

The Board of Pensions difference

The Board of Pensions of the Presbyterian Church (U.S.A.) provides robust benefits and services to PC(USA) congregations and affiliated employers. As a nonprofit national agency of the Church, we offer significant value and deep benefits expertise not found in the commercial market.

We trace our beginnings to the Fund for Pious Uses, established in 1717 by Presbyterians in Philadelphia to care for pastors and their families. Today, we uphold this centuries-deep covenant to care for those who serve the Church in congregations, church agencies, and PC(USA)-affiliated employers.

The Benefits Plan of the Presbyterian Church (U.S.A.) covers approximately 65,000 people in the United States and missionaries serving overseas. The plan is rooted in the PC(USA) value of living in community with one another and the Board's commitment to a ministry of wholeness and compassionate care.

What we offer

Medical benefits

With \$190 million in annual claims and expenses, the Medical Plan of the PC(USA) offers coverage through three options: **PPO** (preferred provider organization), **EPO** (exclusive provider organization), and **HDHP** (qualified high deductible health plan). Employers are encouraged to offer and contribute to an HSA (health savings account) with the HDHP.

All medical options use the National Blue Cross Blue Shield provider network*, and include access to

- **Generous preventive care** benefits
- **Pharmacy benefits** through OptumRx with a preventive drug list of select medications with reduced copays
- **Call to Health**, a unique web-based initiative that rewards well-being activities with lower deductibles and gift cards.
- **Teladoc** allows 24-hour access to consults with prescribing physicians
- **Annual vision exam** benefits through VSP
- **The Employee Assistance Program (EAP)** through Cigna providing in-person or phone counseling sessions
- **The Assistance Program** providing grants to eligible members.

* The Aetna network is available in Western PA.

Income security benefits

- **Death and Disability Plan** provides salary continuation and coverage for member or survivors due to unexpected loss of income
- **Retirement Savings Plan** with 12,300 participants and \$700 million in assets offers employees tax-advantaged saving; nearly 5,700 PC(USA) employers offer this 403(b)(9) plan, administered through Fidelity Investments, employer contributions optional
- **Pension Plan** provides a monthly benefit in retirement accrued at 1.25% of effective salary (or applicable median); with over 39,000 participants, this defined benefit plan pays almost \$360 million in annual benefits and was funded at 131% as of December 2018.
- **Group term life coverage** provides term life coverage for employees not enrolled in the Death and Disability Plan; no evidence of insurability required; employer decides coverage amount and pays full cost

Other available benefits

The Board offers other healthcare and income security benefits in addition to medical coverage.

Healthcare FSA	Tax-advantaged account for IRS-defined medical expenses; employees and employers may contribute subject to IRS limits; \$500 annual rollover of unused funds
Dependent care FSA	Tax-advantaged account for IRS-defined dependent care expenses; employees and employers may contribute subject to IRS limits
HSA (health savings account)	Tax-advantaged savings account for current and future IRS-defined medical expenses; employees and employers may contribute subject to IRS limits; must be offered with qualified medical plan
Vision eyewear coverage	Vision hardware benefit with \$25 copay for eyeglass frames and lenses or contact lenses; exam covered if enrolled in Medical Plan
Dental (PPO)	Dental coverage with in- and out-of-network benefits; children's orthodontia included; \$2,000 annual max benefit in-network; basic services covered 80%; major services covered 60%
Dental (DMO)	Dental coverage with in-network benefits, no deductible, no annual max benefit; children's orthodontia included; limited network based on employee ZIP code
Supplemental death coverage	Additional protection against unexpected loss of income; only available with Death and Disability Plan or group term life coverage
Supplemental disability coverage	Additional protection against unexpected loss of income; only available with Death and Disability Plan

The Benefits Plan: Distinguishing features

- **Plan design that reflects our values.** The Benefits Plan offerings highlight the concept of community nature — supporting the community as a whole. Salary-based deductibles in our PPO medical option is one example. PPO deductibles based on annual salaries allow those with lower salaries to be responsible for less of the cost for care.
- **Return on value and pricing stability.** Our scale and structure enable us to manage pricing changes at typically below-market averages. The Medical Plan's 87 percent gross revenue-to-claims ratio shows how, as a nonprofit, we pass along significant value to employers, with average annual increases for healthcare coverage under 4.4 percent. Monthly flexible spending account and health savings account fees are lower than average with no set-up fee. Employers and employees benefit from the Board's oversight of \$9.4 billion of investments that support programs and benefits.
- **Culture and tradition of service.** Our in-house customer service team provides skilled, thoughtful guidance to employers and employees navigating today's benefits world.
- **Commitment to wholeness and well-being.** Preventive care benefits combined with a multi-dimensional well-being initiative focus on wholeness and the spiritual, health, financial, and vocational components of overall well-being.

Administration and service support

The Board is committed to service excellence. Part of our value can be found in the administrative resources and personalized service support we provide employers and employees throughout the year. Employers who choose benefits through the Board receive these additional resources and support at no additional fee:

- Online benefits administration for employers and employees through our Benefits Connect platform
- Easy payments using BoardLink, our online invoicing system
- Service representatives who understand the unique needs of the employers and employees they serve
- Compliance support through legally required notices for employees and guidance, as needed, for employers
- Employer decision support to assist with updating benefits offerings and adding employees to coverage
- Ongoing benefits support for employers and employees through our robust website, pensions.org.

Consider the Board of Pensions: Call us today

The Benefits Plan of the Presbyterian Church (U.S.A.) offers you the opportunity to partner with an institution grounded in its covenant relationship with the PC(USA). Our benefits are structured to reflect our commitment to that community of faith. We offer a unique value proposition that includes robust benefits and services not available commercially, supported by our calling to serve others, and a long-term view that has guided our decisions since we began.

Experience the Board's approach to helping employers select, administer, fund, and communicate their benefits programs. Call or email Linda Jacobsen, Vice President, Growth Strategies and Solutions today: ljacobsen@pensions.org; 215-587-7353. Congregations may call their local church consultant directly. See pensions.org for contact information.

