

Optional Supplemental Disability Benefits

Your current disability coverage provides a monthly payment equal to 60% of your effective salary. The maximum salary protected is \$90,000 for a benefit of up to \$4,500 a month before taxes. If your current salary is greater than \$90,000 and your expenses have grown accordingly, this limit could make it hard to meet even routine expenses.

To help plan members protect their incomes against such loss, the Board offers an Optional Supplemental Disability Plan.

About the Optional Supplemental Disability Benefits

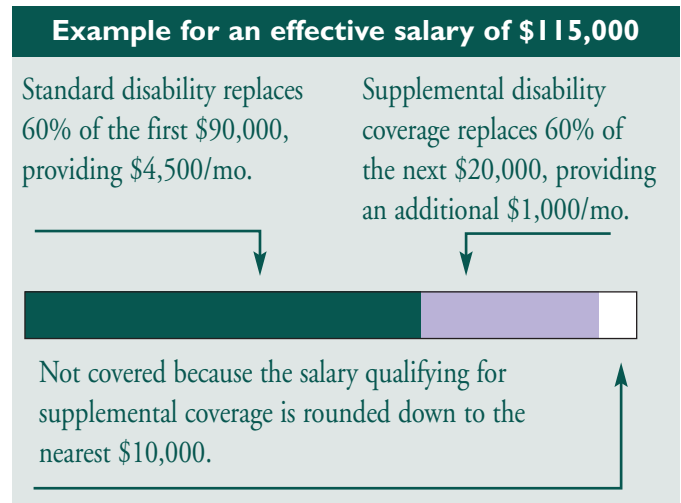
The optional supplemental disability benefits can replace 60% of your effective salary in excess of \$90,000, covering salary up to the maximum salary for pension participation purposes. Currently, the maximum salary is \$250,000.

When you purchase this coverage, your salary is rounded down to the nearest \$10,000 to determine the maximum amount for which you are eligible to enroll. Since your current disability plan protects the first \$90,000 of your salary, you must have an effective salary of at least \$100,000 to purchase supplemental protection.

- The same disability definitions, requirements, and administrative procedures apply to the supplemental coverage as apply to the disability benefits offered through your Benefits Plan.
- If you have opted out of Social Security, you cannot use this optional benefit to protect your full salary.
- This supplemental plan has no disability benefit increase feature or inflation adjustment.
- The supplemental plan does not provide for the accrual of pension credits on the portion of your salary in excess of \$90,000.
- If you go back to work part-time and the sum of your benefits and part-time income exceeds 80% of your protected effective salary, your benefits from this plan will be proportionately reduced.

Coverage

Supplemental coverage is available in increments of \$10,000 of protected income. You may protect all of your salary in excess of \$90,000 (up to the maximum), or part of it.



Low Cost of the Coverage

Optional Supplemental Disability Benefits	
Age	Monthly cost for each \$10,000 increment
30-34	\$1.36
35-39	\$1.91
40-44	\$3.06
45-49	\$4.92
50-54	\$8.08
55-59	\$11.38
60-64	\$8.35
65-69	\$7.96
70-74	\$8.34
75-79	\$8.47

The monthly cost for the coverage is based on your age as of January 1 of each year.



Frequently Asked Questions

Who pays for the added coverage?

You or your church/employing organization may pay for the coverage.

Is this benefit taxable?

Generally, unless modified by the housing allowance for an ordained minister, benefits are fully taxable if employer-provided or paid for on a pre-tax basis by the member. Benefits are tax-free if purchased by the member on a post-tax basis.

Do pre-existing conditions apply?

A pre-existing condition is one that existed in the 12 months before your effective date of coverage under this plan. If you enroll when you are first eligible and that condition causes you to become disabled during your first year of coverage, you will not be eligible for the benefits of this plan. Contributions made for the coverage will be returned.

When may I enroll?

- You may enroll whenever you receive a salary increase that makes you initially eligible for coverage (for example, a raise increases your salary to \$100,000 or more).
- You may enroll or increase your coverage whenever you receive a salary increase that makes you eligible for an increased level of coverage.

What if I don't enroll when I'm first eligible?

If you want to enroll later, you must undergo medical underwriting at your own expense. If coverage is approved, it will be provided with no pre-existing condition exclusion.

Can I protect some of my salary now and more later?

Yes, but you will be subject to medical underwriting when you purchase additional protection. Once you purchase the maximum available supplemental protection, you will have no pre-existing condition limitations or medical underwriting when purchasing future increments, as long as you purchase the maximum available amount of protection each time.

If any discrepancy exists between this product sheet and the official Retirement Savings plan document, the official plan document governs. Visit Pensions.org or call the Board of Pensions at 800-773-7752 (800-PRESPLAN) for a copy of this official document.