

36—MONTHLY INCOME BENEFIT INFORMATION

The FCMM Retirement Plan offers an *in-plan* method of converting some or all of your retirement account assets into monthly income:

FCMM MONTHLY INCOME BENEFIT (often referred to as “annuity”)

Any money a participant has in the Retirement Plan can be turned into a Monthly Income Benefit at retirement at the flexible return rate in effect at that time. The rate is a minimum 2% plus a variable factor that may be adjusted by the FCMM Board of Trustees. Since 2019, that variable rate has been 2%, for a total of 4% (2% plus 2%). The variable portion of each year's benefit class can be revised as determined by the FCMM Board considering economic factors and market performances.

The Monthly Income Benefit provides income as long as one lives, as long as a spouse lives, or as long as the period chosen, depending on the participant's selection of options at the time of annuitizing and the flexible rate of return at that time.

Important for missionaries and ministers, only a church plan like FCMM can designate retirement distributions as housing allowance. Not only FCMM's Monthly Income Benefit, but any other form of distribution from your account offers this feature.

HOW IS A MONTHLY BENEFIT AMOUNT DETERMINED FOR THE RETIREMENT PLAN?

When a Member is ready to begin drawing a Monthly Income Benefit, a number of factors are used to determine the amount of the monthly payment: the value in the participant's account, the age of the participant, the age of the participant's spouse when applicable, current actuarial figures, the interest rate, and the type of benefit selected. The monthly benefit is calculated using these factors to determine an actuarially sound amount based on long-term investment performance.

Actuarial tables on which the benefit is based are periodically revised to better reflect lifespan averages. The key advantage of the FCMM Monthly Income Benefit is provision of monthly income throughout the Member's life, or extending through the life of a surviving spouse in the case of Joint & Full or Joint & 2/3s. At death of the Member annuitant (or spouse if applicable), there is no remainder that is inheritable or transferable. The assets are owned by FCMM's Annuity Reserve Fund as the portfolio pool that is designed to produce lifetime income benefits for all current annuitants.

Upon timely request, forms containing detailed information will be sent to the Member for completion to select the MIB Option for payments.

FCMM Monthly Income Benefit Options

Single Life: Payments continue only as long as you live. Upon death there is no estate residue.

Five Year Certain: Payments continue as long as you live. If death occurs prior to having lived the full five years of retirement, payments would continue to your beneficiary for the balance of the months from your death to the end of the five-year period and would provide no payments beyond the five years.

Ten Year Certain: The same as the Five Year option except the limiting factor is ten years instead of five.

Joint and 2/3: Payments continue for as long as you and your spouse live. Upon the death of either one of you the payments continue but at the reduced rate of 2/3's of the full amount.

Joint and Full: Payments continue for as long as either of you lives.

WHAT IF I DON'T WANT ANY OR ALL MY RETIREMENT FUNDS IN A MONTHLY INCOME BENEFIT?

FCMM Members who have funds in the Retirement Plan investment options (Options C-J) have various flexible choices in how they draw retirement distributions. Thus, a participant can take that money in a "lump sum" distribution or leave the money within FCMM for continued investment growth, drawing on it as needed. Any money remaining in investment Options with FCMM (not applied to a Monthly Income Benefit) is inheritable should the participant pass away prior to drawing out all these resources. The IRS mandates Required Minimum Distributions (RMD) annually starting with a required beginning date (RBD: age 73 currently; RBD increases to age 75 in 2033). The RMD calculation is based on IRS tables for pre-tax funds not converted to a Monthly Income Benefit.

Members may wish to seek professional financial counsel in determining a personal investment strategy that will eventually provide a desired retirement benefit distribution—a monthly benefit on the entire value in the participant's account, a monthly benefit on a portion of the account, or no monthly benefit at all.

AM I REQUIRED TO TAKE OPTION C MONEY AS A MONTHLY INCOME BENEFIT?

No. While you may choose to convert funds in the FCMM Lifetime Fund (Option C) to a Monthly Income Benefit at full accrued value, you may otherwise choose to take single or recurring distribution(s), subject to a Fair Market Value (FMV) adjustment if in effect at that time. For example, if the market value of Option C investments stood at 98%, a choice to withdraw or rollover would result in receiving 98% of the requested amount. (No FMV adjustment is applied when electing a Monthly Income Benefit from Option C, therefore 100% is factored into the benefit.) For an eligible clergy staff member, transferring funds out of FCMM into some other retirement vehicle will likely result in loss of the clergy housing allowance tax benefit.

The FCMM Retirement Plan Document, as well as the abbreviated Summary of Important Plan Features (Form 38) are posted on the FCMM website.