



# Administrative Clarity for Leadership



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

Rev. Kevin S. Keaton, Church Consultant  
Synods of Mid-America and the Sun  
215-435-1301  
[kkeaton@pensions.org](mailto:kkeaton@pensions.org)

## Administrative Clarity regarding...



- Termination of Employment
- Continuation of Benefits
- Minister's Choice & Pastor's Participation
- Eligibility for Non-PCUSA Ministers
- Effective Salary

# Termination of Employment

- Employers are required to submit a **termination of employment**, through Benefits Connect, on (or up to 60 days before) the effective date.
- Benefits will be continued **until the end of the month** for all members unless you are extending benefits through a severance package.
- **All benefit end dates** will be the **end of the month**.

# Continuation of Benefits

- Members in **Pastor's Participation** may be eligible for limited **medical and death coverage** upon termination of employment at no cost to the member or employer.
- Members in **Minister's Choice** may be eligible for limited **death coverage** upon termination of employment at no cost to the member.
- The Board will notify the member of eligibility for and length of coverage under the no-cost provision.
- If the **minister renounces jurisdiction**, or if the **church is dismissed**, the minister will not be eligible for no-cost coverage.

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- Benefits Packages:**
- Minister's Choice
  - Pastor's Participation
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# Minister's Choice

## Who is Eligible?



### PC(USA) Ministers

Who normally work at least 20 hours per week and are **not installed**.



### Congregational Settings

**Non-Installed Ministers** serving in congregational settings.



### Validated Ministries

Chaplains, camp counselors, or other ministries, serving other affiliated PC(USA) employers.

# Minister's Choice includes:



Defined Benefit Pension Plan



Temporary Disability Plan



Death and Disability Plan



Employee Assistance Plan (EAP)



Access to Assistance and Education Programs

# Pastor's Participation

## Who is Eligible?



### Installed Ministers

**Installed Ministers** are mandated by the Book of Order to be enrolled in the Benefits Plan of the PC(USA).



### Non-Installed Ministers

**Non-Installed Ministers**, including Transitional/ Interim Ministers, serving 20 hrs./week or more.



### Validated Ministries

Other ordained ministers, serving 20 hrs./week or more, outside congregational settings, serving other PC(USA) employers.



# Pastor's Participation includes:



Defined Benefit Pension Plan



Temporary Disability Plan



Death and Disability Plan



Employee Assistance Plan (EAP)



Access to Assistance and Education Programs



PPO Medical Coverage (full family)

# Access to Assistance and Education Programs...

- CREDO
- Board University
- Assistance Program which includes: *Minister Educational Debt Assistance, Emergency Assistance, Adoption Assistance, Transition-to-College Assistance, and Sabbath Sabbatical Support.*



# Eligibility for Non-PCUSA Ministers

- **Can a non-PCUSA minister, serving as a pastor in a PCUSA church, enroll in the minister benefit packages?**
- No, as of January 1, 2021 non-PCUSA ministers, even those under the Formula of Agreement, cannot be enrolled in a minister benefit package. (Minister's Choice or Pastor's Participation).
- For purposes of benefits plan participation, they must be enrolled as Employees, not ministers.

# Effective Salary ...

- Any benefit offered through the Benefits Plan of the Presbyterian Church (U.S.A.) [dental, vision eyewear, supplemental death, supplemental disability] **is a group plan**, and **therefore not included in effective salary.**
- This is true regardless of whether the **employer provides (pays for some or all)** the benefit to one or more employees (i.e., if it's provided to the installed pastor only as part of his/her terms of call, **it's still not included in effective salary.**)