

FREE CHURCH MINISTERS' AND
MISSIONARIES' RETIREMENT
PLANS AND FCMM BENEFITS

Financial Statements
With Independent Auditors' Report

December 31, 2021

**FREE CHURCH MINISTERS' AND MISSIONARIES'
RETIREMENT PLAN AND
FCMM BENEFITS**

Table of Contents

	<u>Page</u>
Independent Auditors' Report	1
Financial Statements	
Statements of Net Assets Available for Benefits – Retirement Plan	3
Statements of Changes in Net Assets Available for Benefits – Retirement Plan	4
Statements of Accumulated Plan Benefits	5
Statements of Changes in Accumulated Plan Benefits	6
Statements of Net Assets Available for Benefits – FCMM Benefits	7
Statements of Changes in Net Assets Available for Benefits – FCMM Benefits	8
Notes to Financial Statements	9
Supplemental Information	
Independent Auditors' Report on Supplemental Schedules	21
Schedule of Net Assets Available for Benefits – Retirement Plan	22
Schedule of Changes in Net Assets Available for Benefits – Retirement Plan	23

INDEPENDENT AUDITORS' REPORT

Board of Trustees
Free Church Ministers' and Missionaries' Retirement Plan and
FCMM Benefits
Minneapolis, Minnesota

Opinion

We have audited the accompanying financial statements of the Free Church Ministers' and Missionaries' Retirement Plan, which comprise the statements of net assets available for benefits and of accumulated plan benefits as of December 31, 2021 and 2020, and the related statements of changes in net assets available for benefits and of changes in accumulated plan benefits for the years then ended, and the accompanying financial statements of FCMM Benefits, which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits and of accumulated plan benefits of the Free Church Ministers' and Missionaries' Retirement Plan as of December 31, 2021 and 2020, and the changes in net assets available for benefits and of changes in accumulated plan benefits for the years then ended, and the net assets available for benefits of FCMM Benefits as of December 31, 2021 and 2020, and the changes in net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Free Church Ministers' and Missionaries' Retirement Plan and FCMM Benefits, and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Free Church Ministers' and Missionaries' Retirement Plan and FCMM Benefits' ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Board of Trustees
Free Church Ministers' and Missionaries' Retirement Plan and
FCMM Benefits
Minneapolis, Minnesota

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Free Church Ministers' and Missionaries' Retirement Plan and FCMM Benefits' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Free Church Ministers' and Missionaries' Retirement Plan and FCMM Benefits' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Capin Crouse LLP

Naperville, Illinois
May 20, 2022

**FREE CHURCH MINISTERS' AND MISSIONARIES'
RETIREMENT PLAN AND FCMM BENEFITS**

Statement of Net Assets Available for Benefits – Retirement Plan

	December 31,	
	2021	2020
ASSETS:		
Investments:		
Pooled investments:		
Stock portfolio	\$ 119,383,485	\$ 102,992,430
Bond/income portfolio	41,014,475	35,964,883
Annuity reserve portfolio	33,472,065	30,286,973
	193,870,025	169,244,286
Non-pooled investments	167,775,809	140,397,522
Total investments	361,645,834	309,641,808
Cash	2,034,734	2,509,912
Contributions receivable	-	370,885
Prepaid expenses and annuity payroll	479,836	407,185
Accrued participant fee income	283,362	213,045
	364,443,766	313,142,835
LIABILITIES:		
Accounts payable and accrued expenses	82,891	69,965
Due to FCMM Benefits	135,756	110,378
	218,647	180,343
Net Assets Available for Benefits:		
Contingency reserves	1,100,000	500,000
Available for benefits	363,125,119	312,462,492
	\$ 364,225,119	\$ 312,962,492
	\$ 364,225,119	\$ 312,962,492

See notes to financial statements

**FREE CHURCH MINISTERS' AND MISSIONARIES'
RETIREMENT PLAN AND FCMM BENEFITS**

Statement of Changes in Net Assets Available for Benefits – FCMM Benefits

	Year Ended December 31,	
	2021	2020
ADDITIONS TO NET ASSETS:		
Investment income:		
Net appreciation in fair value	\$ 41,809,630	\$ 30,030,966
Dividends and interest	4,118,677	4,321,963
	45,928,307	34,352,929
Less investment expenses:		
Consulting and fund management fees	366,043	320,517
	45,562,264	34,032,412
Employer contributions	10,147,931	9,689,641
Employee contributions	8,601,710	7,806,974
Roll-in contributions	1,248,886	1,696,129
	65,560,791	53,225,156
Total Additions	65,560,791	53,225,156
DEDUCTIONS FROM NET ASSETS:		
Benefits paid to participants:		
Annuity and recurring payments	4,831,786	4,522,718
Roll-out payments	6,333,756	6,178,106
Withdrawals and one-time payments	2,562,210	2,892,359
	13,727,752	13,593,183
Administrative fees	720,412	929,647
	14,448,164	14,522,830
Total Deductions	14,448,164	14,522,830
Net increase before transfers	51,112,627	38,702,326
Transfer from FCMM Benefits	150,000	150,000
	51,262,627	38,852,326
Net Increase	51,262,627	38,852,326
Net Assets Available for Benefits:		
Beginning of Year	312,962,492	274,110,166
	312,962,492	274,110,166
End of Year	\$ 364,225,119	\$ 312,962,492
	\$ 364,225,119	\$ 312,962,492

See notes to financial statements

**FREE CHURCH MINISTERS' AND MISSIONARIES'
RETIREMENT PLAN AND FCMM BENEFITS**

Statement of Accumulated Plan Benefits

	December 31,	
	2021	2020
Actuarial Present Value of Accumulated Plan Benefits (Annuity Reserve Fund):		
Vested benefits:		
Participants currently receiving payments	\$ 31,792,669	\$ 32,438,102
Nonvested benefits	-	-
Total Actuarial Present Value of Accumulated Plan Benefits (Annuity Reserve Fund)	\$ 31,792,669	\$ 32,438,102

See notes to financial statements

**FREE CHURCH MINISTERS' AND MISSIONARIES'
RETIREMENT PLAN AND FCMM BENEFITS**

Statement of Changes in Accumulated Plan Benefits

Year Ended December 31, 2021 and 2020

Actuarial Present Value of Accumulated Plan Benefits (Annuity Reserve Fund) at December 31, 2019	<u>\$ 32,564,388</u>
Increase (decrease) during the year attributable to:	
Increase for interest due to decrease in discount period	1,619,886
New annuity obligations	1,474,043
Benefits paid	<u>(3,220,215)</u>
Net decrease	<u>(126,286)</u>
Actuarial Present Value of Accumulated Plan Benefits (Annuity Reserve Fund) at December 31, 2020	<u>32,438,102</u>
Increase (decrease) during the year attributable to:	
Increase for interest due to decrease in discount period	1,258,146
New annuity obligations	1,357,813
Benefits paid	<u>(3,261,392)</u>
Net decrease	<u>(645,433)</u>
Actuarial Present Value of Accumulated Plan Benefits (Annuity Reserve Fund) at December 31, 2021	<u><u>\$ 31,792,669</u></u>

See notes to financial statements

**FREE CHURCH MINISTERS' AND MISSIONARIES'
RETIREMENT PLAN AND FCMM BENEFITS**

Statement of Net Assets Available for Benefits – FCMM Benefits

	December 31,	
	2021	2020
ASSETS:		
Cash	\$ 320,198	\$ 408,130
Prepaid expenses and other assets	9,608	27,782
Due from FCMM Retirement Plan	135,756	110,378
Goodwill, net	495,900	551,000
	961,462	1,097,290
LIABILITIES:		
Due to related party	164,513	133,709
Deferred revenue	195,597	192,019
Accounts payable	-	447
Paycheck Protection Program loan	-	214,034
	360,110	540,209
Net Assets Available for Benefits	\$ 601,352	\$ 557,081

See notes to financial statements

**FREE CHURCH MINISTERS' AND MISSIONARIES'
RETIREMENT PLAN AND FCMM BENEFITS**

Statement of Changes in Net Assets Available for Benefits – FCMM Benefits

	Year Ended December 31,	
	2021	2020
ADDITIONS TO NET ASSETS:		
Premium contributions	\$ 773,235	\$ 753,723
Fees and other	42,695	36,282
Paycheck Protection Program loan forgiveness	216,000	-
Total Additions	1,031,930	790,005
DEDUCTIONS FROM NET ASSETS:		
Premium fees	448,385	432,443
Compensation	270,829	267,219
Administration and other	118,445	64,259
Total Deductions	837,659	763,921
Net Increase Before Transfers	194,271	26,084
Transfer to FCMM Retirement Plan	(150,000)	(150,000)
Net Increase (Decrease)	44,271	(123,916)
Net Assets Available for Benefits:		
Beginning of Year	557,081	680,997
End of Year	<u>\$ 601,352</u>	<u>\$ 557,081</u>

See notes to financial statements

FREE CHURCH MINISTERS' AND MISSIONARIES' RETIREMENT PLAN AND FCMM BENEFITS

Notes to Financial Statements

December 31, 2021 and 2020

1. DESCRIPTION OF ORGANIZATION:

FCMM is incorporated as the church benefits board of the Evangelical Free Church of America (EFCA), and is exempt from income tax under Section 501(c)(3) of the U.S. Internal Revenue Code (the Code). FCMM serves as the trustee and fiduciary of the Free Church Ministers' and Missionaries' Retirement Plan (Plan). FCMM Benefits sponsors and administers employee benefits and other programs for churches and other employing organizations that are associated with or share common bonds of faith with the EFCA.

The following brief description of the Plan and FCMM Benefits is provided for general information purposes only. Participants should refer to the Plan documents for more complete information.

GENERAL – FCMM RETIREMENT PLAN

The Plan covers ministers, missionaries and other eligible persons affiliated with the EFCA, and is a Section 403(b)(9) Church Plan, also known as a church retirement income account. It operates as a defined contribution plan. Established in 2004, the Plan provides retirement income and benefits, including options of lump sum withdrawals or lifetime monthly income. Since the Plan is church related, they are not subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). FCMM became incorporated on August 1, 2012, in the State of Minnesota.

The Plan offers three FCMM-provided options (Options C, D and E), three participant-directed mutual fund options (Options F, G, and J), investment at Christian Investors Financial (Option H), and an in-plan annuity for retirement income (Annuity Reserve Fund). The Plan's FCMM-provided funds and annuity pool investments are invested using four investment portfolios managed by investment advisors selected and overseen by the Trustees of FCMM and a management portfolio: (1) a Lifetime Fund invested in stocks, bonds and alternative investments using an asset allocation model; (2) a Managed Stock Fund; (3) a Managed Bond/Income Fund; and (4) an Annuity Pool invested in fixed income and alternative investments.

The stock and income portfolios gains and/or losses over any given month are distributed to the options based on their actual value at the beginning of each month. After the gains and/or losses are distributed, any expenses, transfers or withdrawals are added to the accounts, and an end-of-month balance is calculated for each option. All expenses are distributed based on the asset value of each option after the gains or losses are calculated.

FREE CHURCH MINISTERS' AND MISSIONARIES' RETIREMENT PLAN AND FCMM BENEFITS

Notes to Financial Statements

December 31, 2021 and 2020

1. DESCRIPTION OF ORGANIZATION, continued:

GENERAL – FCMM BENEFITS

FCMM also provides affordable long-term disability group coverage to pastors and support staff serving in EFCA churches. This coverage is intended to ensure the continuation of a portion of an employee's salary should a disability occur. In 2014, a \$10,000 term life policy and AD&D insurance benefit were added. In 2020, FCMM added a \$50,000 term life option. Eligible participants must be in active employment at least 25 hours per week at an EFCA church or organization in the United States. FCMM acquired the Long Term Disability Insurance program (LTD Insurance) from the EFCA on April 1, 2013. A payroll service was added in 2015. Health insurance, through cooperation between FCMM and Guidestone Financial Resources, became available to all EFCA churches in 2015. Additionally, long term care insurance, through cooperation between FCMM and Newman Long Term Care, became available to staff members of EFCA churches in 2017. FCMM has no liability for the health insurance or long term care options, as participants are required to enroll directly with Guidestone or Newman Long Term Care, respectively.

INVESTMENT OPTIONS

The Plan currently offers the following investment options:

Option C – FCMM Lifetime Fund: This fund uses a mix of the stock and bond portfolios with an investment strategy designed to build consistent long-term growth through a professionally designed asset allocation plan. The rate of return is applied by the Trustees of FCMM and may be positive or negative in any calendar year. The rate of return to members during 2021 and 2020 was 2.0%. This rate may be modified in the future, but it allows one to anticipate what an eventual retirement benefit might look like at some future point of time. At retirement, one may apply the full value of this fund towards an annuity benefit. If one chooses to withdraw this fund as a "lump sum," a Fair Market Value adjustment may be applied to determine the actual amount that can be withdrawn.

Option D – FCMM Managed Stock Fund: This fund is invested in the stock portfolio. It is generally more aggressive in approach than the FCMM Lifetime Fund (Option C). It offers the potential of a greater average return over the years than Option C while also carrying a greater risk factor for the participant. The value of this account is more volatile in moving with market trends and more difficult to estimate long term.

Option E – FCMM Managed Bond/Income Fund: This fund is invested in the bond portfolio. Option E can gain or lose value depending on the economic climate. Bond funds are subject to interest-rate risk, which means that bond values move in the opposite direction of interest rates. When interest rates rise, the price of existing bonds and bond fund shares generally will decline. Conversely, when interest rates fall, the price of bonds and bond fund shares generally will rise.

FREE CHURCH MINISTERS' AND MISSIONARIES' RETIREMENT PLAN AND FCMM BENEFITS

Notes to Financial Statements

December 31, 2021 and 2020

1. DESCRIPTION OF ORGANIZATION, continued:

INVESTMENT OPTIONS, continued

Options F, G and J – Self-Directed Mutual Funds: These options allow a participant to “self direct” contributions to mutual fund choices managed by American Funds (Option F), Vanguard Funds (Option G) and/or Biblically responsible funds (Option J). Those who invest in these three options through FCMM will not have any upfront load fees. Financial advice is available to help in choosing FCMM and/or American Funds and Biblically responsible funds. Vanguard is designed for the advanced investor who makes his/her own investment decisions.

Option H – Adjustable Rate Investment: This option allows participants to invest in an adjustable interest rate investment certificate with Christian Investors Financial (CIF). The rate can be adjusted by CIF the first of any month. CIF provides real estate loans to EFCA affiliated churches and ministries, so in addition to earning a competitive rate of interest and providing for capital preservation, investment dollars in this option will also help expand EFCA ministries. CIF pays the administrative fees to FCMM, so there are no fees paid by the participants on the dollars invested in this option. Prospective investors should refer to CIF’s current Offering Circular for risk factors and other information needed to make an informed investment decision. Current interest rate information is available at www.ChristianInvestors.org.

CONTRIBUTIONS

Participating employers may, at their sole discretion, make employer contributions on behalf of eligible employees. Employer contributions may be in the form of a nonelective contribution or a contribution matching a salary deferral contribution, or both. Participants can choose to have these contributions deposited into investment options C, D, E, F, G, H or J.

Employees may make salary deferral contributions on either a pre-tax basis or as Roth contributions. The Plan also permits rollover contributions subject to any applicable legal restrictions. Participants can choose to have these contributions deposited into investment options C, D, E, F, G, H or J.

The Annuity Reserve Fund is not available for current participant investment election, but is used by FCMM to account for the value of a participant's account who selects an annuity payment through FCMM at retirement. Contributions are subject to certain limitations prescribed by law.

RETIREMENT BENEFITS

Beginning any time after age 59½, participants in the Plan may choose a Monthly Income Benefit (MIB or "in-plan annuity"), or recurring withdrawals, or a distribution according to Required Minimum Distribution rules. The MIB uses a 2.0% base interest rate plus a variable interest rate and the applicable mortality table. The interest rate and mortality table to be used are determined by FCMM. In 2021 and 2020, the rate was 2.0%, based on the RP-2017 Mortality Tables. Participants in Options C, D, E, F, G, H and J can take their current cash value as a cash distribution or as an annuity as described above. Option C cash distributions may be adjusted to reflect market value.

FREE CHURCH MINISTERS' AND MISSIONARIES' RETIREMENT PLAN AND FCMM BENEFITS

Notes to Financial Statements

December 31, 2021 and 2020

1. DESCRIPTION OF ORGANIZATION, continued:

TERMINATION OF EMPLOYMENT

A participant who leaves the employment of a qualified employer may continue with their account, but may not receive contributions, unless subsequently employed by a participating employer. Any form of qualified distribution may be requested.

An inactive participant, who has left the employment of a qualified employer for reasons other than retirement, may apply for complete termination of participation in the Plan and receive rollover benefits based on the present value of their accounts. Rollover benefits are payable only to plans qualified under the income tax laws of the United States or Canada.

INCOME TAX STATUS

The Internal Revenue Service (IRS) has determined and informed FCMM by a letter dated January 31, 1972, that the Plans and related trust is designed in accordance with applicable sections of the Code. The Plan has been amended since receiving the determination letter. The Plan administrator, other management and the Plan's counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

2. SIGNIFICANT ACCOUNTING POLICIES:

BASIS OF ACCOUNTING

The accompanying financial statements are prepared on the accrual basis of accounting.

USE OF ESTIMATES

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

INVESTMENT VALUATION AND INCOME RECOGNITION

Investments are dispersed across different economic areas and different geographic regions. Marketable securities are valued at quoted prices in active markets for identical assets. AXA Equitable Accumulator Variable Deferred Annuities are recorded at the fair value of the mutual funds underlying the contract. Other investments include alternative investments and CIF certificates. Alternative investments are valued based upon the net asset value of each fund as a practical expedient to fair value. CIF certificates are recorded at cost plus accrued interest. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

FREE CHURCH MINISTERS' AND MISSIONARIES' RETIREMENT PLAN AND FCMM BENEFITS

Notes to Financial Statements

December 31, 2021 and 2020

2. SIGNIFICANT ACCOUNTING POLICIES, continued:

NET APPRECIATION OR DEPRECIATION IN FAIR VALUE OF INVESTMENTS

In accordance with the policy of stating investments at fair value, the net change in appreciation or depreciation for the year is reflected in the statement of changes in net assets available for benefits. Net appreciation or depreciation includes realized and unrealized gains and losses on investments that were purchased, sold or held during the year.

GOODWILL

Goodwill relates to the purchase of the LTD Insurance program from the EFCA and is carried at the initial amount recorded at the time of the purchase, less amortization expense, which totaled \$55,100 and \$0 during the year ended December 31, 2021 and 2020, respectively.

DEFERRED REVENUE

Deferred revenue primarily relates to LTD Insurance premiums received in advance of the period to which the premiums relate. Revenue is recognized when the premiums are earned.

CONTRIBUTIONS

Contributions are allowed under the specific limitations for 403(b)(9) programs in the IRS Code as agreed upon by the participant and employing organization. Contributions to the Plan are subject to certain limitations in accordance with federal income tax regulations. Contributions received by the Plan within approximately two weeks after December 31 are recorded as contributions in the previous year if they related to the previous year payroll for the participating employers.

Premium payments for LTD insurance come from the participating employers. The local church board decides for each class of employees if the payment is an employee benefit (i.e., funded by the church as part of the compensation package) or a payroll deduction (i.e., funded by the employee).

PAYMENT OF BENEFITS

Benefit payments to participants in the Plan are recorded upon distribution or at the time of death. All benefit payments to participants in the LTD Insurance program are paid for by a third-party insurance company.

ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated Plan benefits are those estimated future periodic benefits that individual participants have accumulated under the Retirement Plan's provisions to services rendered by the employees to the valuation date. The actuarial present value of those accumulated plan benefits for the Annuity Reserve Fund was determined by FCMM management as of December 31, 2021 and 2020, using the same actuarial assumptions used by an external actuary for the year ended December 31, 2019. It is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as death, withdrawals or retirement) between the valuation date and the expected date of payment.

FREE CHURCH MINISTERS' AND MISSIONARIES' RETIREMENT PLAN AND FCMM BENEFITS

Notes to Financial Statements

December 31, 2021 and 2020

2. SIGNIFICANT ACCOUNTING POLICIES, continued:

ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS, continued

The significant actuarial assumptions used in the valuation as of December 31, 2021 and 2020, were (a) life expectancy of participants (the RP-2014 Mortality Tables with Projection Scale MP-2017 were used), (b) present value of annuities in payment, with payments payable at the beginning of each month, and (c) investment return. The assumed average rate of return was 5.13% for participants currently receiving payments. Anticipated administrative expenses associated with providing benefits are assumed to be met by investment earnings in excess of 5.13%.

3. PLAN TERMINATION:

In the event that the Plan terminates, the net assets of the Plan will be allocated to provide the following benefits in the order indicated:

- a) To provide for all participants and for beneficiaries of deceased participants, who are entitled at that time to receive benefit payments from the funds, the full value of their accrued and unpaid benefits to the extent not already provided for above.
- b) To provide for all participants the full value of their respective accrued benefits to the extent not provided for above.

In the event the funds shall not be sufficient to provide in full for all benefits specified in any one of the preceding categories, the benefits to be provided in that category shall be prorated in proportion to the value of the respective benefits which would be provided if the funds were sufficient.

4. RELATED PARTY TRANSACTIONS:

The Plan and FCMM Benefits reimburse the EFCA for their share of building operating costs, support services, postage, office supplies and other miscellaneous expenses provided by EFCA. FCMM's payroll is also processed through the EFCA payroll department for a fee. For the years ended December 31, 2021 and 2020, the total expenses to EFCA were \$115,620 and \$120,267, respectively. The balance due to the EFCA by FCMM Benefits at December 31, 2021 and 2020, totaled \$164,513 and \$133,709, respectively.

During the year ended December 31, 2020, as part of the response to the impact of the Coronavirus (COVID-19), the EFCA applied for a Paycheck Protection Program (PPP) loan, administered by the Small Business Administration (SBA), under the Coronavirus Aid, Relief, and Economic Security (CARES) Act, which was signed into law in March 2020. As FCMM employees are paid under the Employee Identification Number of the EFCA, FCMM was allocated \$214,034 of the PPP loan. The PPP loan provides for potential forgiveness up to the full amount of the loan provided EFCA/FCMM meet certain loan stipulations. During the year ended December 31, 2021, the PPP loan was fully forgiven by the SBA.

FREE CHURCH MINISTERS' AND MISSIONARIES' RETIREMENT PLAN AND FCMM BENEFITS

Notes to Financial Statements

December 31, 2021 and 2020

4. RELATED PARTY TRANSACTIONS, continued:

At December 31, 2021 and 2020, participants in Option H had \$4,569,632 and \$4,671,069, respectively, invested in certificates issued by CIF. CIF is a nonprofit, tax-exempt corporation whose board members are nominated by CIF and approved by the EFCA Board. CIF's purpose is to provide financing for the construction, remodeling, refinancing or purchase of church buildings and other projects for the EFCA, local churches of the EFCA and other affiliated organizations of the EFCA and like minded organizations throughout the United States.

5. INVESTMENTS:

All investments, except for a savings account, certain money market funds and certain other investments, are held in a combined investment pool which was established for the investment of assets of each of the Plan's Annuity Reserve Fund, and Options C, D and E. Each Option has an undivided interest in the pooled assets. At December 31, 2021 and 2020, each Option's interest in the investment pool was as follows:

	2021	2020
Annuity Reserve Fund	17%	18%
Option C	48%	49%
Option D	31%	29%
Option E	4%	4%
	100%	100%

Investment income and administrative expenses relating to the investment pool are allocated to the individual options based upon actual values at the beginning of the month.

FAIR VALUE MEASUREMENTS AND FAIR VALUE OF FINANCIAL INSTRUMENTS

The *Fair Value Measurements and Disclosures* topic of the Financial Accounting Standards Board Accounting Standards Codification (ASC), establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs are model-based techniques using significant assumptions that are not observable. These unobservable assumptions reflect estimates of assumptions that market participants would use. FCMM uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, FCMM measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs are only used when Level 1 or Level 2 inputs are not available.

FREE CHURCH MINISTERS' AND MISSIONARIES' RETIREMENT PLAN AND FCMM BENEFITS

Notes to Financial Statements

December 31, 2021 and 2020

5. INVESTMENTS, continued:

FAIR VALUE MEASUREMENTS AND FAIR VALUE OF FINANCIAL INSTRUMENTS, continued

The following table presents the fair value measurements of investments in the investment pool and the fair value measurements of investments held outside the investment pool at December 31, 2021:

	Total	Level 1	Level 2	Level 3
At Fair Value:				
Investments Held in Investment Pool:				
Equity mutual funds	\$ 51,723,260	\$51,723,260	\$ -	\$ -
Fixed income mutual funds	45,977,502	45,977,502	-	-
Money market funds	2,633,232	2,633,232	-	-
Common stocks	54,522,721	54,522,721	-	-
AXA Equitable (guaranteed minimum death benefit totaling \$21,612,023) *	21,490,277	21,490,277	-	-
Corporate bonds	946,556	-	946,556	-
Preferred stocks	80,999	80,999	-	-
Limited partnership	2,774,051	-	-	2,774,051
Total Pooled Investments at Fair Value	<u>180,148,598</u>	<u>176,427,991</u>	<u>946,556</u>	<u>2,774,051</u>
Investments Held Outside Investment Pool:				
American Funds (mutual funds)	77,712,068	77,712,068	-	-
Vanguard Funds (mutual funds)	79,609,317	79,609,317	-	-
Biblically Responsible Funds (mutual funds)	5,884,792	5,884,792	-	-
Total Investments Held Outside Investment Pool at Fair Value	<u>163,206,177</u>	<u>163,206,177</u>	<u>-</u>	<u>-</u>
Total Investments at Fair Value	<u>343,354,775</u>	<u>339,634,168</u>	<u>946,556</u>	<u>2,774,051</u>
Investments Held at Cost: **				
CIF certificates	4,569,632			
Cash	1,649,507			
	<u>6,219,139</u>			
Investments at Net Asset Value:				
Hedge funds	<u>12,071,920</u>			
Total Investments	<u>\$361,645,834</u>			

* Reflects the fair value of the mutual funds underlying the contract.

** Approximates fair value

FREE CHURCH MINISTERS' AND MISSIONARIES' RETIREMENT PLAN AND FCMM BENEFITS

Notes to Financial Statements

December 31, 2021 and 2020

5. INVESTMENTS, continued:

FAIR VALUE MEASUREMENTS AND FAIR VALUE OF FINANCIAL INSTRUMENTS, continued

The following table presents the fair value measurements of investments in the investment pool and the fair value measurements of investments held outside the investment pool at December 31, 2020:

	Total	Level 1	Level 2	Level 3
At Fair Value:				
Investments Held in Investment Pool:				
Equity mutual funds	\$ 52,222,294	\$52,222,294	\$ -	\$ -
Fixed income mutual funds	51,562,214	51,562,214	-	-
Common stocks	30,982,490	30,982,490	-	-
AXA Equitable (guaranteed minimum death benefit totaling \$21,459,067) *	19,088,247	19,088,247	-	-
Corporate bonds	1,325,994	-	1,325,994	-
Preferred stocks	76,236	76,236	-	-
Limited partnership	2,508,426	-	-	2,508,426
Total Pooled Investments at Fair Value	<u>157,765,901</u>	<u>153,931,481</u>	<u>1,325,994</u>	<u>2,508,426</u>
Investments Held Outside Investment Pool:				
American Funds (mutual funds)	67,269,601	67,269,601	-	-
Vanguard Funds (mutual funds)	63,708,477	63,708,477	-	-
Biblically Responsible Funds (mutual funds)	4,748,375	4,748,375	-	-
Total Investments Held Outside Investment Pool at Fair Value	<u>135,726,453</u>	<u>135,726,453</u>	<u>-</u>	<u>-</u>
Total Investments at Fair Value	<u>293,492,354</u>	<u>289,657,934</u>	<u>1,325,994</u>	<u>2,508,426</u>
Investments Held at Cost: **				
CIF certificates	4,671,069			
Cash	418,778			
	<u>5,089,847</u>			
Investments at Net Asset Value:				
Hedge funds	9,916,635			
Open-ended real estate fund	1,142,972			
	<u>11,059,607</u>			
Total Investments	<u>\$309,641,808</u>			

* Reflects the fair value of the mutual funds underlying the contract.

** Approximates fair value

FREE CHURCH MINISTERS' AND MISSIONARIES' RETIREMENT PLAN AND FCMM BENEFITS

Notes to Financial Statements

December 31, 2021 and 2020

5. INVESTMENTS, continued:

FAIR VALUE MEASUREMENTS AND FAIR VALUE OF FINANCIAL INSTRUMENTS, continued

Following is a description of the valuation methodologies used for instruments measured at fair value on a recurring basis and recognized in the accompanying statement of net assets available for benefits.

Level 1 - Fair values for stocks, money market funds, mutual funds and the AXA Equitable underlying securities are determined by reference to quoted market prices.

Level 2 - Fair values for corporate bonds are estimated using recently executed transactions, market price quotations and pricing models that factor in, where applicable, interest rates, bond or credit-default swap spreads and volatility.

Level 3 - Model-based techniques using significant assumptions that are not observable. These unobservable assumptions reflect estimates of assumptions that market participants would use.

FCMM made additional purchases of its limited partnership investment totaling \$118,713 and \$62,850 during the years ended December 31, 2021 and 2020, respectively. The limited partnership investment allows for semi-annual liquidity with 90 days notice, 18-24 month soft lock up, subject to a 5% early redemption fee, one-third or one-fifth, investor level gate.

The Plan uses the Net Asset Value (NAV) to determine the fair value for all investments which (a) do not have a readily determinable fair value and (b) prepare their financial statements consistent with the measurement principles of an investment company or have attributes of an investment company. The following table lists investments in other investment companies (in partnership format) by major category in accordance with the *Fair Value Measurements and Disclosure* topic of the ASC as of December 31, 2021:

	Fair Value at December 31,		Redemption Frequency
	2021	2020	
Hedge fund (a)	\$ 1,007,085	\$ 823,472	Quarterly, 70 days notice
Hedge fund (b)	\$ 3,565,777	\$ 3,115,788	Quarterly, 65 calendar days notice
Hedge fund (c)	\$ 7,499,058	\$ 5,977,375	Generally up to 5% of NAV per quarter via a tender offer, 2% soft lock up for 12 months
Real estate fund (d)	\$ -	\$ 1,142,972	Quarterly, 10 business days notice

(a) This hedge fund is designed to be a diversified high-yielding credit portfolio with minimal interest rate duration. The fund focuses on achieving a substantial return on capital through opportunistic investments primarily in a broad-range of public and private credit instruments, with an expected emphasis of corporate credit securities, asset-backed securities, mortgage-backed securities, commercial real estate, structured credit and collateralized loan obligations, though at times the fund may have exposure to other assets, instruments and markets.

FREE CHURCH MINISTERS' AND MISSIONARIES' RETIREMENT PLAN AND FCMM BENEFITS

Notes to Financial Statements

December 31, 2021 and 2020

5. INVESTMENTS, continued:

FAIR VALUE MEASUREMENTS AND FAIR VALUE OF FINANCIAL INSTRUMENTS, continued

(b) This hedge fund uses an actively managed, discretionary strategy, which seeks to capture the opportunities that exist in the global securitized products market. The fund pursues its investment objectives by investing in assets in global residential and commercial mortgage backed securities, collateralized debt obligations, collateralized loan obligations, other asset backed securities, derivatives and other securitized products, as well as other types of asset classes and hedging investments.

(c) This hedge fund's objective is to provide attractive risk-adjusted returns through a flexible and diversified approach targeting what the manager believes to be the most promising investment opportunities from across the entire global private equity market. The fund utilizes an integrated portfolio construction approach combining control-oriented direct equity investments, private debt investments, secondary private equity investments and primary fund commitments.

(d) This fund is designed to achieve steady income returns, long-term appreciation, and preservation of capital. The fund is a diversified open-end commingled fund investing primarily in high-quality core income-producing office, industrial, retail and multi-family properties.

There were no unfunded commitments as of December 31, 2021 or 2020.

6. RISKS AND UNCERTAINTIES:

The Plan invest in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

The actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

As the novel coronavirus (COVID-19) and it's variants are still a factor across the globe, they could still have the ability to adversely impact global economic activity, however, transmission levels have begun to decrease. In the 4th quarter of 2021, and through the date of this audit report, inflation is playing a larger role in financial market volatility. Additionally, certain geopolitical conflicts are threatening world market performance. Overall investment assets of the Plan showed modest gains through 2021, however, the fluidity of these situations preclude any prediction as to any ultimate material adverse impact.

**FREE CHURCH MINISTERS' AND MISSIONARIES'
RETIREMENT PLAN AND FCMM BENEFITS**

Notes to Financial Statements

December 31, 2021 and 2020

7. SUBSEQUENT EVENTS:

Subsequent events have been evaluated through May 20, 2022, which represents the date the financial statements were available to be issued. Subsequent events after that date have not been evaluated.

SUPPLEMENTAL INFORMATION

**INDEPENDENT AUDITORS' REPORT
ON SUPPLEMENTAL INFORMATION**

Board of Trustees
Free Church Ministers' and Missionaries' Retirement Plan and
FCMM Benefits
Minneapolis, Minnesota

We have audited the financial statements of the Free Church Ministers' and Missionaries' Retirement Plan and FCMM Benefits (FCMM), as of and for the years ended December 31, 2021 and 2020, and our report thereon dated May 20, 2022, which expressed an unmodified opinion on those financial statements, appears on page 1. Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The schedules of net assets available for benefits and changes in net assets available for benefits on pages 22 and 23 are presented for purposes of additional analysis of the financial statements rather than to present the net assets available for benefits and results of operations of the individual organization, and it is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Capin Crouse LLP

Naperville, Illinois
May 20, 2022

**FREE CHURCH MINISTERS' AND MISSIONARIES'
RETIREMENT PLAN AND FCMM BENEFITS**

Schedule of Net Assets Available for Benefits – Retirement Plan

December 31, 2021

	Annuity Reserve Fund	Lifetime Fund (Option C)	Stock Fund (Option D)	Bond/Income Fund (Option E)	American Funds (Option F)	Vanguard Funds (Option G)	CIF Funds (Option H)	Biblically Responsible Funds (Option J)	Total
ASSETS:									
Investments:									
Pooled investments:									
Stock portfolio	\$ -	\$ 60,018,183	\$ 59,365,302	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 119,383,485
Bond/income portfolio	-	33,584,169	-	7,430,306	-	-	-	-	41,014,475
Annuity reserve portfolio	33,472,065	-	-	-	-	-	-	-	33,472,065
	33,472,065	93,602,352	59,365,302	7,430,306	-	-	-	-	193,870,025
Non-pooled investments	-	-	-	-	77,712,068	79,609,317	4,569,632	5,884,792	167,775,809
Total investments	33,472,065	93,602,352	59,365,302	7,430,306	77,712,068	79,609,317	4,569,632	5,884,792	361,645,834
Cash	-	1,507,255	164,108	21,838	142,350	158,277	8,977	31,929	2,034,734
Contributions receivable	-	-	-	-	-	-	-	-	-
Prepaid expenses and annuity payroll	-	479,836	-	-	-	-	-	-	479,836
Accrued participant fee income	-	283,362	-	-	-	-	-	-	283,362
Total Assets	33,472,065	95,872,805	59,529,410	7,452,144	77,854,418	79,767,594	4,578,609	5,916,721	364,443,766
LIABILITIES:									
Accounts payable and accrued expenses	-	82,891	-	-	-	-	-	-	82,891
Due to FCMM Benefits	-	135,756	-	-	-	-	-	-	135,756
Total Liabilities	-	218,647	-	-	-	-	-	-	218,647
Net Assets Available for Benefits:									
Contingency reserves	-	1,100,000	-	-	-	-	-	-	1,100,000
Available for benefits	33,472,065	94,554,158	59,529,410	7,452,144	77,854,418	79,767,594	4,578,609	5,916,721	363,125,119
Total Net Assets Available for Benefits	\$ 33,472,065	\$ 95,654,158	\$ 59,529,410	\$ 7,452,144	\$ 77,854,418	\$ 79,767,594	\$ 4,578,609	\$ 5,916,721	\$ 364,225,119

See accompanying independent auditors' report

**FREE CHURCH MINISTERS' AND MISSIONARIES'
RETIREMENT PLAN AND FCMM BENEFITS**

Schedule of Changes in Net Assets Available for Benefits – Retirement Plan

Year Ended December 31, 2021

	Annuity Reserve Fund	Lifetime Fund (Option C)	Stock Fund (Option D)	Bond/Income Fund (Option E)	American Funds (Option F)	Vanguard Funds (Option G)	CIF Funds (Option H)	Biblically Responsible Funds (Option J)	Total
ADDITIONS TO NET ASSETS:									
Investment income:									
Net appreciation (depreciation) in fair value of investments	\$ 4,680,380	\$ 8,735,059	\$ 8,877,478	\$ (132,967)	\$ 9,263,296	\$ 9,714,776	\$ -	\$ 671,608	\$ 41,809,630
Dividends and interest	259,846	2,427,139	1,161,375	212,296	-	-	58,021	-	4,118,677
	4,940,226	11,162,198	10,038,853	79,329	9,263,296	9,714,776	58,021	671,608	45,928,307
Less investment expenses:									
Consulting and fund management fees	-	188,194	170,618	7,231	-	-	-	-	366,043
Net investment income	4,940,226	10,974,004	9,868,235	72,098	9,263,296	9,714,776	58,021	671,608	45,562,264
Employer contributions	-	2,605,498	2,159,529	327,416	2,251,782	2,417,605	116,440	269,661	10,147,931
Employee contributions	-	1,252,273	1,626,297	401,045	2,137,183	2,773,035	158,346	253,531	8,601,710
Roll-in contributions	-	147,694	266,727	74,818	341,882	388,260	17,037	12,468	1,248,886
Total Additions	4,940,226	14,979,469	13,920,788	875,377	13,994,143	15,293,676	349,844	1,207,268	65,560,791
DEDUCTIONS FROM NET ASSETS:									
Benefits paid to participants:									
Annuity and recurring payments	3,261,392	430,449	326,729	47,928	321,042	243,519	195,726	5,001	4,831,786
Roll-out payments	-	684,223	881,862	48,400	3,358,775	1,310,181	10,451	39,864	6,333,756
Withdrawals and one-time payments	-	748,121	509,743	31,095	429,910	709,066	97,831	36,444	2,562,210
	3,261,392	1,862,793	1,718,334	127,423	4,109,727	2,262,766	304,008	81,309	13,727,752
Administrative fees	78,555	177,692	409,826	54,339	-	-	-	-	720,412
Total Deductions	3,339,947	2,040,485	2,128,160	181,762	4,109,727	2,262,766	304,008	81,309	14,448,164
Net increase (decrease) before transfers	1,600,279	12,938,984	11,792,628	693,615	9,884,416	13,030,910	45,836	1,125,959	51,112,627
Option to Option transfers	227,000	(1,062,755)	(1,743,551)	(316,232)	517,468	2,608,772	(146,141)	(84,561)	-
Transfer from FCMM Benefits	-	150,000	-	-	-	-	-	-	150,000
New annuity purchases	1,357,813	(1,146,600)	(122,227)	(88,986)	-	-	-	-	-
Net Increase (Decrease)	3,185,092	10,879,629	9,926,850	288,397	10,401,884	15,639,682	(100,305)	1,041,398	51,262,627
Net Assets Available for Benefits, Beginning of Year	30,286,973	84,774,529	49,602,560	7,163,747	67,452,534	64,127,912	4,678,914	4,875,323	312,962,492
Net Assets Available for Benefits, End of Year	\$ 33,472,065	\$ 95,654,158	\$ 59,529,410	\$ 7,452,144	\$ 77,854,418	\$ 79,767,594	\$ 4,578,609	\$ 5,916,721	\$ 364,225,119

See accompanying independent auditors' report