

FORM 40: PERFORMANCE REPORT FOR DECEMBER 31, 2024

The FCMM Retirement Plan enables ministry staff to develop a successful retirement life plan with a reliable source of retirement savings and income from money deposited by employing ministry organizations.

FCMM operates the FCMM Retirement Plan, a 403(b)(9) defined contribution church plan that includes seven different investment Options, comprising both FCMM managed funds and mutual funds for investment selection. The Plan is administered in accord with the tenets and polity of the Evangelical Free Church of America.

Of the investment Options, three are FCMM managed funds: Options C, D and E. Assets of these funds are pooled and managed according to fund objectives. Each participating investor has a proportionate share of the fund, which value is calculated monthly. FCMM funds do not directly invest in securities in which the corporate entity is recognized by FCMM to have significant involvement in products, services, or activities that are incompatible with the moral and ethical tenets and values of the Evangelical Free Church of America. These positive values include pro-family and pro-life matters, and exclude substantial investment in industries of beverage alcohol, tobacco, pornography, gambling, and abortion.

Individual performance reports for Option F (American Funds), Option G (Vanguard funds), and Option J (GuideStone funds, Eventide funds, and Timothy Plan funds) are available through the participant account access website. The current interest rate of Option H (Adjustable Rate Investment through Christian Investors Financial) is available at www.christianinvestors.org/403b.

RETIREMENT PLAN INVESTMENT OPTIONS

FCMM Lifetime Fund—Option C

This collective fund has an investment strategy designed to build steady long-term performance. The earnings rate is determined by the FCMM trustees. The fund is structured to offer reliable value towards a monthly income benefit (in-plan "annuity") for which 100% of accrued value can be applied. When transferred to another Option or taken as cash ("lump sum"), a fair market value (FMV) adjustment may be applied. At the date of this report, the FMV adjustment was 0% (i.e. market value is not less than accrued value). As of December 31, 2024, Option C investments consisted of US equities (38.0%), US core fixed income (16.9%), US short term fixed income (8.5%), US opportunistic fixed income (8.5%), non-US equities (8.0%), hedge funds (7.0%), private equity (6.9%), alternatives (6.1%), and money market funds (.1%). Costs, including investment expense and FCMM operating cost (0.74%) are deducted before stated returns to members. Earnings rate for 2025 is the announced prospective rate.

Option C Asset Allocation



Annual Earning %	2025	2024	2023
Option C Investor Rate	4.0	6.0	2.0
	2022: 4.0%	2021: 8.0%	

FCMM Managed Stock Fund—Option D

Option D is a managed, diversified stock portfolio. As of December 31, 2024, Option D investments consisted of US equities (78.3%), non-US equities (21.4%), and money market (0.3%). The portfolio returns, but not the benchmark, are net of all investment fees. FCMM investment and operating costs (0.74%) are charged after these portfolio returns; the member's posted account earnings reflect the net earnings after all costs.

Annual Return %	1 Yr	3 Yr	5 Yr
Option D Investor Net	18.41	6.24	10.23
Equity IPS Benchmark	19.08	6.26	11.43

FCMM Managed Bond/Income Fund—Option E

Option E is a managed, diversified portfolio for bonds and income. As of December 31, 2024, the Option E investments were made up of US core fixed income (43.0%), US short term fixed income (23.8%), US opportunistic fixed income (19.7%), hedge funds (6.1%), alternatives (4.0%), and money market funds (3.5%). The portfolio returns, but not the benchmark, are net of all investment fees. FCMM investment and operating costs (0.74%) are charged after these portfolio returns; the member's posted account earnings reflect the net earnings after all costs.

Annual Return %	1 Yr	3 Yr	5 Yr
Option E Investor Net	3.67	-.16	1.23
Bond IPS Benchmark	2.47	-.83	.33

FCMM Funds are managed by registered investment advisors selected and monitored by the Trustees of FCMM. They are designed for returns comparable to the appropriate financial indexes.

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Self-Selected Mutual Funds—Option F, G & J

Overall performance reports for any of these mutual funds may be found on the respective websites of American Funds (Option F), www.americanfunds.com, Vanguard Funds (Option G), www.personal.vanguard.com, Timothy Plan Funds (Option J), www.timothyplan.com, and GuideStone Funds (Option J), www.guidestonefunds.com.

Adjustable Rate Investment—Option H

This option is invested in an adjustable rate investment certificate with Christian Investors Financial (CIF). Current rate information is available at www.christianinvestors.org/403b; after selecting state, click the “Download Resource” link for Interest Rate sheet.

Past performance does not guarantee future results. Investment return and principal value will fluctuate so that a member's value may be worth more or less than their original contributions as stated in the various portfolio descriptions.

IRS CONTRIBUTION LIMITS

The IRS limits the amounts that can be contributed to retirement plans annually.

- The **overall limit** [415(c)] is the total of employer and employee salary deferral contributions. *Your personal limit is capped at the lesser of the IRS stated dollar amount or your includible compensation (excludes housing allowance).*
- The employee **salary deferral limit** [402(g)] covers all pre-tax and Roth deferrals to all 403(b) and 401(k) plans.
- The **age 50 catch-up limit** [414(v)] allows Members who turn age 50 or older during the calendar year to make additional deferral contributions up to the catch-up limit.

For current year information, please visit the homepage of the FCMM website.

RETIREMENT PLAN FEE INFORMATION

FCMM provides high quality investment managers, continuous asset allocation rebalancing, and administrative and legal services for the local church's participation. The costs as a retirement plan are competitive with other investment funds. The annual Form 41 Retirement Plan Fees document, available at fcmmbenefits.org, gives more detailed information.

ONLINE ACCESS

Members may view their Retirement Plan investment accounts online and change allocations within mutual fund families (i.e. among the mutual funds offered within an Option, for Options F, G, & J). Moving funds between Options requires submitting Form 15 or Form 16 (Roth-designated funds).

Mutual funds (Options F, G, & J) are valued daily and transactions are posted as completed. FCMM-Managed Funds (Options C, D, E, & H) are **Collective funds** whose values and combined transactions are updated once monthly, normally by the third week of the following month. Contributions, earnings, transfers, and distributions are listed as monthly totals for transaction types in the Option, rather than detailed entries of each transaction.

Annuity Reserve Fund

Any funds invested in the Retirement Plan may be converted to a Monthly Income Benefit (in-plan “annuity”) upon election by the participant. Each Plan Year annuity is considered a separate annuity class with a distinct variable interest rate and specific mortality table. These benefits are managed through a separate Annuity Reserve Fund with a specific long-term investment strategy and actuarial basis. While a responsibly funded plan's ratio may vary over time due to market and economic conditions, a funded ratio of 80% or more is considered to be healthy. At the date of this report, the Annuity Reserve Fund is fully (100%) funded. As of December 31, 2024, the Annuity Fund portfolio was made up of AXA Equitable Annuity (36.3%), hedge funds (12.2%), private equity (12.2%), US short term fixed income (9.4%), opportunistic fixed income (9.3%), alternatives (8.8%), money market funds (7.2%), and US core fixed income (4.6%).