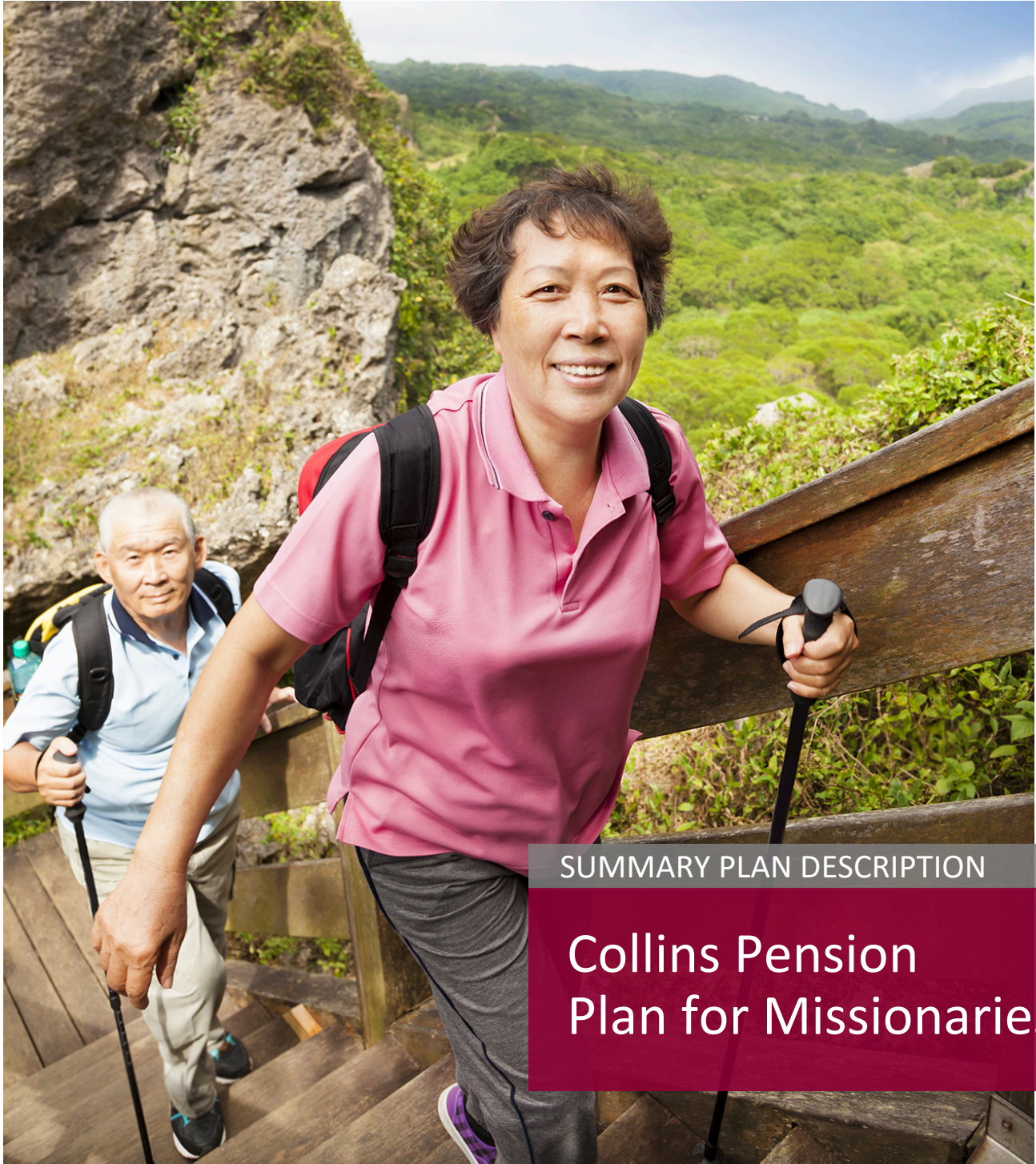




Wespath

BENEFITS | INVESTMENTS



SUMMARY PLAN DESCRIPTION

Collins Pension Plan for Missionaries



For additional information regarding the Collins Pension Plan for Missionaries or the other plans administered by Wespeth Benefits and Investments (Wespeth), as well as investments or financial planning, please visit the Wespeth website: wespeth.org.

You can also call and speak with a customer service representative at **1-800-851-2201** business days between 8:00 a.m. and 6:00 p.m., Central time.

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Collins Pension Plan for Missionaries

IMPORTANT INFORMATION

This booklet is a Summary Plan Description (SPD), which provides information regarding the Collins Pension Plan for Missionaries (the Plan), a church-sponsored defined benefit retirement plan within the meaning of Internal Revenue Code (Code) sections 401(a) and 414(j). The Plan is also a non-electing church plan within the meaning of Code sections 410(d) and 414(e).

The Plan provides benefits to eligible missionaries of the former National Division of the General Board of Global Ministries (for service rendered before January 1, 1988) and eligible Missionaries of the General Board of Global Ministries. Historically, benefits were provided to these divisions under separate plans; effective January 1, 2013, the plans merged into one plan.

You will notice that some words used in this SPD begin with capital letters. These words have special meanings and are addressed in a glossary at the end of this SPD to assist you in better understanding your benefits. Please keep in mind as you read this SPD that it is a summary of the Plan's main features and not a detailed description of all provisions. The complete details of the Plan can be found in the official plan document, which is available upon request. You can always access the most current version of the SPD on the Wespath Benefits and Investments (Wespath) website: wespath.org.

This SPD describes the terms and conditions of the Collins Pension Plan for Missionaries and is based on the Plan document effective January 1, 2014. Every attempt has been made to summarize accurately these terms and conditions; however, if there are any discrepancies between this SPD and the plan document, the plan document will govern at all times. The plan document constitutes the legal embodiment of the terms and conditions of the Plan, which is subject to amendment or termination as provided therein.

Nothing contained in this SPD is intended to be, nor will be construed as constituting, a contract of employment with any employee or Participant or a contract or other arrangement between WESPETH or the trustee and the General Board of Global Ministries (GBGM), any other employer, Participant or any other person.

Furthermore, Wespath may, at any time, change the statements made in this SPD. All distributions are subject to rules adopted by Wespath as the Plan Administrator. Moreover, Wespath has the authority to interpret the Plan provisions and the SPD, to develop administrative rules and procedures, and to resolve or otherwise decide matters not specifically covered by the terms and conditions of the Plan. There are additional powers and duties of Wespath and GBGM; please contact Wespath for more information. You may request a plan document at any time.

INTRODUCTION

In today's world, benefit plans are commonplace. Such plans, however, are a relatively modern invention. Although there are records of retirement plans going back to colonial times, these plans were few and far between until the American Express Company introduced a pension plan for its employees in 1875.

Given this historical perspective, The United Methodist Church is justified in claiming a long and proud tradition of providing retirement benefits to those in its service. In 1784, concurrent with its founding, The Methodist Episcopal Church introduced its first retirement program, called the Preacher's Fund, at a time when any type of benefit plan was quite rare. The General Board of Global Ministries of The United Methodist Church (GBGM) continues this proud tradition today by sponsoring the Collins Pension Plan for Missionaries.

This plan summary explains the provisions of the Plan, which is designed to provide retirement benefits for eligible missionaries serving GBGM. Keep in mind that this Plan is only one part of your retirement picture. Your personal savings and investments could add another layer of retirement income.

Here is an overview of how the Plan works:

- The Plan offers a specific lifetime monthly benefit at your Retirement based on your applicable Pension Rate and your years of Credited Service under the Plan. Only Grandfathered Missionaries can accrue Credited Service on and after January 1, 2014, and only if they meet certain conditions described below.
- If you served as an eligible Missionary of GBGM, you are fully Vested in your monthly benefit upon completion of 40 months of Vesting Service. If you were hired before January 1, 2009, you are fully Vested upon completion of 12 months of Vesting Service.
- If you served as an eligible missionary for the former National Division of GBGM, you are fully Vested in your monthly benefit upon completion of 12 months of National Division Credited Service before January 1, 1988.
- The Plan is designed to provide retirement income. Generally, you can begin receiving your monthly benefit as of the later of your Retirement or your attainment of age 62. If you incur a Termination of Employment, you may elect to begin your monthly benefit after attaining age 62.
- If you are not Vested at the time of your termination, you will receive a Cash Refund of the Personal Contributions you made to the Plan, if any.
- If you die, your Surviving Spouse may be eligible to receive a monthly benefit. If you are not married at the time of your death and have not started your monthly benefit, your Beneficiary will receive a Cash Refund of the Personal Contributions you made to the Plan, if any.

As with any retirement plan, there are some limitations and restrictions on participation and benefits under the Plan. To make sound decisions and take full advantage of the Plan's features, you should understand how the Plan works. The best way to start is to read this Summary Plan Description (SPD). If you have further questions, please contact GBGM or Wespath.

PARTICIPATION IN THE PLAN

Who Is Eligible to Participate?

You are eligible to participate in the Plan during any month in which you:

- are a common law employee of GBGM and are not classified as an independent contractor,
- are classified by GBGM as a Missionary whose terms and conditions of employment provide for retirement benefits under the Collins Pension Plan, and
- either:
 - receive 415 Compensation from GBGM, or
 - are Disabled (not to exceed a period of five years).

For periods on and after January 1, 2014, you must be a Grandfathered Missionary in addition to meeting the conditions above to be eligible to accrue Credited Service.

You may be eligible for the Plan without accruing Credited Service.

How and When You Enroll

If you were eligible for the Plan as of January 1, 2014, your enrollment in the Plan will continue. You must meet additional requirements to accrue Credited Service.

FUNDING YOUR BENEFIT

Personal Contributions

If you are a Missionary of GBGM, you are required to make a Personal Contribution to the Plan. This Personal Contribution provides a portion of your benefits under the Plan. As of January 1, 2014, the Personal Contribution is \$3.50 per month, but only Grandfathered Missionaries may make a Personal Contribution on and after that date. This amount may change in the future at the discretion of GBGM.

Plan Sponsor Funding

GBGM is responsible for funding the monthly benefit payable under this Plan. Any Personal Contributions offset the funding required by GBGM.

VESTING

Once your Accrued Benefit has become fully Vested and you meet the conditions to begin receiving benefits, you will be eligible to receive your Accrued Benefit in the form of a monthly retirement benefit. Your Accrued Benefit is fully Vested:

- Upon completion of 12 months of Credited Service (which need not be continuous) if you serve as a Missionary of GBGM and were hired before January 1, 2009
- Upon completion of 40 months of Credited Service (which need not be continuous) if you serve as a Missionary of GBGM and were hired on or after January 1, 2009
- Upon completion of 12 months of National Division Credited Service before January 1, 1988 if you served as a missionary for the former National Division of GBGM
- Upon death if you die while still in active service
- Upon termination of the Plan

If you Retire or incur a Termination of Employment before your Accrued Benefit is fully Vested, you will receive a Cash Refund of Personal Contributions in lieu of a monthly retirement benefit. Although only Grandfathered Missionaries may accrue Credited Service after December 31, 2013, all Missionaries may continue to accrue Vesting Service after that date.

Re-employment After Termination of Employment or Retirement

If you are a Terminated or Retired Participant who received a Cash Refund and then became re-employed with GBGM within five years of your Termination of Employment or Retirement, you will be given the opportunity to repay the Cash Refund.

If you repay the Cash Refund within a period of time determined by the Administrator, your Credited Service earned before your Termination of Employment or Retirement will be reinstated and added to your Credited Service earned after being re-employed.

If you do not repay the Cash Refund within such period, you will be treated as a new Participant who is not Vested in the benefit you began accruing since your re-employment. This Accrued Benefit will become Vested based on Credited Service earned after re-employment. You will not be permitted to reinstate any Credited Service earned before your Termination of Employment or Retirement and receipt of a Cash Refund.

If you did not receive a Cash Refund, you will again become a Participant upon re-employment and enrollment in the Plan, and your Credited Service earned before the Termination of Employment will be added to your Credited Service earned after being re-employed.

MONTHLY RETIREMENT BENEFITS

If your Accrued Benefit is Vested and you are eligible to receive benefits, the Plan provides a monthly Defined Benefit annuity, which will help provide financial security to you for your lifetime through a monthly retirement benefit. The amount of your Accrued Benefit is determined using a formula that includes the applicable Pension Rate and your years of Credited Service or National Division Credited Service under the Plan.

Monthly Benefit Formula

Your Accrued Benefit, payable at your Retirement, is based on a formula that uses the Pension Rate in effect at the time of your last eligible missionary service and your years of Credited Service or National Division Credited Service under the Plan, and is payable as a monthly benefit to you for the remainder of your life:

Pension Rate x Years of Credited Service ÷ 12

Example:

You Retire effective July 1, 2014. You have 8½ years of Credited Service under the Plan. Assuming that the 2014 Pension Rate is \$525, the annual Defined Benefit annuity under the Plan is calculated as follows:

$$\$525 \times 8.5 = \$4,462.50$$

Your monthly Accrued Benefit is $\$4,462.50 \div 12 = \371.88 per month.

You may or may not actually be paid your Accrued Benefit as your monthly retirement benefit. Your Accrued Benefit may be adjusted down for actuarial decreases due to early benefit commencement or adjusted up for benefit increases. Those are described in the following sections.

Benefit Increases

If you are receiving a monthly retirement benefit under the Plan, you may, or may not, receive an increase in your benefit from time to time. GBGM decides whether to grant benefit increases, in the form of an increase in the Pension Rate. Such benefit change may be different from other classes of persons receiving benefits under the Plan.

HOW SERVICE COUNTS

In order to earn Credited Service on or after January 1, 2014, you must be a Grandfathered Missionary, meaning you are at least age 50 and have at least 15 years of Credited Service in the Plan as of January 1, 2014.

If you are eligible to earn Credited Service on or after January 1, 2014, you will earn Credited Service under the Plan for each calendar month (or portion of a month) during which you:

- receive or are entitled to receive 415 Compensation for the performance of the duties associated with being a Missionary,
- perform a Pre-Retirement Itineration,
- are Disabled (not to exceed a period of five years) or
- are entitled to participate in the Plan under USERRA,

provided that, in any of the above situations, you make Personal Contributions for such month or portion of a month.

Note: You will not accrue benefits under the Plan on or after January 1, 1988 for service with the former National Division of GBGM.

Returning to Work After a Break in Service

A Break in Service occurs when you have incurred a Termination of Employment for 24 months or longer during which you do not earn Credited Service. If you were participating in the Plan before your Termination of Employment and you later return to employment with GBGM as a Missionary before receiving benefit payments, you can participate in the Plan if you again become eligible. After January 1, 2014, you will have to be a Grandfathered Missionary to earn further Credited Service. You will be able to earn Accrued Benefits for the new period, if otherwise eligible, but you will not receive Credited Service for the time period during your Break in Service.

Your Accrued Benefit will be calculated as follows: Your Credited Service before a Break in Service will be multiplied by the Pension Rate in effect when your Break in Service began. Your Credited Service after your Break in Service will be multiplied by the Pension Rate in effect at your Retirement. Your Accrued Benefit will be the sum of these two separate calculations.

If you began your monthly benefits after your Termination of Employment and you later return to employment with GBGM as a Missionary, your monthly benefit will be suspended until you again incur a Termination of Employment. If you are again eligible for the Plan after returning to employment, you will accrue an additional benefit. Once you later incur a Termination of Employment or Retirement, your benefit will be recomputed based on all of your Credited Service and will be actuarially adjusted to reflect the amount already paid to you.

When Your Monthly Retirement Benefit Is Paid

If you are Vested, you can begin receiving your Defined Benefit annuity upon:

- Retirement (if you are not a Clergy person)—on or after you attain age 62;
- Retirement (if you are a Clergy person)—the later of your attainment of age 62 or the date your annual conference grants you retirement; or
- your attainment of age 62 after Termination of Employment.

Retirement

You may elect to begin receiving your benefits as of the first of the month coincident with or next following the date you Retire. If you Retire due to Disability, you may not elect to begin your monthly benefit before age 62.

If you begin your benefit before you reach your Normal Retirement Age, and you were not at least age 58 by January 1, 2010 (or January 1, 2013 if you are a National Division Pension Plan participant), you will receive an actuarial

reduction in your benefits equal to ½% per month for each month between the date you begin your benefits and your Normal Retirement Age.

If you wish, you may elect to delay the start of your annuity to a date after your Normal Retirement Age, but you will permanently forfeit any payments you could have received by starting your annuity at the earlier date.

You must begin receiving your benefits by your Required Beginning Date, which is April 1 of the year following the later of:

- the year in which you turn age 70½, or
- the year in which you Retire.

Starting your Defined Benefit annuity by your Required Beginning Date satisfies your Required Minimum Distribution responsibility for your Defined Benefit annuity under the Code.

Termination of Employment

If you incur a Termination of Employment with GBGM and your Accrued Benefit is Vested, you can begin receiving your Defined Benefit annuity when you attain age 62.

If you begin your benefit before you reach your Normal Retirement Age, and you were not at least age 58 by January 1, 2010 (or January 1, 2013 if you are a National Division Pension Plan participant), you will receive an actuarial reduction in your benefits equal to ½% per month for each month between the date you begin your benefits and your Normal Retirement Age.

If you wish, you may elect to delay the start of your annuity to a date after your Retirement date (at which point no actuarial reduction will apply), but you will permanently forfeit any payments you could have received by starting your annuity at the earlier date.

You must begin receiving your benefits by your Required Beginning Date, which is April 1 of the year following the later of:

- the year in which you turn age 70½, or
- the year in which you terminate employment.

Starting your Defined Benefit annuity by the Required Beginning Date satisfies your Required Minimum Distribution responsibility for your Defined Benefit annuity under the Code.

Death

Death Before Starting Monthly Benefit

If you die before you begin receiving your monthly benefit and you have no Spouse on the date of your death, a Cash Refund of your Personal Contributions, if any, will be paid to your Beneficiary. The Cash Refund will include interest of 3.0% per year. No monthly benefits will be paid after your death.

If your benefit is based on National Division Credited Service, your Beneficiary will receive a lump sum benefit equal to:

Monthly Collins Pension Plan Benefit¹ x 12 x Years of National Division Credited Service ÷ 10

If you die before you begin receiving your monthly benefit and you have a Surviving Spouse on the date of your death, then your Surviving Spouse will be entitled to a 70% Pre-Retirement Survivor Annuity. The 70% Pre-Retirement Survivor Annuity is payable to your Surviving Spouse starting on the first of the month following the latest of:

¹Monthly benefit you would have been entitled to on the day before death, disregarding age or employment status limitations and without actuarial reductions

- your death;
- the date that would have been your 62nd birthday; or
- your Surviving Spouse's attainment of age 62.

If your Surviving Spouse begins his or her benefit before you would have reached your Normal Retirement Date, and you were not at least age 58 by January 1, 2010 (or January 1, 2013 if you were a National Division Pension Plan participant), your Surviving Spouse will receive an actuarial reduction in the 70% Pre-Retirement Survivor Annuity equal to ½% per month for each month between the date he or she begins the benefit and your Normal Retirement Age.

If your Surviving Spouse wishes, he or she may elect to delay the start of the annuity to a date after what would have been your Normal Retirement Date (at which point no actuarial reduction will apply), but your Surviving Spouse will permanently forfeit any payments he or she could have received by starting the annuity at the earlier date.

Death After Starting Monthly Benefit

Generally, if you die after you begin receiving your monthly benefit and you have no Surviving Spouse on the date of your death, then no further benefits of any kind will be paid to any person.

However, if your benefit is based on National Division Credited Service, you received less than 24 monthly payments and your benefit is paid as a single-life annuity (i.e., you were not married when you began your benefit), your Beneficiary will receive a lump sum benefit equal to:

Monthly Collins Pension Plan Benefit¹ x 12 x Years of National Division Credited Service ÷ 10

¹Monthly benefit you would have been entitled to on the day before death, disregarding age or employment status limitations and without actuarial reductions

If you began receiving your monthly benefit on or after January 1, 2010 (or January 1, 2013 if you were a National Division Pension Plan participant) and you die, your Surviving Spouse, if any, will be entitled to a 70% Joint and Surviving Spouse Annuity. The 70% Joint and Surviving Spouse Annuity will be paid to your Surviving Spouse starting on the first of the month following the later of:

- your death; or
- your Surviving Spouse's attainment of age 62.

Benefit increases will be paid to the extent that the increase has been designated to apply to your Surviving Spouse.

If you began receiving your monthly benefit before January 1, 2010 (or January 1, 2013 if you were a National Division Pension Plan participant), your Surviving Spouse will be entitled to a benefit under the terms of the Plan prior to January 1, 2010 (or January 1, 2013 if you were a National Division Pension Plan participant), which provided for a benefit payable to the Surviving Spouse only if:

- he or she was also a Participant, Terminated Participant, or Retired Participant under the Plan; and
- was married to you on January 1, 2010 (or January 1, 2013 if you were a National Division Pension Plan participant).

Wespath may require that your Beneficiary or Surviving Spouse provide a death notification and additional information to support the distribution request.

All payments to Beneficiaries are paid in accordance with the Code's Required Minimum Distribution rules.

HOW YOUR MONTHLY BENEFIT IS PAID

The Distribution Election Process

To begin the distribution process, you will need to notify Wespeth of your desire to begin receiving benefits. Wespeth will determine your eligibility to receive benefits and send the appropriate applications and forms to you. Once you receive these documents, you will need to complete them and send them to Wespeth within the election period.

The Election Period

The election period is the 180-day period before the date payments begin. Not more than 180 days before you receive a distribution, Wespeth will provide you with an application and a written notice describing the tax consequences of your distribution. Distributions will not be processed until 30 days after you receive the notice. If you have received the Application for Benefits form and you do not wish to wait until the end of the 30-day notice period before your payment begins, you may waive the minimum 30-day notice requirement at the time you apply for benefits.

CASH REFUNDS

Termination of Employment, or Retirement

If you are not Vested in your Accrued Benefit at the time of your Termination of Employment or your Retirement, you will receive a Cash Refund of your Personal Contributions instead of a monthly retirement benefit. The Cash Refund will include your Personal Contributions made as of the date of the refund and interest at the rate of 3% per year, compounded monthly.

If you terminate employment with a Vested Accrued Benefit and are not a Clergy person, you may elect a Cash Refund, payable as soon as practicable after your Termination of Employment, in lieu of any other benefits under the Plan. If you are a Clergy person, you may make such election only if you also terminate your annual conference membership in accordance with *The Book of Discipline*. If you do not elect the optional Cash Refund or you are not entitled to such Cash Refund, you will receive your Vested Accrued Benefit on your Annuity Starting Date.

You may request a direct rollover into another qualified plan or IRA (but only if the amount of the refund is greater than \$200). When WESPETH directly rolls over an amount to another eligible plan or IRA, you will not be subject to immediate taxation or tax withholding on the amount of the rollover.

When a refund is paid directly to you, it is automatically subject to 20% federal income tax withholding.

Death

If you are a Participant or a Terminated Participant who dies before January 1, 2010 and does not leave a Surviving Spouse who is also a Participant, Terminated Participant or Retired Participant, a Cash Refund, if any, will be paid to your Beneficiary as soon as practicable after your death, in lieu of any other benefits under the Plan.

If you are a Participant or a Terminated Participant who dies on or after January 1, 2010 and do not leave a Surviving Spouse who collects a 70% Pre-Retirement Survivor Annuity, a Cash Refund, if any, will be paid to your Beneficiary as soon as practicable after your death, in lieu of any other benefits under the Plan. If you have a Surviving Spouse and he or she dies before commencing the 70% Pre-Retirement Survivor Annuity, a Cash Refund will be issued to his or her Beneficiary.

Your Beneficiary may request a direct rollover of a Cash Refund into another qualified plan or IRA (but only if the amount of the refund is greater than \$200). If your Beneficiary dies before receiving the distribution of the Cash Refund, Wespeth will pay the balance to his or her Beneficiary. If Wespeth directly rolls over an amount to another eligible plan or IRA, your Beneficiary will not be subject to immediate taxation or tax withholding on the amount of the rollover.

When an Eligible Rollover Distribution, such as a Cash Refund, is paid directly to your Beneficiary, it is automatically subject to 20% federal income tax withholding.

BENEFICIARY DESIGNATION FOR CASH REFUNDS

Your Beneficiary is the person(s) or legal entity to whom Wespath will refund your Personal Contributions (plus interest) if you die before beginning your monthly benefit. In addition, your Beneficiary will receive a refund of your Personal Contributions (plus interest) if Wespath or GBGM cannot locate you when you must begin receiving a monthly benefit. Beneficiaries do not receive annuity benefits for life under the Plan (that benefit is limited to Surviving Spouses); Beneficiaries receive only Personal Contribution Cash Refunds.

Wespath has sole discretion in determining the Beneficiary of any benefits payable under the terms and conditions of the Plan.

Plan Designation

Under the terms and conditions of the Plan, if you are married when you die, your primary Beneficiary is your Spouse unless your Spouse consents to the designation of someone else as your primary Beneficiary. If you are unmarried at the time of your death and you did not designate a Beneficiary (or your designated Beneficiaries are all deceased or cannot be located), then Wespath will pay any benefits due under the Plan to your estate as your Default Beneficiary.

Upon your death, Wespath must pay your estate if you are single and left no valid Beneficiary designation. Because payment to your estate may delay or reduce the payment of your benefit to the heirs of your estate, Wespath suggests that you designate a Beneficiary. You may also want to seek estate-planning advice. Your will does not control the payment of your benefits under the Plan, unless Wespath pays benefits to your estate as your Beneficiary.

Participant Designation

You may designate a Beneficiary by submitting a completed *Designation of Beneficiary for Retirement Plans* form (Beneficiary Designation Form) to Wespath during your lifetime. A valid designation will override the Plan designation indicated above, as long as you comply with the rules listed below. If you want to direct payment to someone in addition to or instead of your Spouse or estate, it is important that you designate a Beneficiary.

Married Participants

You may designate someone in addition to or in place of your Spouse, but your Spouse must consent, or must have consented, to the designation if you are married when you die. Your Spouse may consent to your designation before or after your death.

If you do not have spousal consent and you are married when you die, a Beneficiary designation of someone other than your Spouse will not be effective unless your Spouse consents to it after your death or one of the following exceptions applies:

- at your death, you are legally separated from, or abandoned by, your Spouse and you (or your heirs) produce a court order confirming such separation or abandonment,
- your Spouse disclaims all benefits from the Plan in writing before receiving them,
- your Spouse cannot be located, or
- you have a qualified domestic relations order (QDRO) requiring all or a portion of your benefits to be paid to an Alternate Payee under the QDRO. (See the "Assignment of Benefits and Qualified Domestic Relations Orders (QDROs)" section on page 13.)

If you and your Spouse were to divorce, any Beneficiary designation you made in favor of your former Spouse before the divorce would automatically be revoked. Your former Spouse would no longer be your Beneficiary unless:

- WESPETH receives and approves a QDRO that requires the Plan to pay benefits to your former Spouse as your Beneficiary, or
- you filed a new Beneficiary Designation Form with WESPETH after your divorce naming your former Spouse as your Beneficiary.

Designation Procedures

You may designate one or more individuals, trusts or other legal persons or entities as your Beneficiary, subject to Spousal consent, if applicable (see the “Married Participants” section above). Each Designated Beneficiary will receive an equal share unless you clearly specify otherwise on the Beneficiary Designation Form. If the shares do not equal 100%, each Beneficiary will receive an equal share. Also, you may designate a primary and a secondary Beneficiary. If your primary Beneficiary is not validly designated, is not alive at your death or disappearance or cannot be located after your death or disappearance, your secondary Beneficiary may receive the refund of your Personal Contributions (plus interest).

You may request the Beneficiary Designation Form from GBGM or Wespath. After completing this form, please sign it and return the original to Wespath. Your Beneficiary Designation Form is valid only if it is received by Wespath during your lifetime or if it is postmarked or sent by private courier (such as FedEx or the United Parcel Service) to Wespath before your death. The most current valid Beneficiary Designation Form will revoke all previous forms. Be sure to keep a copy of the Beneficiary Designation Form you submit and check it periodically (especially after a family birth, death, marriage or divorce) to make sure that it still represents your wishes. If you elect to make any changes, you must submit a new Beneficiary Designation Form to Wespath.

If Wespath determines that your Beneficiary Designation Form is not valid for some reason, we will return it to you, and your previous designations will remain in effect. If Wespath returns a Beneficiary Designation Form to you because it is not valid, it is important that you understand the reason and submit a new form with your desired Beneficiary designation. If the reason that Wespath did not accept the Beneficiary Designation Form is unclear, please contact Wespath for an explanation.

In addition to the aforementioned rules, the Beneficiary designation rules include the following:

- Do not indicate groups of people such as “my children,” “my parents” or “my nieces and nephews.” Instead, be sure to indicate their names. Wespath cannot investigate who might belong to a class of persons you have named.
- If you have or adopt a child, you will need to submit a new Beneficiary Designation Form if you wish to designate your new child as a Beneficiary.
- Sign and date the Beneficiary Designation Form.
- Clearly indicate the individual you are designating as your primary Beneficiary.
- Do not write the name of a person whom you wish to name as a primary Beneficiary in the section reserved for secondary Beneficiary designation (or vice versa).
- Clearly indicate your intent regarding your designation of a Beneficiary, because Wespath cannot assume any intent except that which you clearly indicate on your Beneficiary Designation Form.

Please keep your Beneficiary Designation Form up to date. If your Beneficiary dies or you divorce, you may wish to change your Beneficiary designation. You also should keep a copy of the most recent form you sent to Wespath.

In addition, please provide Wespath with your Beneficiary’s address and phone number and keep it up-to-date. While a Social Security number is not required, it is very helpful if Wespath must search for someone who has moved since the Beneficiary Designation Form was submitted. If your Beneficiary does not submit a claim for benefits at your

death, or WESPETH cannot locate your Beneficiary, he or she may forfeit the benefits. Contact GBGM, a Wespath representative or use Benefits Access (www.benefitsaccess.org) to request a Beneficiary Designation Form.

If you wish to name more than one person as your primary Beneficiary, list all such persons in the space reserved for your primary Beneficiary designation. Keep in mind that secondary Beneficiaries will not receive any benefits unless all primary Beneficiaries are deceased or cannot be located.

If your Beneficiary does not immediately elect to receive a distribution, he or she may designate his or her own Beneficiary. If he or she does not designate a Beneficiary, Wespath will pay the Account to your Beneficiary's estate upon your Beneficiary's death.

Wespath reserves the right to change the Beneficiary rules at any time in accordance with the terms and conditions of the Plan.

CLAIMS AND APPEALS

Submitting a Claim for a Distribution

Once eligible, you may apply for benefits or your Beneficiary may submit a claim for a refund of your Personal Contributions by completing an application and forms provided by Wespath. For more information on the appropriate forms to complete and the choices available to you and your beneficiaries, contact Wespath at **1-800-851-2201**. You or your Beneficiary must file your claim for benefits within one year after the later of the date:

- the events giving rise to the claim occurred, or
- the claimant knew or should have known of the facts or events giving rise to the claim.

If you or your Beneficiary does not claim benefits within the above timeframe, you or, if applicable, your Beneficiary, must claim them by your Required Beginning Date. Failure to do so could result in the forfeiture of your benefits.

Denial of the Application or Claim

If Wespath denies a claim for benefits under the Plan, we will notify you or your Beneficiary in writing and will:

- describe the specific reasons for the denial,
- cite the Plan provisions on which the denial was based, and
- explain the appeal procedures.

You will receive this notice no more than 45 days after filing the original claim or 45 days after the request for or submission of additional materials requested by Wespath. Under special circumstances, an additional 90 days may be necessary to respond to your claim. In these cases, Wespath will notify you in writing.

There are three steps in the appeal process: an initial appeal, an intermediate appeal and a final appeal.

Initial Appeal

If Wespath denies your claim for benefits, in whole or in part, you may request a review of the decision by filing a *Notice of Initial Appeal* with the Initial Appeals Committee of Wespath (Initial Appeals Committee). The notice must be filed with the Initial Appeals Committee within 90 days after the date of the letter informing you of the denial decision. You may submit facts that are relevant to your appeal and other relevant, supporting documentation to the Initial Appeals Committee for consideration. If the notice is not filed in a timely manner, Wespath's decision to fully or partially deny your claim for benefits will be final.

The Initial Appeals Committee will hear your appeal within 45 days after the filing of the notice. Either the Initial Appeals Committee or the claimant may request an additional 45 days before the decision is due. The Initial Appeals Committee will consider any issues and supporting documents that are submitted by the claimant before the Initial

Appeals Committee hearing. If no Initial Appeals Committee decision is rendered within 90 days after the appeal was filed, the appeal will be deemed denied.

You, your duly authorized representative and/or a representative of GBGM has the right to appear personally or by conference call before the Initial Appeals Committee, subject to the conditions and limitations of the Initial Appeals Committee. However, you will be responsible for any expenses associated with the appearance.

The Initial Appeals Committee will conduct a review of your intermediate appeal and notify you, in writing, of its decision, the specific reasons for the decision and the provisions of the Plan upon which the decision was based.

Intermediate Appeal

If your claim for benefits is fully or partially denied by the Initial Appeals Committee, your appeal will be referred to the Intermediate Appeals Committee of Wespath (Intermediate Appeals Committee) for consideration.

The Intermediate Appeals Committee will decide your appeal within 60 days of the decision by the Initial Appeals Committee.

The Intermediate Appeals Committee will conduct a review of your intermediate appeal and notify you, in writing, of its decision, the specific reasons for the decision and the provisions of the Plan upon which the decision was based.

Final Appeal

If your claim for benefits is fully or partially denied by the Intermediate Appeals Committee, you may request a review of the decision by filing a *Notice of Final Appeal* with the Appeals Committee of the Board of Directors of Wespath (Appeals Committee). The notice must be filed with the Appeals Committee within 90 days after the date on which the Intermediate Appeals Committee's written decision was issued. You may submit comments and supporting documents to the Appeals Committee for consideration. If the notice is not filed in a timely manner, the Intermediate Appeals Committee's decision to fully or partially deny your claim for benefits will be final.

To allow sufficient time for handling and processing, you must file the notice and any supporting documents at least 30 days before the Appeals Committee's next meeting. Appeals filed fewer than 30 days before an Appeals Committee meeting may not be heard until the following meeting. If special circumstances require an extension of time for processing, Wespath will notify you. You, your duly authorized representative and/or a representative of GBGM has the right to appear personally or by conference call before the Appeals Committee, subject to the conditions and limitations of the Appeals Committee. However, you will be responsible for any expenses associated with the appearance.

The Appeals Committee will conduct a review of your final appeal and send you a decision within 15 days of the date on which the Appeals Committee makes its determination. The Appeals Committee's decision will be in writing and will include the specific reasons for its decision and the Plan provisions upon which its decision was based. The Appeals Committee's decision is final.

Your Responsibilities

You may not initiate or maintain any cause of action in law or equity until you have initiated and completed the claims and appeals process. Upon completion of the appeal process, you must initiate any cause of action within six months of the date of the written notice from Wespath regarding the final denial of your appeal.

If you do not appeal a claim denial within the timeframes noted, you will waive your right to file an appeal or lawsuit at a later date. If the Initial Appeals Committee, the Intermediate Appeals Committee or the Appeals Committee does not make a decision or respond within the timeframes noted, you should consider the claim denied, and you are responsible for proceeding to the next step of the claims procedure.

TAXATION CONSIDERATIONS

You may owe taxes on all of the amounts paid to you under the Plan.

Taxes When Your Benefit Is Paid

When you receive a distribution from the Plan, the money you receive is generally taxable as ordinary income. The after-tax Personal Contributions you made to the Plan will be distributed during the first 12 months of monthly payments and are not taxable, although interest thereon is taxable. Wespath will report the gross distribution amount to you and the IRS. You will receive a notice describing the taxability of your distribution from Wespath before the distribution.

If you are a clergyperson, you could qualify for the housing allowance exclusion in accordance with the housing allowance rules of Code section 107(2). Clergy may exclude the least of the following amounts from taxable income:

- the amount of their pension distribution designated as a housing allowance by their annual conference,
- the actual costs of providing a home, or
- the fair rental value of their furnished home, plus the annual cost of utilities.

After we receive your retirement notification, we will send you a retirement packet that includes more information about the housing allowance exclusion for your church service-related income.

Automatic Tax Withholding

Wespath is required to withhold 10% in federal taxes from non-periodic distributions (or periodic distributions over a period of fewer than 10 years) that are not rollover-eligible distributions, unless you direct us to do otherwise. For distributions of your monthly benefits, Wespath withholds according to the IRS tax withholding table as though your filing status were married with three allowances, unless you direct us otherwise. Cash Refunds of your Personal Contributions, which are after-tax contributions, are not taxable at distribution, and no withholding is due. However, the 3% interest on those Personal Contributions is taxable and is subject to 20% withholding as a rollover-eligible distribution, in most cases.

Tax laws are complex and change often. This SPD contains only a partial discussion of taxes. Because Wespath cannot provide you with tax advice, it is in your best interest to seek the advice of a qualified tax advisor before receiving distributions from the Plan.

OTHER INFORMATION

Assignment of Benefits and Qualified Domestic Relations Orders (QDROs)

Your benefit from this Plan may not be sold, assigned, transferred, pledged or garnished under most circumstances, and it is not subject to your debts or liabilities.

If you become divorced or separated, however, certain court orders, known as qualified domestic relations orders (QDROs), could require that part of your benefit be paid to someone else, such as your Spouse, former Spouse or children. As soon as you become aware of any court proceedings that may affect your Plan benefits, please contact Wespath.

When Wespath receives a domestic relations order relating to the Plan, Wespath will notify you and send a copy of the procedures for determining the qualified status of the order to you. Within a reasonable period of time after our receipt of the order, Wespath will determine whether the order is a QDRO and will notify you and each person named in the order, in writing, of its determination.

If a claim or other request for benefits is submitted to the Plan while Wespath is determining whether an order related to your benefits is a QDRO, Wespath will suspend payment of all or any portion of your benefits otherwise due until a determination has been made.

If the order is determined to be a QDRO, any person named to receive benefits under the QDRO (an Alternate Payee) will be assigned the specified portion of your benefit with the same rights and responsibilities as a Terminated Participant under the Plan. A distribution to an Alternate Payee may be permitted as a distribution to a Terminated Participant even if you are not yet eligible for a distribution, for example because you are still an active Participant.

If you are in the process of a divorce or other domestic relations proceeding and would like more information about QDROs or a sample form to give to your attorney, contact Wespath.

Non-Alienation of Benefits

No benefits payable at any time under the Plan will be subject in any manner to alienation, sale, transfer, pledge, attachment or garnishment. Any attempt to alienate, sell, transfer, assign or pledge will be considered null and void except:

- as assigned under a QDRO;
- as provided in a levy in favor of the IRS to the extent required by IRS regulations;
- to the extent required under the Mandatory Victims Restitution Act of 1996 (18 U.S.C. section 3663A);
- for the payment of Retiree or Disabled Participant health plan premiums; and
- to the extent that a payee has made a voluntary and revocable assignment:
 - in writing, filed with and accepted by the Administrator;
 - that is acceptable to the Administrator in its sole discretion; and
 - after such assigned benefit is due and payable under the terms of the Plan, including the making of any elections and submission of any applications required of such payee.

Benefits While on Military Leave

Contributions, benefits and Credited Service with respect to qualified military service will be provided in accordance with Code section 414(u), which reflects provisions of USERRA and the Heroes Earnings Assistance & Relief Tax (HEART) Act of 2008. If you had a period of military service during your employment prior to January 1, 2009, contact GBGM or WESPETH to learn whether you qualify for additional Service credit relating to the period of your military service.

How Unclaimed or Relinquished Benefits Can Be Delayed or Forfeited

You are entitled to the value of your benefits. These benefits are payable to you except in the following circumstances:

- If you do not notify Wespath when your (or your Beneficiary's) address changes, and we cannot locate you when benefits are due (for instance, at the Required Beginning Date), Wespath will send a notice by certified letter with return receipt requested to the last address Wespath has on file for you. If you fail to contact Wespath within 12 months after Wespath sends the notice, you will forfeit your benefits and your Beneficiary (including any Default Beneficiary) will receive a refund of your Personal Contributions in lieu of a monthly benefit. If your Beneficiary or Beneficiaries fail to contact Wespath within 12 additional months after notification, your benefits will be forfeited, and any related funding contributed by GBGM will remain in the Plan to reduce future funding obligations. If Wespath issues a check for benefits that is not returned or cashed within a reasonable period of time, you will forfeit the amount of the check and it will remain in the Plan to reduce future funding obligations. Uncashed checks returned to Wespath because the payee is missing or for other reasons are handled as described in the previous paragraph.
- If you Relinquish (i.e., permanently renounce) your benefits, you will forfeit them, and any related funding contributed by GBGM will remain in the Plan and will reduce future funding obligations.
- Unless a survivor benefit is payable to a Surviving Spouse, if you die before starting your Defined Benefit monthly payments, no monthly Defined Benefit annuity will be payable to anyone. Instead, your Beneficiary will receive a refund of your Personal Contributions, plus interest.
- If you were erroneously included in the Plan, you will be removed as a Participant. Any related funding contributed by GBGM will remain in the Plan and will reduce future funding obligations. Any Personal Contributions made to the Plan will be refunded to you as a Cash Refund in lieu of any other benefits under the Plan.

- If your benefit exceeds Code limits, the amount of the benefit exceeding such limits will be corrected.
- If you receive a Cash Refund of Personal Contributions, the refund is considered a forfeiture of any monthly retirement benefits that otherwise may have been payable under the Plan.

Please keep Wespath apprised of your current address and phone number, even after you Retire or incur a Termination of Employment. If Wespath does not have a current address for you, you risk forfeiting your benefits from the Plan.

Non-Reversion

All contributions made by GBGM are irrevocable and cannot be repaid to GBGM, except in the following situations:

- If the Plan terminates, and there are monies remaining after the satisfaction of all fixed and contingent liabilities under the Plan, the monies will revert to GBGM.
- If the IRS determines that the Plan is not qualified under Code section 401(a) or makes some other determination that Wespath believes makes the Plan unworkable (provided Wespath does not succeed in challenging that determination), the Plan may terminate, and all remaining plan assets may be returned to GBGM.

Bankruptcy and Your Benefits

Under a revision to the Bankruptcy Code applicable to anyone who files bankruptcy on or after October 17, 2005, your entire benefit in a qualified plan, such as this Code section 401(a) plan, is exempt from the claims of creditors in bankruptcy.

If the Plan Is Terminated or Modified

GBGM reserves the right to terminate, suspend or modify the Plan at any time, prospectively or retroactively. If GBGM terminates the Plan, your Accrued Benefit will remain fully Vested and will either remain in the Plan or be distributed according to the provisions of the Plan.

Plan Administrator

The Plan is administered by the General Board of Pension and Health Benefits of The United Methodist Church, Incorporated in Illinois (Wespath), and any successors. The Plan Administrator may be reached at the following address and phone number:

1901 Chestnut Avenue
Glenview, Illinois 60025
1-800-851-2201

In its role as Plan Administrator, Wespath keeps records for the Plan and is responsible for its administration in accordance with its terms. The Plan Administrator has the authority to interpret the terms of the Plan and make determinations on questions that may affect your eligibility for benefits and benefit amounts in its sole discretion.

The Plan Name, Plan Type and Plan Year

The name of this plan is the Collins Pension Plan for Missionaries. The Plan is a qualified retirement plan within the meaning of Code section 401(a), and is intended to be a defined benefit plan as that term is defined in Code section 414(j).

The Plan is intended to meet the requirements of a "Church Plan" under Code section 414(e) and to be exempt under Employee Retirement Income Security Act (ERISA) section 4(b)(2) and Code section 410(d) to the extent permitted under those provisions and other applicable laws.

The Plan is administered on a plan-year basis, beginning on January 1 of each year and ending on December 31 of that same year.

Special Securities Laws

The Plan is a Church Plan that is not subject to registration, regulation or reporting under the Investment Company Act of 1940, the Securities Act of 1933, the Securities Exchange Act of 1934, Title 15 of the United States Code or state securities laws. Similarly, the Administrator and the trustee of the Plan and the entities maintaining any investment funds under the Plan are not subject to those provisions of those acts or laws. Therefore, Participants enrolled in the Plan and their Beneficiaries will not be afforded the protection of those provisions.

Agent for Service of Legal Process

Any legal process related to the Plan should be served on:

CT Corporation
208 South LaSalle Street, Suite 814
Chicago, Illinois 60604

Plan Trustee

All Plan assets are held in a trust, called the Pension Trust of the General Board of Global Ministries, which is qualified under sections 501(a) and/or 501(c)(3) of the Code, or they may be held in one or more other trusts or insurance contracts. The trustee pays all the Plan benefits from the trust. The trustee for the Plan is the UMC Benefit Board, Inc., and any successors. The trustee can be reached at the following address:

1901 Chestnut Avenue
Glenview, Illinois 60025

GLOSSARY



Account means the aggregate of your Personal Contributions plus interest.

Accrued Benefit means the value of your monthly benefit, payable at your Normal Retirement Date, and computed as of any date using your Credited Service earned as of that date and the Pension Rate in effect on that date. In some situations, your Accrued Benefit will be actuarially reduced to compute your monthly benefit amount.

Administrator means Wespath or its successor.

Alternate Payee means your Spouse, former Spouse, child or other dependent entitled to receive a portion of your Accrued Benefit or Account under a qualified domestic relations order (QDRO).

Application for Benefits means the form you or your Beneficiary completes in order to apply for benefits or to receive a distribution from the Plan.

Beneficiary means the person(s) (including an estate) to whom Wespath will pay your Account, if any, if you die before beginning your monthly benefit (and assuming that you do not leave a Surviving Spouse who receives an annuity benefit instead). A Beneficiary is only entitled to a Cash Refund, not a Surviving Spouse annuity. (See also the definitions of "Designated Beneficiary" and "Default Beneficiary.")

Beneficiary Designation Form means the form on which you specify your Designated Beneficiary for acceptance by Wespath.

Break in Service means a 24-month period following a Termination of Employment during which the Terminated Participant accrues no Credited Service.

Cash Refund means a refund of Personal Contributions with interest.

Clergyperson means a member of an annual conference, within the meaning of *The Book of Discipline*.

Code means the Internal Revenue Code of 1986, as amended from time to time, and any regulation, ruling or other guidance issued pursuant thereto by the Internal Revenue Service.

Credited Service means service rendered as an eligible Missionary with GBGM that counts toward the computation of your Accrued Benefit or Vesting, measured in one-month increments.

Default Beneficiary means the person(s) (including an estate) to whom your Account is payable at your death or disappearance before beginning your monthly benefit when there is no Designated Beneficiary or when the Plan so provides.

Defined Benefit means the component of the Plan under which a Retired Participant or a Terminated Participant (at age 62) can receive a specific monthly benefit based on the applicable Pension Rate and his or her years of Credited Service.

Designated Beneficiary means the person(s) (including a trust or other entity) you designate who is entitled to receive your Account if you die or are declared missing before beginning your monthly benefit.

Disabled or Disability means that you are both on a Leave of Absence and meet the total and permanent disability definition in Code section 22(e)(3).

415 Compensation means all amounts paid or made available by GBGM to you in a limitation year, including: your wages, salaries, fees for professional services and other amounts received (regardless of whether an amount is paid in cash for personal services actually rendered in the course of employment with GBGM) to the extent that the amounts are includable in your gross income—including, but not limited to, bonuses, fringe benefits and reimbursements, or other expense allowances under a non-accountable plan [as described in Treasury Regulations section 1.62-2(c)], but excluding severance pay that would not have been paid but for a severance from employment;

- amounts received in connection with an accident or sickness and described in Code sections 104(a)(3), 105(a) and 105(h), but only to the extent that these amounts are includable in your gross income;
- amounts paid or reimbursed by GBGM for moving expenses you incurred, but only to the extent that at the time of the payment it is reasonable to believe that these amounts are not deductible;
- amounts relating to before-tax elective contributions made from your compensation; and
- foreign earned income [as defined in Code section 911(b)].

GBGM means the General Board of Global Ministries of The United Methodist Church.

Grandfathered Missionary means a Missionary who, on January 1, 2014:

- had attained his or her 50th birthday;
- had at least 15 years of Credited Service; and
- was:
 - a Participant accruing Credited Service under the Plan;
 - a Terminated Participant who was later reemployed before incurring a Break in Service (and thus again began to accrue Credited Service under the Plan); or
 - a Participant who, on January 1, 2014, did not qualify under either of the bullet points above (as, for example, a Participant on an unpaid Leave of Absence), but who, after January 1, 2014, did qualify under either of the bullet points above before incurring a Break in Service.

IRA means an individual retirement account or annuity qualified under Code section 408 (other than an endowment contract).

Leave of Absence means an unpaid period of absence from performing your duties for GBGM in accordance with GBGM's leave policy, provided that you Retire or return to work for GBGM within the time specified in your Leave of Absence. Paid leaves are considered continuous employment.

Missionary means a person who is employed by GBGM and:

- commissioned for a mission work assignment; and
- classified by GBGM as a Missionary whose terms and conditions of employment provide for retirement benefits under the Collins Pension Plan.

Notwithstanding the foregoing, the term Missionary does not include a contract employee of GBGM whose contract does not include a provision for retirement benefits or for coverage under this Plan.

National Division Credited Service means service that was performed on or before December 31, 1987 for the former National Division of the General Board of Global Ministries of The United Methodist Church by and as a missionary, provided that such missionary was advised by the National Division in writing that he or she was covered by the National Division Pension Plan.

National Division Credited Service does not include any period of service that is credited due to service with the former World Division of the General Board of Global Ministries or the Missionary and Deaconess Pension Plan of the Women's Division of the General Board of Global Ministries, or any successor plan.

Normal Retirement Date means the first of the month following the earlier of:

- your Social Security Normal Retirement Age; or
- the date you have attained both:
 - age 62; and
 - 25 years of service for GBGM as a Missionary (which need not be consecutive).

Participant means a person who has an Accrued Benefit under the Plan but is not a Terminated Participant.

Pension Rate means the dollar amount payable annually for each year of Credited Service. Effective January 1, 2014, the Pension Rate is \$525. On and after January 1, 2010, GBGM will set the Pension Rate from time to time, which may increase or decrease in GBGM's discretion; a different rate may be set for different classes of Participants.

Personal Contributions are monthly contributions made by Participants on an after-tax basis, generally through salary withholding, to earn Credited Service towards an Accrued Benefit.

Plan means the Collins Pension Plan for Missionaries.

Plan Sponsor means GBGM.

Pre-Retirement Itineration means a period of non-missionary work by a Participant before Retirement that is approved by GBGM (and generally not exceeding six months), during which the Participant remains on GBGM's payroll. Pre-Retirement Itineration was previously known as a pre-retirement furlough.

Relinquish means the permanent renunciation of a benefit by a payee so that it does not pass to a Beneficiary or successor. Relinquished benefits are forfeited back to the Plan.

Required Beginning Date is April 1 of the calendar year following the later of:

- the calendar year in which you Retire, or
- the calendar year in which you attain age 70½.

Required Minimum Distribution means the amount **that must be distributed from** the Plan by the Required Beginning Date in accordance with Code section 401(a)(9). Required Minimum Distribution amounts must then be distributed by December 31st of each later year.

Retire or Retirement means, subject to the following sentence regarding a Clergy person, your Termination of Employment:

- at or after attaining age 62; or
- immediately following a Leave of Absence on account of Disability.

If you are a Clergy person, Retirement will be deferred until your annual conference grants you retirement. Notwithstanding the foregoing, Retirement for a Clergy person will start not later than your 72nd birthday, except for a delay for as long as you remain on GBGM's payroll for the purpose of a Pre-Retirement Itineration. If you are Disabled, Retirement does not entitle you to a Retirement Benefit until at least your 62nd birthday.

70% Joint and Surviving Spouse Annuity means your Accrued Benefit paid as a monthly lifetime annuity. Monthly benefits end on the first of the month in which you die, unless you are survived by a Surviving Spouse, in which case, the monthly benefit continues to your Surviving Spouse in the amount of 70% of the monthly benefit payable at the time of your death, beginning on or after the later of:

- the first of the month following such Surviving Spouse's attainment of age 62; or
- the first of the month following your death; and ending on the first of the month in which such Surviving Spouse dies. If such Surviving Spouse does not attain age 62, no further 70% Joint and Surviving Spouse Annuity benefit is payable to anyone. If you began receiving your monthly benefit before January 1, 2010 (or

January 1, 2013 if you are a National Division Pension Plan participant), your Surviving Spouse will be entitled to a benefit, if any, under the prior terms of the Plan.

70% Pre-Retirement Survivor Annuity means a monthly benefit, equal to 70% of your Accrued Benefit, payable to your Surviving Spouse if you die before beginning your Retirement benefit. The benefit will be payable upon the latest of your 62nd birthday, your Surviving Spouse's 62nd birthday or your death.

Social Security Normal Retirement Age means the age at which Social Security retirement benefits (before rounding) are equal to the primary insurance amount. For example, as of January 1, 2010, the Social Security Normal Retirement Age for a person is shown by the following table:

<u>Year of Birth*</u>	<u>Social Security Normal Retirement Age</u>
1937 and before	65
1938	65 and 2 months
1939	65 and 4 months
1940	65 and 6 months
1941	65 and 8 months
1942	65 and 10 months
1943-1954	66
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
1960 and later	67

* Persons born on January 1 of any year should use the Social Security Full Retirement Age for the previous year.

Spouse means your husband or wife or surviving husband or wife who is legally married to you or was legally married to you on the date of your death, under the laws of the jurisdiction where you reside or resided. The term "Spouse" will not include common-law spouses, even in states that recognize common-law marriage.

Surviving Spouse means your surviving Spouse, who was legally married to you on the date your annuity starts. If your Spouse at the time your annuity starts is no longer your Spouse at the time of your death, such former Spouse is still your Surviving Spouse, even if you had since remarried.

If you are Retired, receiving benefits on January 1, 2010 (or January 1, 2013 if you are National Division Pension Plan participant), and have a Spouse who also was a Participant in the Plan (at any time), such Spouse is a Surviving Spouse.

If you are Retired, receiving benefits on January 1, 2010 (or January 1, 2013 if you are a National Division Pension Plan participant), and have no Spouse as of January 1, 2010 (or January 1, 2013 if you are a National Division Pension Plan participant), you will be treated as not having a Surviving Spouse, even if you are married at a later time.

Terminated Participant means a person who has been a Participant but who has incurred a Termination of Employment.

Termination of Employment means:

- your severance from employment, for any reason other than Retirement, with GBGM as a Missionary eligible under this Plan;
- death;
- failure to return to work upon GBGM's request after a layoff for any reason other than Retirement;

- failure to return to work within the period required under any law pertaining to veteran's reemployment rights (e.g., USERRA) after having started an authorized Leave of Absence for military duty as defined under such law; or
- failure to return to work or Retire at the end of a Leave of Absence.

USERRA means the Uniformed Services Employment and Reemployment Rights Act. It requires that employers fund pension benefits and make certain types of plan sponsor contributions that a re-employed participant did not receive due to qualifying military service.

Vested means a benefit that will not revert back to the Plan.

Vesting Service, as further defined in the Plan, generally means service as a Missionary while receiving 415 Compensation or being Disabled (for up to five years).

Wespath means the General Board of Pension and Health Benefits of The United Methodist Church, Incorporated in Illinois (Wespath), the Plan's Administrator.





Wespath

BENEFITS | INVESTMENTS

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