THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

GUIDE TO YOUR

Retirement Savings Plan

THE BENEFITS PLAN OF THE
PRESBYTERIAN CHURCH (U.S.A.)

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-PRESPLAN (800-773-7752 (TTY:711) for a copy of the plan document.

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The Retirement Savings Plan

As part of the Benefits Plan of the Presbyterian Church (U.S.A.), the Retirement Savings Plan of the Presbyterian Church (U.S.A.) (RSP) is administered by the Board of Pensions in partnership with Fidelity Investments, a leading retirement plan provider. The RSP is a qualified 403(b)(9) defined contribution plan that lets you save for retirement through payroll deductions. The federal government encourages saving for retirement by offering favorable tax treatment to those who participate in a 403(b)(9) plan.

DEFINED CONTRIBUTION PLAN
A defined contribution plan allows employees to contribute and invest funds over time to save for retirement. Employers, employees, or both may contribute to a defined contribution plan. Future benefits are based on how much money is contributed into the plan and how the plan's investments perform.

Contributions are paid into an individual account established for each participant. The contributions are then invested, and the returns on the investment (which may be positive or negative) are credited to the individual's account.

A 403(b) plan is one type of defined contribution plan for employees of certain tax-exempt organizations or public schools. The Retirement Savings Plan is a qualified 403(b)(9) plan. The (9) indicates that it is a church retirement income account, for church and church-affiliated employees.

The RSP is tax-advantaged and offers two ways to contribute: pretax and Roth after-tax. Whichever way you contribute, you may save money in taxes. Your employer may, but is not required to, contribute to your account.

You have the flexibility to choose how to invest your savings from among the RSP investment options designated by the Board and offered through Fidelity.

Your pretax, Roth after-tax, and rollover contributions and related investment earnings are always fully vested. Your employer's contributions, if any, and related investment earnings in your account are immediately fully vested, unless otherwise specified in your organization's Employer Agreement with the Board of Pensions. Vesting is a term used to describe the portion of your account that you own, which is nonforfeitable.

As an active employee, you may only withdraw funds from your RSP account under limited circumstances; however, once you retire, reach age 59½, become disabled, or end eligible service, you may withdraw all or part of your vested account balance. If you die, your designated beneficiaries may withdraw all or part of your vested account balance.

FIDELITY INVESTMENTS RESOURCES
If you participate in the Retirement Savings Plan and have questions about your account, log on to Fidelity NetBenefits at fidelity.com/atwork or call Fidelity at 800-343-0860 (reference plan #57887).

Eligibility and enrollment

ELIGIBILITY

You may participate in the RSP if you are a minister enrolled in the Congregational Pastors Package or Transitional Pastor's Participation, or if your employer offers the plan to you. If you have questions about your eligibility, call the Board at 800-PRESPLAN (800-773-7752) (TTY: 711).

ENROLLMENT

You may enroll in the RSP at any time. Two steps are required to participate in the plan:

- Log in to Benefits Connect and indicate you want to participate in the Retirement Savings Plan. You will then receive an email from Fidelity Investments with instructions for setting up your Fidelity NetBenefits account and specifying your investment choices. (If you do not use Benefits Connect to elect benefits, your employer will tell you how to initiate this process.)
- Complete the Retirement Savings Plan Salary Deferral Agreement, authorizing your employer to defer part of your salary to the RSP, instead of receiving it in your paycheck, and return the form to your employer to process. *Do not send it to the Board of Pensions or Fidelity*.

The Salary Deferral Agreement is included in the Fidelity Investments enrollment guide, which also provides information to help you decide how much to invest and choose appropriate fund options. You can download the form and the Fidelity Investments enrollment guide from pensions.org.

Your enrollment will take effect once your Fidelity NetBenefits account is set up. Your employer will deduct your contributions from your pay and send them electronically to Fidelity.

Beneficiary designation

When you enroll in the RSP, you must designate one or more beneficiaries to receive payment of your vested RSP account in the event of your death. If you are married and designate a primary beneficiary other than your spouse, the plan requires your spouse's written consent. At any time after enrolling in the RSP, you may designate or change beneficiaries through NetBenefits or by calling Fidelity at 800-343-0860.

If your beneficiary designation is not valid, the plan will distribute your account in the following order of priority:

1. to your surviving spouse, if any
2. to your surviving children, if any, in equal shares
3. to your estate

CONTRIBUTIONS

Contributions to your RSP account can come from:

- your own pretax and/or Roth after-tax salary deferrals
- your employer (if your employer contributes)
- rollovers from another 403(b), 401(k), 401(a), or governmental 457(b) plan, or an IRA in some cases
- transfers from other eligible 403(b) plans, subject to approval by the Board

RSP contributions you make and those your employer makes, if any, may not exceed IRS limits. You can find these limits under IRS Contribution Limits in this booklet or in IRS Publication 571 on irs.gov.

YOUR CONTRIBUTIONS

Amounts you contribute to the RSP are known as *salary deferrals* because the amount is deferred, or set aside, from your pay.

You choose the percentage of pay you want to contribute per pay period, up to IRS limits, and agree to have your employer deduct those contributions from your pay on a pretax and/or Roth after-tax basis.

- Pretax contributions are deducted before federal and, in most cases, state and local taxes are withheld, lowering the taxes you pay now. Federal taxes on pretax contributions and earnings are deferred until you receive distributions from your RSP account. (See Tax Treatment later in this guide.)
- Roth after-tax contributions are subject to taxes now, and if you meet certain requirements, you may receive them tax-free when you withdraw them later. You (or your beneficiaries) won't pay taxes on Roth earnings as long as you are at least age 59½ (or die or become disabled) and your withdrawal satisfies the five-year Roth holding requirement.
- For ministers of the Word and Sacrament, self-employment taxes for Social Security and Medicare (SECA) are not assessed on pretax contributions to the RSP, up to your eligible contribution limit. This saves you from paying the 15.3% self-employment tax on such contributions. Ministers do, however, pay SECA taxes on Roth (after-tax) contributions.

Pretax or Roth?

This example shows how your take-home pay is affected now if you save on a pretax basis vs. a Roth after-tax basis. If you save on a Roth after-tax basis, your take-home pay now is lower, in exchange for tax-free withdrawal of savings and earnings (if you meet IRS requirements) later. This may be important if you believe you may be in another tax bracket after you retire.

Sally's story

Sally earns $40,000 annually. She participates in the Retirement Savings Plan with a monthly 6% pretax contribution as well as a 6% Roth after-tax contribution.

	Roth after-tax†	**Traditional pretax** †
Sally's monthly contribution into each account	$200	$200
Sally's reduction in take-home pay is different	$200	$156

†This hypothetical example is based solely on an assumed federal income tax rate of 22%. No other payroll deductions are taken into account. Your own results will be based on your individual tax situation.

It is important, especially for clergy, to carefully weigh — with a professional tax adviser — the advantages or disadvantages of investing on a pretax or Roth after-tax basis.

- **Pretax.** Ministers of the Word and Sacrament do not pay self-employment taxes for Social Security and Medicare (SECA) on contributions they make to the Retirement Savings Plan on a pretax (traditional) basis, up to the eligible contribution limit. When you take advantage of the opportunity to save on a pretax basis, you do not have to pay the 15.3% self-employment tax on such contributions.
- **Roth after-tax.** Ministers do, however, pay SECA taxes on Roth after-tax contributions, which are made to the Retirement Savings Plan after all appropriate taxes have been deducted (or will be paid).

After submitting your initial Salary Deferral Agreement, you may change the amount of future contributions by completing and submitting a new Salary Deferral Agreement form to your employer.

YOUR EMPLOYER'S CONTRIBUTIONS

Your employer may, but is not required to, contribute to your RSP account. These contributions may be in the form of a contribution that matches a contribution you make (a *matching contribution*), or, in some cases, you may not be required to contribute to receive your employer's contribution (a *discretionary* or *nonelective contribution*). The RSP also allows your employer to make contributions on your behalf for up to five years after you end eligible service, including during retirement.

IRS CONTRIBUTION LIMITS

In exchange for the tax advantages that the IRS offers for participation in plans like the Retirement Savings Plan, there are limits to the amount that you and/or your employer may contribute. These limits are set annually by the IRS.

Annual elective salary deferral limit

For 2025, the most you can contribute to the RSP, or any 403(b), 401(k), or similar qualified plan, is the *lesser* of:

- $23,500, or
- 100% of includible compensation for your most recent year of service

Age-based and long-service catch-up contributions are not included in this maximum contribution limit. See Appendix for examples.

> **INCLUDIBLE COMPENSATION**
> **Generally, includible compensation is the amount of taxable wages and benefits you received during your most recent full year of service. Includible compensation does not include housing allowance.**

Annual addition limit (combined contribution limit)

For 2025, the limit on annual additions [combination of your employer's contributions and your elective deferrals to the RSP, and any other 403(b), 401(k), or similar qualified plan] is the *lesser* of:

- $70,000, or
- 100% of includible compensation for your most recent year of service

CATCH-UP CONTRIBUTIONS

In some cases, you may make additional contributions to the RSP above your basic salary deferral amount. These are called catch-up contributions. The IRS allows two types of catch-up contributions: long-service and age-based.

When both age-based and long-service catch-up limits apply, by law, deferrals are applied first to the long-service limit (up to the lifetime maximum) and then to the age-based catch-up limit(s).

Long-service catch-up contributions

If you have at least 15 years of service with PC(USA) churches and/or affiliated employers, you may contribute a long-service catch-up amount beyond the basic IRS contribution limit on elective deferrals.

The annual limit on long-service catch-up contributions is the *lesser* of:

- $3,000
- $15,000, reduced by any long-service catch-up contributions you made in previous years, or
- $5,000 times the number of years you have worked for your employer, minus the total of any long-service catch-up contributions you made in previous years

Age-based catch-up limits

If you will be age 50 years or older by the end of the calendar year, you can also make age-based catch-up contributions beyond the basic IRS contribution limit on elective deferrals.

- **Age 50 catch-up limit**: If you will be age 50 or older at the end of 2025, you can make age-based catch-up contributions of $7,500 beyond the basic limit on elective salary deferrals.
- **Special catch-up limit for ages 60-63**: Starting in 2025, the SECURE 2.0 Act increases the limit for you if you have attained age 60, 61, 62, or 63 in a given calendar year. The limit for these *super catch-up* contributions for 2025 is $11,250. In the calendar year you turn 64, you'll return to the regular age 50 catch-up limits.

If both age-based and long-service catch-up provisions apply

While age-based (age 50 and super) catch-up contributions are subject to an annual limit, the long-service-based (15-year) catch-up contributions are subject to a use test, lifetime limit, and an annual limit. When both age-based and long-service catch-up opportunities apply, by law, your deferrals beyond the basic IRS contribution limit on elective deferrals for the year are applied as follows:

1. to the long-service limit (up to the lifetime maximum)
2. to the regular age 50 catch-up limit
3. to the super (age 60-63) catch-up limit

For more information on IRS contribution limits, visit the Retirement Topics – 403(b) Contribution Limits page at irs.gov; refer to IRS publication 571, Tax-Sheltered Annuity Plans (403(b) Plans); or call Fidelity at 800-343-0860 to speak with a customer service associate (reference plan #57887).

ROLLOVERS AND TRANSFERS INTO THE RSP

You may roll over your account balance from another 403(b), 401(k), 401(a), or a governmental 457(b) plan into the RSP. The Board may also, at its discretion, allow in-service plan-to-plan transfers into the RSP, if the transferring plan provides for the direct transfer of full or partial accounts in cash and provides any required certifications.

For more information on initiating a rollover or transfer from another retirement savings plan to the RSP, call Fidelity at 800-343-0860 (reference plan #57887). The Board recommends you meet with a professional tax or financial adviser to carefully consider the implications of making a rollover contribution, as it can affect your eligibility for future special tax treatments.

SOCIAL SECURITY TAXES

If you are a minister of the Word and Sacrament, your pretax contributions to the RSP are not subject to Self-Employment Contributions Act (SECA) taxes. This means that you exclude the amount you contribute to the RSP from earnings reported for Social Security taxes. Keep in mind that this may also reduce benefits you receive in the future from the Social Security Administration.

Roth after-tax contributions are subject to SECA taxes.

If you are an employee other than a minister, your RSP contributions are subject to Federal Insurance Contributions Act (FICA) taxes (for Social Security and Medicare).

SAVER'S CREDIT

The federal Retirement Savings Contributions Credit (Saver's Credit) offers you an additional incentive to contribute to the RSP by offering tax credits if your adjusted gross income is below a certain amount.

You may be eligible for the Saver's Credit if you contribute to the RSP.

The credit is available to taxpayers with adjusted gross income (AGI) up to amounts designated by the IRS for single taxpayers and joint filers, as shown in the following table:

To claim the Saver's Credit, for 2024, your adjusted gross income (AGI) cannot be more than:	
$76,500	If you are married and file a joint tax return
$57,375	If you file as head of household on your tax return
$38,250	If you file single, married filing separately, or as a qualifying widow(er)

For more information about the Saver's Credit, the current AGI limits, and the credit amount for which you may be eligible, visit the Retirement Savings Contributions Credit (Saver's Credit) page at irs.gov or call Fidelity at 800-343-0860 (reference plan #57887).

WORKING BEYOND AGE 65

If you work beyond age 65, you and/or your employer may continue to contribute to your RSP account, and any money in your account continues to share in the investment experience of the funds in which your account is invested. If you are still in active service at age 73, the minimum distribution requirement is deferred until you retire and/or stop working. See When you receive your benefit for information on distributions after retirement.

Vesting

Vesting is a term used to describe when you own your benefit. If you are fully vested in a benefit, it means that you own 100% of that benefit, and it is nonforfeitable, even when your employment ends.

In the Retirement Savings Plan, you are always fully vested in *your* pretax, Roth after-tax, and rollover contributions and related investment earnings. You are immediately fully vested in *your employer's* contributions and related earnings in your account, unless otherwise specified in your organization's initial Retirement Savings Plan of the Presbyterian Church (U.S.A.) Employer Agreement with the Board of Pensions. This means that (unless otherwise specified) you always own the funds in your RSP account.

Investments

The RSP offers a choice of several investment funds for your savings, allowing you the flexibility to invest in funds that support your personal and financial goals. The plan's investment choices include the following:

- 12 funds across investment styles and the risk spectrum (with two socially responsible fund choices and a fossil fuel-free fund)
- more than a dozen target date funds based on the year of planned retirement

To change your investment elections for future contributions, confirm current fund options, and get full details on the RSP investment options, log on to NetBenefits or call Fidelity at 800-343-0860 (reference plan #57887).

INVESTMENT OPTIONS

When you enroll in the RSP, you need to select one or more investment options for your contributions. The plan currently permits you to choose from the following investment options:

- Fidelity Investments Money Market Government Portfolio — Institutional Class
- Fidelity U.S. Bond Index Fund
- PC(USA) Socially Responsible Balanced Fund
- PC(USA) Socially Responsible U.S. Equity Fund
- Fidelity 500 Index Fund
- T. Rowe Price Equity Income Fund
- Fidelity Growth Company Fund — Class K
- Fidelity Extended Market Index Fund
- Fidelity Global ex U.S. Index Fund
- Fidelity Diversified International Fund — Class K
- Impax Global Environmental Markets Fund — Institutional Class
- Fidelity Real Estate Investment Portfolio
- Fidelity Freedom Index Funds

To confirm the current investment options, call Fidelity at 800-343-0860 (reference plan #57887).

Choosing your investment options (investment allocation)

You can invest your RSP contributions in any or all the available investment options in increments of whole percentages. For more information about each option, review the RSP Investment Options Guide available from pensions.org, log in to Fidelity NetBenefits, or call Fidelity at 800-343-0860 (reference plan #57887).

When you first enroll in the RSP, log in to your Fidelity NetBenefits account to allocate your contributions. If no allocations are made, your contributions will be directed to the Fidelity Freedom Index Fund that most closely matches the year you would reach age 65. After that, you may change the allocation of your future contributions (in 1% increments) as often as you wish by logging on to NetBenefits or calling Fidelity at 800-343-0860 (reference plan #57887).

If you direct your Retirement Savings Plan contributions to a Fidelity Freedom Index Fund (also known as a target date fund), you don't need to select any other investments. Simply choose the fund that most closely matches the year you plan to retire.

Investment results will depend on the funds you choose. Investment options are subject to the risks associated with investing and not guaranteed to preserve your principal or earnings.

Visit NetBenefits for information about the investment objective, strategy, and historical performance of each of the funds. The Board recommends you meet with a tax or financial adviser when determining the best investment strategy for you.

Fidelity automatically reinvests all dividends, capital gains distributions, and other earnings in the fund that generated them.

Exchanges between funds

You may exchange funds from one investment fund to another one under the RSP. Some Fidelity fund options may contain a short-term trading fee for investments held less than the specified time. These fees are assessed by Fidelity and go directly to the particular fund to offset the trading costs incurred for short-term entry to and exit from the fund. For fund fees, refer to the Fidelity investment fund prospectuses. Log on to NetBenefits and click the Plan

Information tab or call Fidelity at 800-343-0860 (reference plan #57887). There are no trading fees on the PC(USA) Socially Responsible Balanced Fund and the PC(USA) Socially Responsible U.S. Equity Fund.

Although exchanges generally are not limited, the Board reserves the right to limit your exchange privileges if activity is deemed to be excessive and detrimental to the management of the RSP.

Daily investment

Daily, Fidelity invests all incoming contributions, including your contributions, employer contributions, and rollover assets. At the next available market close, your contributions will be invested in the options you have designated. If Fidelity receives a contribution without an investment election, the contribution will be invested in an age-appropriate Fidelity Freedom Fund.

MANAGED ACCOUNTS (FIDELITY ACTIVELY MANAGES YOUR INVESTMENTS)

The managed accounts feature of the RSP may be appropriate if your financial situation is somewhat complex, or if you seek an investment strategy tailored to your specific situation and risk tolerance. Through Fidelity Personalized Planning & Advice, a team of Fidelity professionals will work with you to create a portfolio aligned with your unique financial situation and goals. Fidelity's professional managers consider all your accounts, including any pension, annuity, or Social Security benefits you expect to receive in the future, as well as your salary, your feelings about risk, and your overall financial situation. Managed accounts through Personalized Planning & Advice is an optional, fee-based service.

BROKERAGE WINDOW (DO-IT-YOURSELF INVESTING)

The RSP offers a brokerage window — Fidelity BrokerageLink — which allows you to select from thousands of mutual funds beyond the investment options offered through the RSP. You can direct future contributions and/or transfer a portion of your existing RSP account to BrokerageLink. The brokerage window is typically used by individuals who are comfortable making investment decisions and can dedicate more time to managing their investments. It is recommended that you do not attempt to use BrokerageLink to invest in any of the investment options available in the RSP because they may be subject to higher investment management fees and/or other transaction fees. This is an optional feature; transactional and related fees may apply and are subject to change.

OTHER FIDELITY RESOURCES

In addition to providing access to the RSP investment fund options, Fidelity offers other resources.

Educational tools and resources

Through Fidelity's Planning Summary, you can access comprehensive calculators and interactive tools that can help you create a retirement plan and understand next steps.

Customer care and advice

A dedicated customer service team at Fidelity is specially trained to meet the unique needs of nonprofit organizations and their employees. You can receive one-on-one advice from a Fidelity retirement consultant over the phone about your unique circumstances and how to build a stronger financial future.

NetBenefits mobile app

Check your balances, view your investment selections, and more on your phone or tablet.

In-service withdrawals

The tax advantages of the RSP are intended to encourage you to save for retirement. Long-term savings are most effective when you leave your money in your account to grow through investment performance. Making a withdrawal from the plan will reduce the benefits available to you when you retire.

As a result, there are strict plan and government restrictions and penalties for withdrawals. In limited circumstances your employer contributions and your savings may be available as described in the following paragraphs. In certain situations, you may be permitted to borrow funds from your RSP account (see Borrowing Money from your Account).

Total withdrawals while you are working are generally not permitted unless you are age 59½ or older, or if you experience *immediate and heavy financial need* (see Hardship Withdrawals).

Age 59½ withdrawals

If you are actively employed and at least age 59½, you may withdraw funds from your RSP account without being subject to the 10% penalty tax. Distributions of pretax salary deferrals and employer contributions are subject to income tax. Distributions of Roth after-tax deferrals are not subject to income tax, as long as they satisfy the five-year Roth holding requirement and you are at least age 59½, die, or become disabled. If you receive a distribution of Roth-related funds and do not meet these requirements, the earnings on Roth funds will be subject to income tax and may be subject to the 10% penalty tax.

Hardship withdrawals

The Board is prohibited by law from permitting premature withdrawals unless you can establish an immediate and significant financial need that cannot be met from any other source. Under current regulations, if you experience *immediate and heavy financial need*, you may ask the Board for permission to withdraw funds from the RSP.

Hardship withdrawals of pretax funds may be subject to a 10% penalty tax for early withdrawal in addition to normal income taxes. Generally, investment earnings are not available for hardship withdrawals.

Hardship withdrawals are generally permitted for you to:

- buy a primary residence
- cover expenses to prevent your eviction or foreclosure
- pay for funeral expenses for your deceased parent, spouse, child, dependent, or designated primary beneficiary
- repair damage to your primary residence (exempt from early withdrawal penalty and mandatory withholding, and taxable over a three-year period)
- recover from economic loss as a result of a disaster declared by the Federal Emergency Management Agency (FEMA), provided your principal residence or principal place of employment at the time of the disaster was located in the area designated by FEMA for individual assistance
- pay for post-high school education expenses for you, your spouse, children, dependents, or designated primary beneficiary
- pay for up to $5,000 of expenses associated with the birth or adoption of a child, within a year of the event, or
- cover unreimbursed healthcare expenses for you, your spouse, dependents, or designated primary beneficiary

Other hardships will be considered by the Board. To satisfy a financial hardship, you may withdraw only your own elective contributions. Investment earnings may be available, subject to regulatory and administrative guidelines. Fidelity Investments can advise you of the amount and source of funds available from your account for hardship withdrawal.

Manse equity withdrawals

If you are a minister of the Word and Sacrament or a commissioned pastor, upon approval by the Board, you may withdraw certain employer contributions and earnings to buy a primary residence as a manse equity withdrawal. To apply for such a withdrawal, contact Fidelity directly.

Applying for an in-service withdrawal

For specific advice based on your personal circumstances, you should consult a qualified tax or financial adviser. To apply for an in-service withdrawal, call Fidelity at 800-343-0860 (reference plan #57887) to start the process. The Board must review your complete documentation and approve your request before your funds can be distributed.

Borrowing money from your account

Taking a loan from the RSP means that you are borrowing funds from your account that you will pay back to yourself with interest. Before you take a loan, it is important to consider all the potential costs and ramifications of doing so, including loan fees and the loss of compound earnings on the outstanding loan amount.

Under the RSP loan provision, you may borrow the *lesser* of:

- your vested account balance, or
- $50,000

The amount you may borrow is reduced by your highest loan balance from your plan account, if any, in the past 12 months.

You must repay a loan with interest within five years, although, if you plan to use the loan to buy a primary residence, the repayment period may extend to 15 years.

Only one outstanding loan is permitted at a time.

When you receive your benefit

You (or your beneficiaries) may receive your vested account balance when you:

- retire (at age 55 or older)
- reach age 59½
- become disabled
- enter military service
- end eligible employment, or die

RETIREMENT

When you retire (at age 55 or older), you may choose to withdraw some, all, or none of your funds from your RSP account. If you leave your funds in the RSP, your account will continue to be subject to the investment experience of the fund options you have selected. Under current IRS rules, you must begin taking minimum required distributions no later than April 1 following the calendar year in which you reach age 73. Once you begin taking minimum distributions, the requirement applies each year. For more information regarding minimum required distributions, log on to NetBenefits or call Fidelity at 800-343-0860 (reference plan #57887).

You may not make additional contributions to your account after you retire from PC(USA) employment unless you return to active service or post-retirement service with an eligible church or affiliated employer.

AT AGE 59½

Refer to In-service withdrawals for information about withdrawing your vested RSP account if you are actively employed and at least age 59½.

DISABILITY

You can request distributions from your vested RSP account when the Board certifies that you are disabled, according to Benefits Plan rules. If your disability satisfies certain IRS regulations, the IRS may waive the 10% early withdrawal penalty tax. Check with a qualified tax adviser to determine if the penalty tax applies in your situation.

Any funds you leave in your RSP account remain there in your name and continue to share in the investment experience of the RSP fund options you have selected.

Contributions to the RSP (yours and/or your employer's) may continue while receiving disability benefits under the Temporary Disability Plan.

MILITARY

The RSP is subject to the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and the Heroes Earnings Assistance and Relief Tax Act of 2008 (HEART Act). These are federal laws that provide benefit protection for employees who leave active employment for military service.

You may be able to withdraw funds from your vested RSP account if you enter active military service. If you perform active-duty services for longer than 30 days, you are treated as having ended employment for RSP distribution purposes. In such a case, you may request a distribution from your RSP account. If you take such a distribution, you cannot make contributions to your RSP account for a period of six months following the distribution. If your deployment is 180 days or longer, you may take a penalty-free distribution from your own contributions in your RSP account and elect to repay such distribution to a traditional IRA at any time during the two-year period after the end of your active-duty tour.

IF YOU END ELIGIBLE SERVICE (TERMINATION)

You may withdraw your funds from your vested RSP account when you end all eligible service. The transfer of employment from one eligible employer to another is not considered a termination of eligible service that would permit a plan distribution. If you receive funds from your RSP account when you end eligible service, but before age 59½, the funds may be subject to the early withdrawal penalty tax in addition to normal tax liability.

If you end eligible service and elect to receive a distribution of your vested account balance, the nonvested portion of your account will be forfeited upon distribution of the vested portion.

If you leave funds in your RSP account after you leave eligible service, the funds remain in your account and continue to share in the investment experience of the fund options you have selected. The nonvested portion of those funds shall be forfeited on the fifth anniversary of termination (unless you are rehired by the same employer during that time).

If your address changes, log in to Benefits Connect to update your address and contact information. You can also notify the Board of changes by calling 800-PRESPLAN (800-773-7752) (TTY: 711).

IF YOU DIE

If you have not received your entire vested RSP account balance before you die, your designated beneficiaries receive the balance.

If you do not name a beneficiary or your beneficiary is not living when you die, benefits are distributed in this order to your:

- surviving spouse
- surviving children in equal shares
- estate

As a result of your death, a beneficiary may be allowed to roll over any distribution from the RSP into an inherited IRA (or an inherited Roth IRA). Amounts that roll over are generally not subject to income taxes. A surviving spouse has additional distribution and rollover options.

ROLLOVERS

A rollover distribution is a request to transfer funds from your vested RSP account balance to another 403(b) or a 401(k), certain pension plans, or an IRA. You also may roll over your vested account balance to a Roth IRA. Rollovers are limited by the tax laws.

A rollover is only allowed if you:

- retire (after age 55)
- reach age 59½
- become disabled
- enter the military
- end eligible employment, or die

The pretax portion of your rollover distribution is tax free if it moves directly from the RSP into a pretax account within the designated 403(b), 401(k), eligible pension plan, or IRA receiving your rollover. Rollovers of Roth funds into the Roth portion of a qualified 403(b), 401(k), or Roth IRA are also not subject to federal income tax. A rollover of pretax funds into a designated Roth account in a 403(b), 401(k), or Roth IRA is subject to federal income tax.

If you elect to roll over the pretax portion of your vested account balance into a Roth IRA, your funds will be taxable in the year in which they are contributed to the Roth IRA. You may enter into a voluntary tax withholding agreement with Fidelity. You will be responsible for reporting and recognizing applicable taxable income associated with a rollover into a Roth IRA.

To initiate a rollover of your vested RSP account funds to another qualified plan, call Fidelity at 800-343-0860 (reference plan #57887) to request a rollover form. Rollovers of full or partial account balances are permitted.

Tax treatment

Distributions from the RSP of pretax salary deferrals and employer contributions and earnings associated with those amounts are subject to income tax.

Withdrawals taken before age 59½ may be subject to a 10% penalty tax, in addition to normal income tax.

Roth salary deferrals and their earnings are not taxable at distribution as long as the withdrawal satisfies the five-year Roth holding requirement under IRS rules and you are age 59½ or older, deceased, or disabled at the time of distribution.

The Board annually designates entire RSP distributions, if used by ministers for housing, as housing allowances, subject to a cap at the fair rental value of the housing. Under Section 107 of the Internal Revenue Code, such distributions are not subject to federal income tax and may not be subject to state income tax.

If you are a minister, when you request an RSP distribution from Fidelity, it is important to state that the distribution is for minister housing expenses and ask that it be designated as housing allowance for income tax purposes.

How you receive your benefit

To initiate a distribution from your RSP account, you (or your beneficiary, if applicable) must call Fidelity at 800-343-0860 (reference plan #57887). There are no fees for requesting or processing a distribution from your RSP account.

SINGLE SUM OR PARTIAL PAYMENT DIRECTLY TO YOU

Generally, if you elect a single-sum payment or partial payment of your vested account balance, federal income tax of 20% is withheld on (1) any pretax funds and (2) any earnings on Roth funds that do not satisfy the five-year Roth holding requirement and the requirement that you are at least age 59½, deceased, or disabled at the time of distribution.

ROLLOVER OF YOUR ACCOUNT BALANCE TO ANOTHER QUALIFIED PLAN

If you perform a direct rollover of any portion of your RSP balance to a pretax account of another 403(b), 401(k), certain pension plans, or a traditional or Roth IRA, federal income tax is not withheld. If you perform a direct rollover of any RSP pretax funds or employer contributions into a Roth IRA, you may enter into a voluntary tax withholding agreement with Fidelity.

SYSTEMATIC WITHDRAWAL PLAN

You may direct Fidelity to send you a set dollar amount every month. This continues until either you direct Fidelity otherwise or your account has a zero balance. The 20% federal income tax withholding applies on (1) pretax funds and (2) any earnings on Roth funds that do not satisfy the five-year Roth holding requirement and the requirement that you are at least age 59½, deceased, or disabled at the time of distribution. Call Fidelity at 800-343-0860 (reference plan #57887) for more details.

Your account

The value of your account will be based on the amount of the contributions going into your account, any investment gains or losses (varies by fund), and any withdrawals.

MANAGING YOUR ACCOUNT

You can change future investment elections, beneficiaries, and mail preferences by logging on to NetBenefits through Benefits Connect or fidelity.com/atwork. You can also call Fidelity at 800-343-0860 (reference plan #57887).

> **You may transfer partial or full-fund balances among the investment funds offered under the RSP on any business day by logging on to NetBenefits through Benefits Connect or fidelity.com/atwork or calling Fidelity at 800-343-0860 (reference plan #57887).**

QUARTERLY ACCOUNT STATEMENTS

You may access quarterly account statements on NetBenefits (fidelity.com/atwork) about three weeks after the end of each quarter. The statement shows your account balance from the previous quarter, transactions, investment earnings/losses, recent contribution history, and the closing value of your account.

You can use the account statement to determine whether your financial choices still reflect your personal financial objectives. Check your statement carefully and report any discrepancies or concerns to Fidelity within 90 days of the statement date. Call Fidelity at 800-343-0860 (reference plan #57887) to request paper statements, ask questions about your statement, or ask to receive all Fidelity communications electronically.

FEES AND EXPENSES

Your RSP account may be subject to the following types of fees and expenses:

- asset-based fees
- plan administrative fees and expenses
- individual fees and expenses

Asset-based and other investment-related fees

Asset-based fees reflect an investment option's total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option. Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an *expense ratio*. You can multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings.

Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. There is not necessarily a correlation between fees and investment performance, and fees are just one component to consider when determining which investment options are right for you.

Also, you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with the investment options of the RSP.

Plan administrative fees and expenses

The annual record keeping fee for the RSP ($15 per year in 2025) is intended to cover certain administrative costs for legal, accounting, trustee, and record keeping and other administrative expenses. The fee is automatically deducted quarterly from your account and reported on your account statement.

Individual fees and expenses

There may be individual fees and expenses charged for a service or transaction that you have requested. The fee(s) will be deducted from your account based on the Fidelity fee schedule at the time of the service. (For example, Fidelity may charge an overnight mailing fee of $25 if you request expedited service for a distribution.)

For further information on specific fees, call Fidelity at 800-343-0860 (reference plan #57887).

IF YOU CHANGE EMPLOYERS WITHIN THE PC(USA)

If you change your employer and want to continue contributing to your RSP account, and if your new employer agrees, you and your new employer must complete a new Salary Deferral Agreement form. Your previous employer stops sending contributions to Fidelity on your behalf.

If your new employer is not currently contributing to the RSP for any other employee, the employer must call the Board at 800-PRESPLAN (800-773-7752) (TTY: 711) to begin the process. Your employer will be asked to complete an RSP Adoption Agreement as part of the online Employer Agreement on Benefits Connect and will receive an email with login instructions for Fidelity's Simplified Contribution Platform (SCP) to set up and manage ongoing RSP contributions.

Appeals process

If you disagree with a Board decision regarding the administration of your RSP account, you can appeal that decision.

If the Board denies or reduces your benefits in whole, or in part, you receive a written notice. The notice includes:

- the specific reasons for the denial or reduction
- a request for any additional information needed to reconsider
- an explanation of the appeals procedure

If you disagree with the decision, you may appeal in writing.

In your written appeal, include your reasons for appealing and any additional information to support the appeal. Submit your appeal to:

Vice President, Income Security
The Board of Pensions of the Presbyterian Church (U.S.A.)
2000 Market Street
Philadelphia, PA 19103-3298

Alternatively, you may submit your appeal by email to memberservices@pensions.org.

Appeals are subject to a two-level review process: first level and final level. At the first level, once the Board receives your appeal, you receive a written response from the Vice President, Income Security within 60 days. If the response is delayed, you receive a letter stating the reasons for the delay and when you are to receive a response. If you are not satisfied with the results of the first-level review, you may, within 60 days of the response, send a written request for a final-level appeal to the Board of Pensions Appeals Board.

The final level appeal must be filed with the Secretary of the Appeals Board within 60 days of the first-level review decision. The Appeals Board comprises senior officers of the Board who are not responsible for routine determinations or operations management for the Benefits Plan. The decision of the Appeals Board is final and binding.

The Board reserves the right to accelerate the review process to a higher level of appeal in any situation where the facts and circumstances call for such higher level of review to be expedited.

To review the appeal procedures, visit the Administrative Rules page of pensions.org and read Administrative Rule 1801 – Appeals. If you have questions, call the Board at 800-PRESPLAN (800-773-7752) (TTY: 711).

Important information about your plan

APPLICABLE LAW

The Board and the RSP are exempt from most registration, regulation, and reporting requirements of the Securities Act of 1933, Securities Exchange Act of 1934, Investment Company Act of 1940, and state securities laws. RSP participants and beneficiaries are not afforded the protection of those laws. The RSP is a qualified 403(b)(9) church retirement income account plan and, therefore, is not subject to the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The Fidelity mutual fund options are registered mutual funds. The two PC(USA) socially responsible funds are proprietary funds that are managed for the Board by Geode Capital Management; these two funds have the same daily valuation and liquidity as registered mutual funds. Impax Asset Management is the subadvisor to the Impax Global Environmental Markets Fund. The RSP shall be construed to be in accordance with the laws of the Commonwealth of Pennsylvania.

ADMINISTRATION

The Board administers the RSP and resolves questions about the terms of the RSP, including benefits eligibility, contribution amounts, and limits. Fidelity performs the record keeping functions, including the receipt and investment of contributions, investment account activity, processing, and distributions, in coordination with the Board.

The RSP shall be construed and enforced in accordance with the laws of the Commonwealth of Pennsylvania to the extent not preempted by federal law.

No provision of the RSP nor this summary shall be construed to conflict with any provision of the Internal Revenue Code or regulations relating thereto.

BENEFITS RIGHTS UPON DIVORCE OR DISSOLUTION

Your RSP account is not subject to the claims of creditors except as may be required by law in a domestic relations order (DRO). A DRO is a special order issued by a court of competent jurisdiction in a divorce, child support, or similar proceeding. In this situation, your spouse, former spouse, or dependent may be entitled to a portion of or your vested account balance based on the court order. You, your beneficiaries, and your attorneys may obtain, without charge, a copy of the DRO procedures and a sample DRO from the booklet The Benefits Plan and Divorce. You may download the booklet from pensions.org or call the Board at 800-PRESPLAN (800-773-7752) (TTY: 711). The Board will review and determine the acceptability of all DROs that assign benefits from the plan.

PLAN AMENDMENT OR TERMINATION

The Board has no legal or contractual obligation to make annual contributions to, or to continue, the RSP. If the RSP should end, your entire account balance becomes fully vested. The Board will facilitate the distribution of vested account balances in single lump-sum payments to each participant, in accordance with RSP provisions, until all assets have been distributed by Fidelity. Although your employer and the Board expect and intend to continue the RSP indefinitely, they reserve the right to change, suspend, or end the RSP at any time, as circumstances may dictate by action of the Board of Directors of The Board of Pensions of the Presbyterian Church (U.S.A.).

Contact information

FIDELITY INVESTMENTS

Fidelity Investments
P.O. Box 770002
Cincinnati, OH 45277-0090

For employees:

Toll free: 800-343-0860, Monday through Friday, 8:30 a.m. to midnight ET (reference plan # 7887)

Web: fidelity.com/atwork (Fidelity NetBenefits, a self-service tool)

For employers:

Treasurers/Business Administrators Assistance Line

Toll free: 800-917-4369, Monday through Friday, 8 a.m. to 6 p.m. ET (reference plan #57887)

THE BOARD OF PENSIONS

The Board of Pensions of the Presbyterian Church (U.S.A.)
2000 Market St.
Philadelphia, PA 19103-3298

Toll free: 800-PRESPLAN (800-773-7752) (TTY: 711), Monday through Friday, 8:30 a.m. to 6 p.m. ET
Fax: 215-587-6215
Email: memberservices@pensions.org
Web: pensions.org

Appendix

CONTRIBUTION LIMIT EXAMPLES

The following examples demonstrate how the contribution limits designated by the IRS affect the amount you can contribute to your RSP account.

Example 1

The Reverend Joe Sample has a cash salary of $10,000 and a $15,000 housing allowance, for total compensation of $25,000. He does not participate in any other 403(b) or defined contribution retirement plans. The maximum amount he can contribute to the RSP is $10,000.

Rev. Sample cannot include the housing allowance in determining his maximum contribution amount because it is not considered includible income by the IRS.

Example 2

The Reverend Jane Example has less than 15 years of service. She is in the same situation as Rev. Sample, except that she has a cash salary of $60,000 and a housing allowance of $15,000, for a total compensation of $75,000 (only $60,000 of that is considered includible compensation for RSP contribution limits). The maximum she can contribute is $23,500 (2025 limit), unless she is age 50 or older and eligible to make a catch-up contribution. In that case, she may contribute a maximum of $31,000 for the year ($23,500, plus $7,500 maximum catch-up contribution). If she turns age 60-63 during 2025, she is eligible to make the super catch-up contribution and may contribute a maximum of $34,750 for the year ($23,500, plus 11,250 maximum super catch-up contribution).

Example 3

In 2025, Rev. Example's church makes an unmatched contribution of $40,000 to her account in the RSP. Rev. Example can contribute no more than $20,000 to the RSP in 2025 because the IRS limits total employer and employee contributions for the year ($70,000 or 100% of compensation, whichever is less). Because Rev. Example's cash salary of $60,000 is less than the $70,000 combined maximum contribution limit, her compensation minus a $40,000 employer contribution allows for a maximum employee contribution of $20,000.

SAVER'S CREDIT EXAMPLE

Mary Member is a Benefits Plan member with a family AGI of $31,000. She elects to contribute $2,000 to the RSP. The deferral reduces her AGI to $29,000, qualifying her for a 50% credit. Fifty percent of $2,000 is $1,000. Thus, Ms. Member will receive a credit of $1,000 when she files her taxes.

The Saver's Credit can help build retirement savings. In Ms. Member's case, when she contributes $2,000 to her RSP account, the U.S. government acts as a savings partner by giving back $1,000.

THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

2000 Market Street | Philadelphia, PA 19103-3298 | Tel: 800-PRESPLAN (800-773-7752) (TTY: 711) | Fax: 215-587-6215 | pensions.org

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