

## Death Benefits

*The Benefits Plan provides several death benefits to protect your family against unexpected loss of income.*

### Active and Disabled Members

In addition to a survivor's pension\* and medical coverage continued free for one year, the benefits available to eligible survivors of active and disabled members may include:

- **Salary Continuation Benefit.** Pays your designated beneficiaries an amount equal to the Death Benefit Basis\*\*; payable in 12 equal monthly installments.
- **Lump Sum Death Benefit.** Pays your eligible survivors or your estate a lump sum benefit in the amount of the Death Benefit Basis, up to a maximum of \$90,000, multiplied by a percentage determined by age (ranging from 400% at age 30 to 100% at age 50 for members with qualified dependents or 100% for single members; see Lump Sum Death Benefit Percentages chart below).
- **Children's Education Benefit.** Pays up to \$9,000 a year for each dependent child under age 25 during the first four years of full-time study beyond high school; maximum aggregate benefit for each child is \$36,000.
- **Living Needs Benefit.** Entitles a member diagnosed a terminal illness and expected to live 24 months or less, to apply for an advance on death benefits up to the present value of the Salary Continuation Benefit and a portion of the Lump Sum Death Benefit.

\* The survivor's pension is available to eligible survivors upon the death of a vested member before or after retirement. See the summary plan document *Retirement Pension & Survivor Benefits* (PEN-102) for details.

\*\* The Death Benefit Basis is the greater of the member's effective salary or the median for the member's employment class. The amount is limited to the IRS maximum compensation limit for pension credit accruals (\$250,000 for 2012).

### Lump Sum Death Benefit Percentages (for members with eligible survivors)

Age at death	Percentage	Age at death	Percentage
Under 31	400%	41	190%
31	380	42	180
32	360	43	170
33	340	44	160
34	320	45	150
35	300	46	140
36	280	47	130
37	260	48	120
38	240	49	110
39	220	50+	100
40	200		

### Retired Members

Survivors of pensioners who initiated retirement benefits directly from active Pension Plan coverage are eligible for:

- **Salary Continuation Benefit.** Pays the greater of your last annual effective salary, subject to the maximum salary limit or the churchwide median effective salary for your employment classification (pro-rated for part-time employment) at retirement; payable in 12 equal monthly installments. The benefit is **reduced** by 1/12 every three months following your retirement from eligible service. If you die after the third year of retirement, the minimum benefit of \$8,000 is paid to your beneficiaries.
- **Children's Education Benefit.** Pays up to \$9,000 a year for each dependent child under age 25 during the first four years of full-time study beyond high school; maximum aggregate benefit for each child is \$36,000.

### Terminated Vested Members

**(including retired pensioners who did not initiate pension benefits upon termination of service with Pension Plan Coverage)**

The beneficiaries of terminated vested pension members who met the Rule of 70\*\*\* are eligible for the Salary Continuation Benefit, which pays them a lump sum of \$8,000.

\*\*\* To meet the Rule of 70, you must be age 55 or older when you terminate eligible service, have at least five years of Benefits Plan participation, and your age plus your years of Benefits Plan participation at termination must equal 70 or more.

*If any discrepancy exists between this product sheet and the official Benefits Plan document, the official plan document governs. Visit [Pensions.org](http://Pensions.org) or call the Board of Pensions at 800-773-7752 (800-PRESPLAN) for a copy of this official document.*