

Premium Cost

Long Term Disability Insurance: The premium for coverage is an annual rate of \$.008 times covered salary (\$.80 per \$100), calculated on salary up to a maximum of \$170,000.

Life/AD&D Insurance: The premium for coverage is an annual rate of \$36 for \$10,000 or \$180 for \$50,000 of coverage volume.

Premium Method

Church leadership will decide for each “class of employees” if the payment is a staff benefit (i.e., funded by the church as part of compensation) or a payroll deduction (i.e., funded by the employee).

When administered as payroll deduction, the employer may offer the program as “Tax Choice” by adding the premium amount to gross income, then payroll-deduct the amount. The employee’s net expense for coverage is the income tax on the premium.

FCMM Benefits serves ministry staff, in partnership with employing ministry organizations, by providing benefits that promote financial and personal wellness at an excellent value.



FCMM exists to enable pastors, staff members, and missionaries to serve Christ throughout their lives by assisting employing ministry organizations in providing retirement and other benefits.



FCMM (“Free Church Ministers’ and Missionaries”) serves as the church benefits organization of the Evangelical Free Church of America



**FCMM Benefit Plan -
Long Term Disability (LTD) and
Life/AD&D Insurance**

FCMM • 901 East 78th Street • Minneapolis, MN 55420

www.fcmmbenefits.org • (800)995-5357
Retirement Plan: fcmm@fcmmbenefits.org
Benefit Plan (LTD & Life/AD&D) or Payroll
Service: benefits@fcmmbenefits.org





The FCMM Benefit Plan gives churches the opportunity to provide Long Term Disability Insurance and Term Life/AD&D Insurance for staff members, specifically crafted for the unique needs of ministers and church staff.

The Benefit Plan is made available through the church as a group insurance plan. As part of this plan, both the LTD and Life/AD&D coverages must be elected when enrolling.

Premium payments are detailed on a quarterly invoice sent to the church and paid through the employer.

More information regarding eligibility, waiting periods, detailed plan documents, Employer Benefit Agreement, and the enrollment packet are available at the Benefit Plan Document Collection link on the FCMM website: www.fcmmbenefits.org/documents.

Email benefits@fcmmbenefits.org for more assistance.

Basic Features - Long Term Disability Insurance

- In the event of a qualifying disability, the LTD policy will pay the individual 60% of his or her qualified monthly salary, up to a maximum benefit of \$8,500 per month.
- A Spousal Disability Rider is included, offering a benefit of up to \$1,500 per month for up to 24 months.
- Definition of disability is based on the inability to perform duties of the staff member's "own occupation" for the first three years of disability. (This contrasts to a lesser coverage of "any occupation" in many plans.)
- For calculation of the eligible compensation base for benefits, the housing allowance of qualifying pastors is included. This provision, not usually found in standard LTD plans, has been specifically tailored to benefit churches and clergy.
- In the event of a disability, the source of the premium payment determines the tax status of benefits. Benefit payments are taxable income when the coverage has been provided as a non-taxed employee benefit and are non-taxable income when paid by the employee from taxable income via payroll deduction.
- Some pre-existing condition limitations apply.

Basic Features - Life/Accidental Death and Dismemberment Insurance

- Coverage volume options are either \$10,000 or \$50,000 in term life plus accidental death and dismemberment (AD&D) insurance.
- Life and AD&D Coverage is reduced to \$6,500 or \$32,500 starting at age 70, and to \$5,000 or \$25,000 starting at age 75, depending on enrolled volume.
- Premiums are a flat annual rate, not age-based
- Accelerated Benefit Available: payment of death benefit as a result of a terminal illness which reduces life expectancy to less than 12 months.

Full plan details are included in the plan certificates.

