

## JANUARY

*Hello!*

Wesleyan Pension Fund (WPF) is beginning a monthly emailing to hopefully assist with questions you might have about WPF. We would appreciate it if you would forward this email to the person(s) handling your staff pensions (Financial Admins, HR Directors, Treasurers, Accountants, Payroll personnel, Bookkeepers, Secretaries, Volunteers, etc.). We also request that you add [wpf@wesleyan.org](mailto:wpf@wesleyan.org) to your email contact/address lists, so our emails won't go into your spam/junk folders.

The topics we plan to touch on are: WPF Basics and Terms, Enrollments, the Online Payment System, Group Long-Term Disability and Life Insurances, Employer and Employee Contributions, Housing Allowance, Investment Portfolios/WIF Option, Beneficiary Information, Rollovers, Required Minimum Distributions and Accessing your funds/types of distributions.

WPF established a pension plan (the "Plan") to allow employers to set funds aside for their employees' retirement. The Plan is a church retirement income account described in section 403(b)(9) of the Internal Revenue Code, which permits ministry organizations to provide tax savings on plan contributions and plan earnings paid in the form of pension benefits during retirement. You are encouraged to read the *WPF Summary Plan Description* booklet (on our website) to understand how the Plan works.

We will discuss this in a later email but for now we wanted to make sure you knew that one of the perks of the Plan is the life insurance and long-term disability insurance for participants prior to retirement.

The Plan is not intended to be a liquid savings account. It is a long-term retirement account. It is for the purpose of assisting employees to have enough funds set aside for their retirement years. It is not provided for loans or hardships of any kind. There are no service charges although there are transaction fees when accessing your funds.

*Some terms used in WPF:*

**Employer Contributions:** Contributions made to your Plan by your ministry employer on your behalf.

**Employee Contributions:** Contributions you choose to make to your Plan on a "before tax" basis by way of a salary reduction.

**Rollover Contributions:** A contribution made by you to your WPF Plan after you have received a distribution from an IRA or another eligible retirement plan.

**Beneficiary:** The person(s) entitled to receive the account funds and possible life insurance upon the death of the Plan participant.

**Required Minimum Distribution (RMD):** The minimum amount you must withdraw from your account each year beginning at age 72 (by April 1 following the year you reach that age and if 70<sup>th</sup> birthday is after 7/1/2019, otherwise age 70½). You can withdraw more than required. Withdrawals are included in taxable income (except for ministers using housing allowance). RMD Formula: Account Balance at end of previous year ÷ IRS Life Expectancy Factor = Your RMD.

**Vested:** Ownership—fully and absolutely established as a benefit. When an employee accrues nonforfeitable rights over employer contributions made to the employee's Plan.

We hope these emails will be helpful. We encourage you to peruse our website (link below) and especially the *Summary Plan Description* for more detailed information.

We are happy to assist with any inquiries you may have. Our email address and phone number are in the signature area below.

*Talk to you next month!*

*Serving HIM for your benefit,*

**DEBRA LEVITE**

**DIRECTOR OF BENEFITS**

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**WPF personnel are currently working remotely. Email is the best way to be in touch.**

**The office phone is being answered during business hours, Monday-Thursday.**