

The Board of Pensions administers the Benefits Plan of the Presbyterian Church (U.S.A.), offering retirement, healthcare, death, and disability benefits to qualifying members. The Board also provides financial and vocational grants through the Assistance Program.

Summary

The Assistance Program of the Board of Pensions provides Adoption Assistance Grants to eligible Medical Plan members to help pay for a portion of adoption-related expenses, ranging from medical expenses not reimbursed by the Medical Plan to adoption agency and attorney fees. A portion of the funding for these grants comes from Relief of Conscience funds.

Eligibility

To qualify for an Adoption Assistance Grant, at the time of the adoption

- you must be employed by a Presbyterian Church (U.S.A.) congregation, mid council, agency, or affiliated organization;
- you and your adopted child must be enrolled for coverage in the Medical Plan of the Benefits Plan of the Presbyterian Church (U.S.A.); and
- the adopted child must be a dependent under age 21.

Amount

Grants are \$3,000 per adopted child.

How to receive a grant

Notify the Board of a completed adoption by calling 800-773-7752 (800-PRESPLAN). You will be asked to add your child as a dependent in the Medical Plan (using Benefits Connect) if you have not already done so. You also will be asked to provide the following documentation of the adoption, which the Board must receive before a grant can be provided:

- **Domestic adoption:** a copy of the final adoption decree
- **International adoption:** copies of the final adoption decree and the child's passport or written permission to remove the child from his or her native country

Eligible individuals whose adoption expenses exceed available government tax credits and the Adoption Assistance Grant may request a Shared Grant from their presbytery or PC(USA)-affiliated employer. The funds for these grants typically are split 50/50 between the mid council or employer and the Board of Pensions. Shared Grants for adoption expenses are granted at the discretion of the mid council in consultation with the Board of Pensions.

Medical exams for adopted children from other countries

Medical Plan members who are covered by Highmark Blue Cross Blue Shield and adopt children from outside the United States can take advantage of a provision designed to meet the unique health needs of children from other countries. This benefit is available for children through 18 years of age. See the Preventive Health Recommendations for Internationally Adopted Children benefits overview.

About the Assistance Program

The Assistance Program of the Board of Pensions comprises a range of programs designed to meet specific assistance needs of Presbyterian ministers and other church workers at various points in their lives. These programs complement the Benefits Plan of the Presbyterian Church (U.S.A.) in their aim to promote and sustain the wholeness of church workers in their ministries; they also provide an important safety net to church workers and their families who have specific needs that exceed personal resources and other means of support.

Through the Assistance Program, the church community provides for

- retired church workers' financial and housing needs through Income and Housing Supplements;
- church workers' financial and vocational needs through Shared, Emergency Assistance, Adoption Assistance, Transition-to-College Assistance, Minister Educational Debt Assistance, and Sabbath Sabbatical Support Grants.

The Assistance Program is funded by gifts, legacies, income from endowments, and half the Christmas Joy Offering; no dues support the program. Fully 100 percent of each gift is passed on to those in need. The Board of Pensions covers the administrative costs of the Assistance Program through endowed funds accumulated over generations.

For information about the Assistance Program or to apply for assistance, call 800-773-7752 (800-PRESPLAN) or visit pensions.org.