



# Roth Contribution Guide

The Personal Investment Plan (PIP) and Compass Retirement Plan (Compass) allow participants to make before-tax, Roth and after-tax contributions.

Unlike other contribution types, earnings on Roth contributions may be distributed tax-free if your first Roth contribution was made at least five years prior to your distribution and you have attained the age of 59½, are permanently disabled or deceased. This unique savings opportunity creates a decision point for you: *Is Roth right for me?*

This *Roth Contribution Guide* provides a general overview of how Roth contributions work. Reviewing this *Guide* is your first step in deciding whether Roth contributions are right for you. Once you have a basic understanding of Roth contributions, we recommend you contact EY at **1-800-360-2539** between 8:00 a.m. and 7:00 p.m., Central time, for a personalized, no-cost Roth consultation. Then, if you want to change your current contribution election, simply complete and submit your contribution election form to your employer, church or conference as you normally would.

## **ACTION PLAN:**

1. Review this *Guide*.
2. Call EY at **1-800-360-2539** to determine if Roth is right for you.
3. Complete and submit your new contribution election.

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## How do Roth contributions compare to other contribution types?

	Before-Tax Contributions	Roth Contributions	After-Tax Contributions
What plan(s) accept each contribution type?	<ul style="list-style-type: none"> <li>• PIP</li> <li>• Compass</li> </ul>	<ul style="list-style-type: none"> <li>• PIP</li> <li>• Compass</li> </ul>	<ul style="list-style-type: none"> <li>• PIP</li> <li>• Compass</li> </ul>
Are contributions made with before-tax or after-tax dollars?	<ul style="list-style-type: none"> <li>• Before-tax dollars</li> </ul>	<ul style="list-style-type: none"> <li>• After-tax dollars</li> </ul>	<ul style="list-style-type: none"> <li>• After-tax dollars</li> </ul>
How are distributions taxed?	<ul style="list-style-type: none"> <li>• Contributions and earnings are taxable</li> </ul>	<ul style="list-style-type: none"> <li>• Contributions are not taxed again</li> <li>• Earnings are tax-free if “qualified”</li> </ul>	<ul style="list-style-type: none"> <li>• Contributions are not taxed again</li> <li>• Earnings are taxable</li> </ul>

## When will distributions from your Roth account be ‘qualified’?

Because Roth contributions are made with after-tax dollars, you will not be taxed on them again when you take a distribution. Earnings on Roth contributions are qualified, or tax-free at distribution, if your first Roth contribution was made at least five years prior to distribution and you are:

- 59½ or older,
- Permanently disabled, or
- Deceased.

If your Roth account distribution does not meet these qualification requirements, earnings on your Roth contributions will be subject to ordinary income tax.

## Are Roth contributions right for you?

Roth contributions may reap advantageous tax results for some participants, but could actually harm tax outcomes for others. Your goal in deciding whether to make Roth contributions is to determine if they will create a tax advantage for you in the future.

### BEFORE DECIDING WHETHER TO MAKE ROTH CONTRIBUTIONS, CONSIDER YOUR OVERALL RETIREMENT SAVINGS STRATEGY.

- How much money are you currently saving for retirement?
- When do you expect to retire?
- Will you have adequate income from your savings to fund your retirement years?
- Are you maximizing your savings opportunity?
- Should you consider increasing your contributions?

**ONCE YOU HAVE ANSWERED THOSE FOUNDATIONAL QUESTIONS, CONSIDER YOUR OVERALL INCOME TAX CIRCUMSTANCES BEFORE ELECTING ROTH CONTRIBUTIONS.**

- Do you want a tax-free pool of money to draw on in retirement?
- How much time do you have to accumulate tax-free earnings?
- When you begin receiving distributions, do you expect to be in a higher tax bracket than your current bracket?
- How does your clergy housing allowance exclusion and/or SECA tax situation, if applicable, impact your overall contribution strategy?
- Do you want to leave tax-free money to your heirs?

**IN GENERAL, ROTH CONTRIBUTIONS MAY BE RIGHT FOR YOU IF ANY OF THE FOLLOWING STATEMENTS ARE TRUE:**

- You currently make after-tax contributions to PIP or Compass.
- You expect to be in a higher tax bracket during retirement when compared to your tax bracket during your working years.
- You have many years to save, resulting in the potential for significant investment earnings over time.
- You want to have a tax-free income source for yourself in retirement or for your heirs upon your death.



Like most people, you may want personalized help evaluating your overall financial plan and deciding whether to make Roth contributions. EY will help you weigh the pros and cons of Roth contributions in light of your personal circumstances. Contact EY at **1-800-360-2539** between 8:00 a.m. and 7:00 p.m., Central time, for a one-on-one Roth consultation at no cost. You may also want to consult with your personal tax or financial adviser if you have one.

## Is your Roth account related to your Roth IRA?

Your Roth account in PIP or Compass is in addition to your Roth IRA, if you have one. Notably, Roth IRAs are subject to different eligibility requirements, contribution limits and required minimum distribution rules. In contrast to Roth IRA rules, you may make Roth contributions to your Wespath-administered retirement plan regardless of your income level. Also, your Roth contributions are subject to the required minimum distribution rules, whereas Roth IRA balances are not. If you have questions about your Roth IRA, contact the financial institution that administers it.

## How do you elect to make Roth contributions?

Making your Roth contribution election is easy. Simply complete a contribution election form and submit it to your employer, church or conference as you normally would.

Select the contribution election form for your plan:

- **Compass:** [wspath.org/r/compass](https://wspath.org/r/compass)
- **PIP:** [wspath.org/r/pip](https://wspath.org/r/pip)

***Remember to consult with EY or your personal financial planner before deciding to make a Roth contribution election.***

## Can you reclassify Roth contributions once you have made them

Contributions originally made on a Roth basis cannot be reclassified as a before-tax or after-tax contribution later. You can, however, change your future contribution election at any time.

## Can you roll over your other Roth accounts to your Wespath-administered retirement plan?

PIP and Compass will accept rollovers of Roth accounts from other employer-sponsored retirement plans that allow Roth contributions. However, applicable law does not allow Roth IRAs to be rolled over because of the different rules that apply to Roth IRAs. Contact Wespath at **1-800-851-2201** for rollover assistance.

## Do you have more questions?

Contact EY at **1-800-360-2539** for help deciding whether Roth contributions are right for you. Contact Wespath at **1-800-851-2201** for help changing your contribution election or other questions.

### IMPORTANT NOTES...

*Wespath is providing this Roth Contribution Guide to help our participants form a broad understanding of Roth contributions. The information in this Guide is not intended as tax or legal advice and should not be construed or relied upon as such. You are always encouraged to discuss your personal circumstances with your tax, legal or financial adviser.*

*If you are a clergyperson, you should consider your housing allowance exclusion and/or SECA tax circumstances, as applicable, before electing to make Roth contributions. EY has developed clergy-specific tools to help you understand the impact of your housing allowance exclusion and/or SECA tax circumstances on your Roth decision. Your tax liability on distributions could also be impacted by your housing allowance exclusion. Contact EY for personalized assistance in this regard.*

*Before-tax and Roth contributions combined cannot exceed the applicable annual limit under 402(g) of the Internal Revenue Code (Code), plus allowable catch-up contributions. You can view current year IRS contribution limits at [wespath.org/r/cl](https://wespath.org/r/cl).*

*If you roll over your eligible distribution to another plan or IRA, pending tax liability continues to be deferred until a distribution is made directly to you. Taxable distributions made prior to attainment of age 59½ are usually subject to a 10% penalty tax.*

*The five-year qualification period for Roth contributions begins with the first taxable year during which a Roth contribution was made. In the event that Roth contributions and earnings are rolled over, the five-year qualification period begins with the first taxable year during which a Roth contribution was made to the original plan, if earlier.*

*Costs for EY are included in Wespath's operating expenses that are paid for by the funds.*

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1901 Chestnut Avenue • Glenview, IL 60025-1604 • [wespath.org](https://wespath.org)

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