



Pension Benefit Options

Retirement Plan for Ministers

of the Christian Reformed Church in North America

This document describes the alternative forms in which your pension benefits can be paid from the Christian Reformed Church Retirement Plan for Ministers ("Plan"). While each option provides different payment structures, all of the options have the same actuarial value. So while monthly payment amounts vary by option, your overall expected benefit remains equal.

"Normal" Form of Payment (Option 1)

Unless you elect a different form of payment, the Plan provides for the following "normal" form of payment: **a Single Life Annuity with Five-Years Certain.**

This form pays a monthly benefit for your lifetime and guarantees payments for a minimum of five years. If you die before receiving 60 monthly payments, the payments will continue to your beneficiary until a total of 60 monthly payments are made.

This form of payment results in the largest monthly benefit paid during your lifetime. Each of the optional forms of payment provides for the possibility of more benefits after your death than under the Single Life Annuity with Five-Years Certain. Because each form of payment has the same actuarial value, the optional forms of payment provide smaller monthly benefits during your lifetime than the Single Life Annuity with Five-Years Certain.

You choose your beneficiary for the Single Life Annuity with Five-Years Certain, subject to the spousal consent rules discussed below. You can change your beneficiary at any time before your death.

Life Annuity Payment with Ten or Fifteen-Years Certain (Options 2 and 3)

The Life Annuity with Ten or Fifteen-Years Certain provides you with a monthly benefit for life. If you die before you receive at least 120 monthly payments (10 years term certain) or 180 monthly payments (15 years term certain), your beneficiary will receive the number of payments necessary so that a total of 120 or 180 monthly payments (depending on your chosen option) are paid from the Plan.

Spousal Benefit Options (Options 4 through 12)

Options 4-12 provide spousal benefit options. These are called Joint and Survivor Annuities. For these purposes, the Plan's definition of "spouse" is as follows:

"Spouse" means the person of the opposite sex to whom a Member is legally married at the time of his death or on the date that the first installment of his Pension Benefit under the Plan becomes due, whichever occurs earlier.

Under these options, your spouse will qualify for a survivor benefit only if your spouse is the person to whom you were married at the time your benefits begin. If you remarry after your benefits begin, your new spouse will not be eligible for a survivor's benefit.

The Joint and Survivor Annuity pays you a monthly benefit for life. You may select a spousal option equal to 50%, 66 2/3% or 100% of the amount received by you.

Your spouse would normally be your primary beneficiary for amounts payable during the guarantee (term certain) period. If you die before the end of the guarantee period, your monthly benefit continues unreduced for the remaining portion of the guarantee period. At the end of the guarantee period, any survivor benefit payable to the spouse begins.

Under each of the 12 available payment options, you may change your beneficiary at any time before you die. If you die before receiving all of your chosen guaranteed payments and are not survived by your beneficiary, the "present value" of your remaining guaranteed payments will be paid in a lump sum to your estate.

Other Considerations

There are many factors that you should consider in deciding which form of benefit to elect. Here are some of them:

- Your health and your spouse's health.

- Other retirement benefits payable to you or your spouse.

- Your other assets and retirement savings.

- Your age at retirement.

You may want to consult with a financial adviser, legal counsel and/or your family members before making a decision.