



**FORM 40: PERFORMANCE REPORT FOR DECEMBER 31, 2015**

*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 two retirement income plans. The Retirement Plan is a 403(b)(9) defined contribution church plan and includes seven different investment options. FCMM also operates the legacy Pension Plan (Option A) which is a 401(a) defined benefit plan.

**Retirement Plan**

Of the seven different investment options in the Retirement Plan, three are FCMM managed funds: Options C, D and E. These funds use an asset allocation model of investing. Participation in FCMM gives an individual access to well-balanced investment options with some major tax advantages. FCMM invests your money in portfolios which are rebalanced to reflect current market conditions. These FCMM plan portfolios include a Stock Portfolio and a Bond Portfolio. An additional operational portfolio, the FCMM-Managed Portfolio, serves cash flow needs.

Individual performance reports for Option F (American Funds), Option G (Vanguard funds), and Option J (Timothy Plan funds and GuideStone funds) are available through the participant account access website. The interest rate of Option H (Adjustable Rate Investment through Christian Investors Financial) is available at [www.christianinvestors.org](http://www.christianinvestors.org) by viewing the 403(b)(9) listing at the Rates tab.

**RETIREMENT PLAN INVESTMENT OPTIONS**

**Conservative Growth with Annuity Benefit—Option C**

This option invests in the FCMM Stock Portfolio and FCMM Bond Portfolio. Option C has a long time horizon. This option is designed to level out the ups and downs of the market and to be annuitized at retirement. If Option C money is taken as cash (“lump sum”), a fair market value assessment may be applied. Funds in Option C are currently receiving a 3% return.

Option C Asset Allocation



	2015	2014
<b>Option C Rate</b>	3.00	3.00

**Moderate Growth Stock Fund—Option D**

100% of Option D is invested in the FCMM Stock portfolio. On December 31, 2015, the Option D Portfolio consisted of Large Cap Core (10%), Large Cap Growth (26%), Large Cap Value (27%), International (21%), MLP Strategy (8%), Hedge (7%), REIT (1%).

FCMM owns no stocks in which the corporate entity has significant involvement in the following industries: alcoholic beverages, tobacco, pornography, gambling, or abortion. The trailing returns for the Stock Portfolio are shown in the table. These returns, but not the benchmark, are net of all investment fees. An additional cost for the FCMM office management fee was 58 basis points (.58%) in 2015.

	Annual %	1 Year	3 Year	5 Year
<b>Option D</b>		-2.58	8.07	5.84
<b>Equity IPS Benchmark</b>		-1.41	8.21	6.65

**Diversified Bond Fund—Option E**

This fund is invested in the FCMM Bond & Fixed Income Portfolio. As of December 31, 2015, the Option E portfolio was made up of Hedge Fund-Bonds (21.3%), Short Term Bonds (36.4%),

Doubleline Total Return (32.7%), and Foreign Bond Fund (9.6%). Bonds can be used as a “core” investment to build the foundation of a balanced portfolio and provide a counterbalance when combined with equities because bonds typically fluctuate less than stocks. Option E can gain or lose value depending on the economic climate. The trailing returns for the Bond Portfolio are shown in the table. These returns, but not the benchmark, are net of all investment fees. An additional cost for the FCMM office management fee was 58 basis points (.58%) in 2015.

	Annual %	1 Year	3 Year	5 Year
<b>Option E</b>		0.10	1.16	4.03
<b>Bond IPS Benchmark</b>		-0.35	-0.38	2.39

*The above FCMM Trustee 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.*

## FORM 40: PERFORMANCE REPORT FOR DECEMBER 31, 2015 (PAGE 2)

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

These funds are available for both employer and employee contributions. Overall performance reports for any of these mutual funds will be found on the respective websites of American Funds (Option F), [www.americanfunds.com](http://www.americanfunds.com), Vanguard Funds (Option G), [www.personal.vanguard.com](http://www.personal.vanguard.com), Timothy Plan Funds (Option J), [www.timothyplan.com](http://www.timothyplan.com), and GuideStone Funds (Option J), [www.guidestonefunds.com](http://www.guidestonefunds.com).

### Adjustable Rate Investment—Option H

Available to employer and employee funds, this option is invested in an adjustable rate investment certificate with Christian Investors Financial (CIF). Effective February 1, 2016, the rate is 2.25% APR (2.28% APY). Current rate information is always available at [www.christianinvestors.org](http://www.christianinvestors.org); see the 403(b)(9) listing on the Rates tab.

*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 CODE SECTIONS 402(G) AND 415(C) CONTRIBUTION LIMITS

The lesser of \$54,000 or 100% of includible compensation (housing allowance is excluded) can be invested in the Plan for 2016. Within this amount a participant can elect to defer \$18,000 of annual compensation as salary deferral contributions. In 2016, a participant over age 50 can make salary deferral contributions up to \$6,000 above these limits. These limits apply to the total of all contributions to all 403(b) plans participated in and are adjusted annually by the IRS.

### RETIREMENT PLAN ANNUITY

The Retirement Plan adjustable annuity begins with a base investment return of 2% per year along with an adjustable portion established every year by the FCMM Board of Trustees. That amount is currently set at 3%, making the total return 5% for annuities. This annuity will only be adjusted after a major market downturn. Annual bonuses can be given. Alternatively, distributions can be taken without annuitizing directly from Options D, E, F, G, H, and J. Eligible clergy participants can use the housing allowance exclusion for all distributions.

### 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.

Investments in all FCMM-Managed funds (Options C, D, E) have transaction and investment management costs charged by the investment advisor and managers. These fees are deducted before returns are reported. Proportional operational costs (i.e. administration, legal, compliance, customer service) for the FCMM Retirement Plan are charged pro-rata to each Option. The operational costs in 2015 were 58 basis points (.58%). Similar costs are expected during 2016. There are no other sales commissions, charges, loads, 12b-1 fees, or taxes. No fees are charged directly to the employer.

For mutual funds (Options F, G, and J), the following fees are paid after reported returns, assessed quarterly to the participant's account: (1) An annual online account maintenance fee of \$18; (2) A FCMM management fee of 48 basis points (.48%) annually.

The earnings rate received by the investor in the Adjustable Rate Investment (Option H) is set by Christian Investors Financial. CIF pays an administrative fee to FCMM. Participants incur no fees on their investment.

### Pension Plan (Option A)

The Defined Contribution Pension Plan has been closed to new contributions since 2004. The plan is invested in the FCMM-managed stock and bond portfolios and in an AXA Equitable Annuity. The reported participant balance represents the value of the pension to be annuitized at age 65, with actuarial adjustment for earlier or later commencement of monthly benefit payment. Since December 31, 2014, non-annuitized values have been kept constant. At present, monthly payout calculations are based on a 6% rate over the actuarial life of the annuitant. Payment of the annuity is based on the pension plan's market returns. The plan is currently about 70% funded and annuity payments may need to be adjusted in the future. The Board of Trustees is authorized to make any adjustments necessary to keep the pension plan solvent.

For a more detailed report of FCMM's fee information, see FCMM Fees (Form 41) available at [fcmmbenefits.org](http://fcmmbenefits.org).