



# News & Notes

Spring 2013



## FCMM Adds Long Term Disability Insurance

"We can help you plan for the unexpected."  
Rev. Jerry Rich, Director of Benefits & Technology

Affordable group long term disability (LTD) insurance is available for churches to provide this coverage to their staff members through FCMM.

As a first step in fulfilling its expanded mission as the benefits provider for EFCA churches, FCMM has acquired the Long Term Disability Insurance program administered by EFCA Pastoral Care Ministries since 2000. For churches currently enrolled in the program, there will be no changes other than the sponsorship and billing name.

LTD insurance is intended to assure continuation of a portion of a staff member's salary should a disability occur. The participating local church can be assured of

providing best-practice coverage to meet such a life-crisis need.

### Why is the FCMM LTD plan a good benefit for churches?

- The program has been put together recognizing the unique circumstances of church compensation. For example, unless a church specifically negotiates LTD coverage to include the clergy housing allowance as part of the salary total, most carriers will not consider housing allowance in the salary base. The result would be a sizable reduction in the amount of the disability benefit payable.
- In addition, the FCMM plan is structured to cover "own occupation" disability for up to three years, rather than the more restrictive "any occupation" definition.

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## New Investment Option Coming to FCMM Retirement Plan

"Biblically-Responsible Investing" Mutual Funds through the Timothy Plan

While the FCMM trustee-managed funds (Options C, D, E) have always practiced moral screening to minimize investment in businesses that contribute to moral decline of society, the self-directed options F (American Funds) and G (Vanguard) are not subject to such screening. For the participant who wants to self-direct investments in mutual funds, we are pleased to announce the addition of Option J (Timothy Plan).

The highly-respected pioneer and leader in the Biblically-Responsible Investing (BRI) arena, the Timothy Plan funds, will be available as another option starting July 1, 2013.

The Timothy Plan includes 12 funds that represent major asset classes for a diversified portfolio, including Small Cap Value, Large/Mid Cap Value, Large/Mid Cap

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## FCMM Contacts

**Ross Morrison**, President  
ross.morrison@efca.org

**Bud Smith**, Director of Marketing & Customer Service  
bud.smith@efca.org

**Jerry Rich**, Director of Benefits & Technology  
jerry.rich@efca.org

**Lexi Lorentz**, Retirement Operations Specialist  
lexi.lorentz@efca.org

**Kory Everson**, Benefits Operations Specialist (LTD Insurance)  
kory.everson@efca.org

# Meet the Team



## STAFF

Craig Runnels

**Craig Runnels** has served as Accounting Assistant with FCMM for three years. Prior experience includes accounting work with EFCA and NextStep Resources, and with the American Cancer Society. He is a graduate of the School of Management, University of Minnesota. Craig has been married to Karen for 33 years. They have two married children, one grandchild, and another grandchild on the way this year. Craig is an avid reader who has to limit his trips to the bookstore to maintain balanced stewardship.



## BOARD

Scott Owsley

**Rev. Scott Owsley** was appointed to the FCMM Board of Trustees in 2012. He currently serves as Executive Pastor with Hillside Church (EFC) in San Jose, California. Previous ministry roles included senior pastor and adult ministries pastor. Scott earned a B.A. from Sacramento State University and M.Div. from Talbot Theological Seminary. He is active in missions support. Scott and his wife, Sandy, have a son and a daughter who have blessed them with nine grandchildren.

Visit FCMM & EFCA Pastoral Care  
at EFCAOne

July 1-3, 2013



FCMM and Pastoral Care Ministries will be sharing a booth and meeting room at the EFCAOne Conference, July 1-3, in New Orleans. We invite you to stop by to discover more about FCMM's expanded benefits and about Pastoral Care's encouragement for your personal and ministry growth.

FCMM will host two breakfast workshops: Tuesday, *Retirement Planning Today*; Wednesday, *Intro to FCMM*. Jeff Englin, Wealth Management Advisor, and Kimberly Thompson, Long Term Disability Plan representative, will join us to answer questions and meet individually. Come by our booth for more information on consultations and a schedule of mini-seminars.

### Long Term Disability Insurance Added

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#### **Difference between an Employee Benefit and Payroll Deduction:**

The church providing the LTD benefit must choose whether to offer the coverage as an employee benefit (premiums paid out of the church budget) or a payroll deduction (employee pays the premium by having the amount deducted from paycheck and sent by the church for the group).

If structured as a benefit, disability benefits are paid as taxable income. If LTD premiums are structured as payroll deduction, disability benefits are paid as non-taxable income.

#### **Benefits and features:**

- In the event of a qualifying disability, the LTD policy will pay the individual 60% of qualified monthly salary to a maximum of \$6,000 per month.
- A spousal disability rider is included, offering a benefit of up to \$1,500 per month for up to 24 months.
- If a staff member leaves employment of the church, the coverage can be converted to an individual policy.

To explore the FCMM LTD plan, visit the FCMM website or call (952)853-1773.

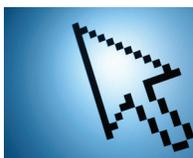
### New Investment Option J: Timothy Funds

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Growth, Aggressive Growth, Fixed Income, High Yield Bond, International, Emerging Markets, Defensive Strategies, Strategic Growth, Conservative Growth. In addition, an Israel Common Values fund focuses on companies domiciled in Israel that are thought to have both revenue and growth potential.

The major factors incorporated into the investment screening are abortion, pornography, alcohol, tobacco, casino gambling, anti-family entertainment, and alternative lifestyles.

More information about the Timothy Plan may be found at [www.timothyplan.com](http://www.timothyplan.com).



Web Access to your FCMM Retirement Plan  
Account is available at  
<https://participantlogin.com/fcmm>

