

Retirement Plan for General Agencies



General Board

Pension and Health Benefits

Caring For Those Who Serve



The Retirement Plan for General Agencies (RPGA) replaced the Retirement Security Program for General Agencies (RSP) on January 1, 2010. This brochure provides an overview of RPGA.

If there is a conflict between information contained in this brochure and the Plan Document, the Plan Document will govern.

RPGA is a retirement plan administered by the General Board of Pension and Health Benefits (GBPHB). You are eligible to participate in RPGA if you are a lay or clergy employee of a United Methodist Church general agency that sponsors the plan.

Contributions

If you are an employee scheduled to be, reasonably expected to be or actually employed for at least 1,000 hours per plan year, your general agency will make contributions to your RPGA account every pay period for a total of 8% of your monthly compensation.

While RPGA does not accept participant contributions, you may make before-tax, Roth and/or after-tax contributions by payroll deduction to the United Methodist Personal Investment Plan (UMPIP). Your general agency will match your UMPIP contributions (up to 2% of your compensation) and deposit the matching contributions into your RPGA account. Both part-time and full-time employees are eligible to receive matching contributions.

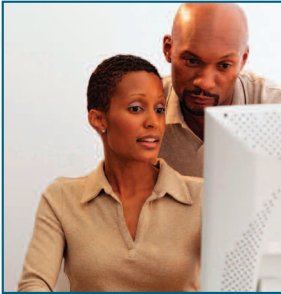
Example:

A full-time employee earning \$3,000 a month contributes 6% of compensation (\$180) to UMPIP:

Nonmatching plan sponsor contribution to RPGA (8% x \$3,000):	\$240
Matching plan sponsor contribution to RPGA (2% x \$3,000):	\$60
Total monthly plan sponsor contribution to RPGA:	\$300

Here are some ways to maximize your match:

- Contribute at least 2% of your compensation *every pay period*. If you contribute less than 2%, you will not receive the full employer match. And if you stop contributing, regardless of the amount of previous contributions, your general agency will stop making matching contributions.*
- If you can't afford to contribute 2% for the full year, contribute at least 2% for as much of the year as possible.
- When contributing the maximum annual before-tax and/or Roth amount allowed by the Internal Revenue Service, spread this amount over the entire year so you are contributing every pay period. Or switch to after-tax contributions when you reach your before-tax and Roth contribution limit.



Investments

Your account balance will be invested among the GBPHB investment funds based on your investment elections. Account contributions and investment earnings will grow tax-deferred until you withdraw them—ideally during retirement. Your account balance will increase or decrease depending on the performance of the investments you choose.

Distribution Options

RPGA is designed to provide flexibility with an account balance that will grow and that you can access, as needed, during retirement. After you retire or terminate, you will have access to 100% of your account balance—your RPGA balance will remain on account with GBPHB until you need it.*

There are several convenient options for accessing the money in your account. If you want the total account balance, you can take a *lump-sum distribution*. Or you can take a *partial distribution*, and your remaining account balance will stay invested at GBPHB until you need to access it again. You also have the option of taking a series of regular payments called retirement income (also known as *cash installments*).

Note: If you take a distribution from RPGA prior to age 59½ and do not roll the distribution over to an individual retirement account (IRA) or other qualified retirement plan, you will generally be subject to a 10% excise tax in addition to income taxes. An exception to the excise tax applies to those participants who are age 55 or older when they retire or terminate. Clergy are advised to check with their tax advisers concerning the availability of the clergy housing allowance exclusion on distributions from amounts rolled over to other financial institutions.

* **Your account balance, when added to any account balances or accrued benefits you may have in other GBPHB-administered plans, must be higher than \$5,000. The IRS requires that you begin taking distributions of a portion of your account balance by April 1 of the calendar year following the year you turn age 70½, terminate or retire (whichever is later).**

Four-Part Retirement Income

Your retirement income may have four parts: RPGA, other GBPHB-administered retirement plans in which you have participated, Social Security and your personal savings and investments.



1. **RPGA:** RPGA provides an account balance you can access as your retirement needs require.
2. **Other GBPHB-administered plans:** You may also receive benefits from other GBPHB-administered plans.
3. **Social Security:** If you are eligible to receive Social Security benefits, you will receive a monthly income based on your eligibility status.
4. **Personal savings, investments and other retirement plans:** Other income sources, such as your personal savings, investments and retirement plans from prior employers, can help fill the gap between your financial needs and monthly retirement income.



Contributing to UMPIP

UMPIP may be a savings plan option for you. You can contribute a substantial amount of your compensation to UMPIP as before-tax, Roth and/or after-tax contributions. If an emergency arises, you have access to your money through hardship loans and withdrawals (rules and restrictions may apply). And if you contribute to UMPIP, your general agency will match your contributions up to 2% of your compensation. However, you can contribute more than 2% to UMPIP. Ask your general agency about contributing to UMPIP.

Account Management Assistance

GBPHB offers three services to help you manage your retirement savings:

The LifeStage Investment Management Service is an investment tool that selects a mix of GBPHB funds for your retirement account(s) based on factors unique to you. This service is available free of charge* to all participants in GBPHB-administered plans.

EY Financial Planning Services offers valuable investing and financial planning guidance. This program is available at no charge* to:

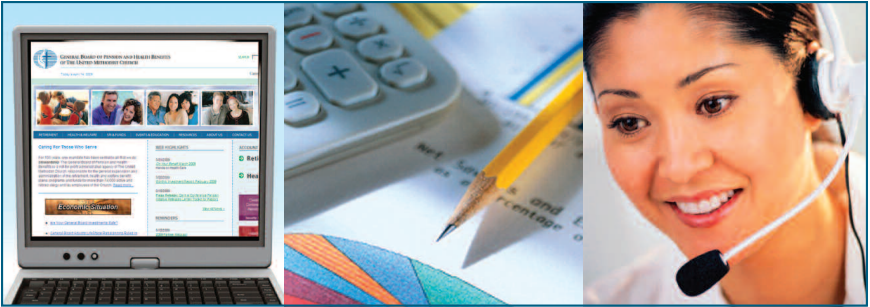
- active participants with an account balance,
- surviving spouses with an account balance, and
- retired and terminated participants with an account balance of at least \$10,000.

If you are eligible for this special program, call EY directly at **1-800-360-2539** Monday through Friday from 8:00 a.m. to 7:00 p.m., Central time.

LifeStage Retirement Income is available to manage your distributions in retirement at no charge.* It issues monthly payments to you from your defined contribution account. LifeStage is intended to make your retirement income last for your lifetime with annual adjustments for changes in inflation, your age and account balance.

Visit the GBPHB website at www.gbophb.org for more information about the LifeStage services and EY Financial Planning Services.

* **Costs for these services are included in GBPHB's administrative expenses that are paid for by the funds.**



Tracking Benefits

GBPHB provides several tools to help you track and manage your retirement plans:

Quarterly Statements

You will receive quarterly account statements summarizing your GBPHB-administered retirement benefits.

Benefits Access Website

You can access detailed account information and make transactions through Benefits Access at www.benefitsaccess.org. Benefits Access provides 24/7 account access.

Benefits Access Mobile App

GBPHB offers a Benefits Access Mobile App for on-the-go access to your accounts. It is designed for Apple iPhone, iPad, iPod touch and Android smartphone users. Simply download the free Benefits Access Mobile App from the **App Store** (Apple devices) or from **Google Play** (Android smartphones), and log in with your existing Benefits Access username and password.

Automated Phone System

This automated system provides 24/7 account access by phone—call **1-800-851-2201**.

At Your Service

GBPHB representatives are available to assist you
Monday through Friday at **1-800-851-2201**,
between 8:00 a.m. and 6:00 p.m., Central time.



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