

Board of Pensions Update

Healthy Pastors Healthy Congregation Initiative

To help PCUSA pastors address the growing financial challenges to ministry, the Board of Pensions has developed Healthy Pastors, Healthy Congregations. This initiative, designed to help ministers and congregations work together for financial stability, provides education and financial resources. This program combines pastor and congregational leader education with grants up to \$10,000 to qualifying pastors.

Program Components

Congregational leader education: Session and Personnel Committee members and other congregational leaders, along with their pastor commit to a two hours session on A Theology of Benefits Bible Study/Financial Realities of Pastors. **(Note: This component will be led by Clayton Cobb, your regional Church Consultant, at a one-time event for those pastors and congregations that have committed to the program, date and time to be negotiated with the Presbytery office)**

Pastor education: Pastors commit to 2.5 hours of online training on Personal finance lessons and Terms of Call lessons. After this grounding the pastor will receive financial counseling through with Ernst & Young at no cost.

Financial grants to pastors: a one-time grant of up to \$10,000 is available to eligible pastors after the pastor and congregational leaders have completed their educational sessions and the pastor has received financial counseling. The grant may be used to reduce or eliminate pastor's educational, credit card, or other debt, or to boost personal savings in the Retirement Savings Plan, a 403b plan.

Pastor Eligibility

To qualify, the pastor must

- Be enrolled in Pastor's Participation in the Benefits Plan
- Have a total household adjusted gross income of less than \$118,200 (twice the median salary for congregational ministers)
- Have a total net worth of less than \$250,000 (excluding the value of home and auto)

To get started

To learn more or take the next step call 215-587-7219, or email hphc@pensions.org.

Also, see Healthy Pastors, Healthy Congregations at [pensions.org](http://www.pensions.org), <http://www.pensions.org/your-path-to-wholeness/healthy-pastors-healthy-congregations>

Or contact Clayton Cobb, regional Church Consultant at 267-844-2411, or ccobb@pensions.org

Minister Education Debt Assistance

Qualifying ministers can receive a grant of \$5,000 per year, for up to five years, to repay education debt (undergraduate and graduate debt). Participants must engage in financial coaching with a Board of Pensions partner that specializes in education debt, and commit to participate financially with a prorated amount.

Eligibility

- be enrolled in Pastor's Participation in the Benefits Plan
- have completed a CREDO conference or the Health Pastors Healthy Congregations program
- have an effective salary below \$80,000 and a total household adjusted gross income of less than \$118,200 (twice the median salary for congregations)
- repay your debt by a specified monthly amount based on your effective salary and the amount of the debt

For more information go to: <http://www.pensions.org/your-path-to-wholeness/give-and-receive/assistance-program/minister-educational-debt-assistance-grants>

First Call First Steps

Fuller Theological Seminary on April 23rd from 10:00 am until 1:00 pm.

This seminar provides inquirers and candidates for ordination with information and tools essential to navigating the call process effectively. Attendees will be encouraged to negotiate their terms of call through the lens of covenant so they may devote their best gifts to the work of God's kingdom. In this seminar you will . . .

- examine theological perspectives on benefits, compensation, and call;
- consider the financial realities of pastors
 - fair cash compensation
 - effective salary
 - housing allowance
 - clergy taxes
 - income security
 - healthcare coverage; and
- understand key considerations for structuring terms of call through the lens of covenant so they may devote their best gifts to the work of God's kingdom.

There is no cost for this seminar and spouses are encouraged to attend. To register call Devin Johns, program administrator, at 215-587-7459, or email her at education@pensions.org . Registration closes April 11th.

Benefits Connection Events

The Board of Pensions hosts annual Benefits Connections at locations across the nation to engage Presbyterian Church (U.S.A.) churches in important benefits conversations and to help them be the best employers they can be.

These events are half-day events, during which employers hear from benefits experts from the Board about the foundational values of the Benefits Plan of the PC(USA) — wholeness, compassion, and justice — and the Church’s commitment to just compensation. You’ll explore ways your congregation can support ministers and staff through these values. And you’ll understand how benefits offered by the Board can meet your needs as an employer.

Who should attend?

- church administrators and office managers
- clerks of session
- personnel committee chairs
- pastors
- mid council leaders
- anyone who decides, manages, or supports benefits for ministers or employees.

Event Details

Southern California will have two events:

Wednesday, May 15

La Canada Presbyterian Church

Thursday, May 16

**Grace First Presbyterian Church
(Long Beach)**

Registration opens in March. For more information go to:

<http://www.pensions.org/our-role-and-purpose/the-connectional-church/gatherings-for-congregations/benefits-connections>

Or contact Clayton Cobb at 267-844-2411, ccobb@pensions.org