

Death Benefits

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

Active and disabled members

If you are an active or disabled member at the time of your death, benefits available to your eligible survivors 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 \$100,000, multiplied by a percentage determined by age; see Lump-Sum Death Benefit Percentages chart at right.
- **Children's education benefit.** Pays up to \$10,000 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 \$40,000.
- **Living needs benefit.** This benefit entitles a member diagnosed with 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.

| Lump-Sum Death Benefit Percentages (for members with eligible survivors) | | | |
|---|-----|--------------|-----|
| Age at death | % | Age at death | % |
| 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 the following:

- **Salary continuation benefit.** Pays the greater of your last annual effective salary, subject to the maximum salary limit or the applicable median effective salary (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 \$9,000 is paid to your beneficiaries.
- **Children's education benefit.** Pays up to \$10,000 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 \$40,000.

Terminated vested members

(Includes 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 \$9,000.

This is not a full description of benefits and limitations of the plan. If there is any difference between the information presented here and the provisions of the Benefits Plan of the Presbyterian Church (U.S.A.), the plan terms will govern. Visit pensions.org or call the Board at 800-773-7752 (800-PRESPLAN) for a copy of the plan document.

* The survivor's pension is available to eligible survivors upon the death of a vested member before or after retirement. See *The Pension Plan of the Benefits Plan of the Presbyterian Church (U.S.A.)*.

† The death benefit basis is the greater of the pension participation basis (annual effective salary or 25 percent of the congregational ministers' median, whichever is more, up to the IRS maximum of \$280,000 in 2019) or the applicable median (prorated for part-time employment).

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