place, we encourage you to adopt the new BFC Retirement Plan to take advantage of this one-time contribution. You can roll your existing balance into the new BFC Retirement Plan without

any taxable consequence. Likewise, if you have an IRA, that account can also be rolled in the new plan.

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## Calculating Your Retirement Savings

As you plan for retirement, you will want to estimate and review your projected income annually. The income will reflect the results of up to three components added together:

The BFC Church Retirement	\$ _____
Other Retirement Savings	\$ _____
Other Investments	\$ _____
<b>TOTAL RETIREMENT</b>	<b>\$ _____</b>

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## One-On-One Support

The BFC Retirement Plan offers Priority Customer Service through Envoy Financial's one-on-one support. Your questions will be answered by friendly, faith-based professionals on the first call. In addition, you can use online customer service chat and access the convenient online help center.

Berean Fellowship  
*of* CHURCHES

RETIREMENT

[BFC-RETIREMENT.COM](http://BFC-RETIREMENT.COM)