

**ADMINISTRATIVE RULES
BOARD OF PENSIONS**

Section:	1 (Eligibility)	Subject:	ORDAINED MINISTERS OF OTHER DENOMINATIONS SERVING IN THE PC(USA)
Rule Number:	109		
Reference:		Resource:	Corporate Secretary
Article XVIII, Section 18.8		Original Date:	5/19/87
Administrative Rule 105		Revision Date:	6/95, 5/97, 6/02, 2/05

Purpose

The purpose of this rule is to clarify the eligibility and participation provisions of the Benefits Plan for ordained ministers of other denominations.

Eligibility

Ordained ministers of other denominations with which there is no comity agreement serving the PC(USA) for 20 hours a week or more may participate as lay employees in the Benefits Plan. Questions regarding comity agreements should be directed to the office of the Corporate Secretary.

Ordained ministers may waive participation in the Benefits Plan of the Presbyterian Church (U.S.A.) when they are participating in their own denomination's Benefits Plan as confirmed in writing by the church and the governing body (presbytery where the church resides). This is particularly true for federated or union churches. (*Book of Order, G-16.40In and G-15.0204b*).

Also, this provision applies for ordained ministers in denominations under the Formula of Agreement (Evangelical Lutheran Church in America, the Presbyterian Church (U.S.A.), the Reformed Church in America, and the United Church of Christ) who enter into full communion on the basis of a common calling. This agreement permits ministers of these denominations to serve in the Presbyterian Church, as installed pastors or some other ministerial capacity, without losing membership in their “home denominations”, or to continue participation in their own denomination plan. The ordained member must choose a plan to enroll in for benefits; electing not to enroll is not an option. In either case, the presbytery where the church resides must provide written confirmation if the minister will participate in the Benefits Plan or provide confirmation that the ordained member is enrolled in their denominational plan and required to continue membership in that plan. Questions about eligibility of ministers ordained in Formula of Agreement denominations engaged in service other and to the PCUSA churches should be directed to Senior Welfare Benefits Specialists.

Membership Classification

Ordained ministers of denominations under the Formula of Agreement enrolled for participation in the Benefits Plan are classified as ordained members and all rules related to participation of ordained members apply.

Ordained ministers of all other denominations enrolled for participation in the Benefits Plan are classified as exempt lay members and all rules related to lay employee participation apply.

See Administration Rule 301-Levels of Participation for more information.

Nondiscrimination in Enrollment Practices

The eligibility of other employees at the organization will not be affected if an ordained member of another denomination chooses not to participate in the Benefits Plan. However, it may be affected if the minister elects participation in the Benefits Plan and is subsequently classified as a lay employee. See Administrative Rule 105 Enrollment Practices for more information about the Plan's nondiscrimination provisions.

Vacancy Dues

Vacancy dues are not payable during the period when a minister of another denomination is serving a PC(USA) church, and the church is paying dues to either the Benefits Plan of the Presbyterian Church (U.S.A.) or the minister's denominational benefits plan. However, written confirmation of this situation is required from the Presbytery Executive, Stated Clerk, or the Moderator of the Committee on Ministry.

Vacancy dues will resume following the termination of service of the minister of another denomination if the church has not satisfied its 12-month obligation under Sec. 4.5. Vacancy dues will then be charged at 12% of the pension participation basis of the last installed minister participating in the Benefits Plan (i.e., either a PCUSA minister or minister in one of the denominations under the Formula of Agreement).