

## Quick Guide to Clergy Benefits upon Retirement

This document provides general information related to clergy benefits upon retirement. It was created for institution administrators to use with the checklist [Terminating an Employee's Benefits upon Retirement](#). It may also be used to help communicate benefits information to the affected clergyperson.

CPG offers an eLearning course, [Five Years to Retirement: Your Roadmap to Retirement Readiness](#), for employees retiring within five years to help them plan for retirement holistically.

**IMPORTANT:** At least *three calendar months* before the employee's expected retirement date, the clergyperson must contact Client Services at (866) 802-6333, Monday - Friday, 8:30AM - 8:00PM ET to request a retirement package. A Retirement Coordinator will assist the clergyperson through the retirement process.

| CPG Benefit   | Extendable?   | Key Dates  | Additional Information  |
|---|---|--|---|
| Active Group Medical and Dental                       | Yes, generally until age 65.<br><br>(See Additional Information for former employees retiring at age 65 and above.) | The recipient of the Extension of Benefits (EOB) letter has 21 calendar days to respond from the day the offer is mailed by CPG.<br><br>If accepted, coverage begins the first day of the month following the termination date and is available for 36 months. | <ul style="list-style-type: none"> <li>• See the Episcopal Church Medical Trust (Medical Trust) <a href="#">Administrative Policy Manual</a> for definitions and eligibility rules.</li> <li>• When a "former employee" retires before the age of 65 and otherwise not Medicare eligible, they can extend their current Medical Trust Episcopal Health Plan, provided that enrollment is completed in MAP within 30-days of the retirement date.</li> <li>• Eligible employees retiring before the age of 65 (Pre-65 Former Employees) can purchase a Medical Trust health plan provided by their former employer and including their Eligible Dependents.</li> <li>• Call Client Services for more information, Monday - Friday, 8:30AM - 8:00PM ET. <ul style="list-style-type: none"> <li>○ Administrators: Call (855) 215-5990</li> <li>○ Lay employees: Call (800) 480-9967</li> </ul> </li> <li>• Note, eligible retirees ages 65+ (Post-65 Former Employees) or who are Medicare-eligible can purchase a Group Medicare Advantage Plan through the Medical Trust (provided the retiree is enrolled in Medicare Parts A &amp; B) and including their Eligible Dependents. <ul style="list-style-type: none"> <li>○ Refer to <a href="#">Group Medicare Advantage Plan</a> and eLearning course: <a href="#">Group Medicare Advantage</a> for more information.</li> </ul> </li> </ul> |
| Employer-Provided Group Life Insurance and associated | Yes, if converted to an individual policy.  | Complete conversion within the period detailed in the conversion offer letter.   | <ul style="list-style-type: none"> <li>• The clergyperson will receive a Conversion letter in the mail with instructions on how to convert to an individual policy.</li> <li>• Failure to meet the prescribed timeline will</li> </ul>  |

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|--|---|-----------|---|
| Supplemental Life Insurance Policies             |   |           | <p>result in a loss of the right of conversion.</p> <ul style="list-style-type: none"> <li>Note: the employer policy may include coverage for retirees.</li> </ul>  |
| CPF-Provided Short-Term and Long-Term Disability | No.   | N/A       | <ul style="list-style-type: none"> <li>Disability coverage is discontinued if a clergyperson retires under the Clergy Pension Plan. (Note: See the Guide to Clergy Benefits for rules when a clergyperson retires from a position, but not from the Clergy Pension Plan.)</li> <li>Disability coverage is discontinued when a clergyperson becomes inactive under the Clergy Pension Plan. Refer to the <a href="#">Guide to Clergy Benefits</a> for more information about when a clergyperson is active or inactive.</li> </ul>   |
| Clergy Pension Plan                              | N/A   | N/A       | <ul style="list-style-type: none"> <li>A clergyperson must contact Client Services at least three calendar months before their expected retirement date in order to request a retirement package.</li> <li>Refer to <a href="#">Working after Retirement</a> for more information about how working in retirement affects pension benefits.</li> <li>Call Client Services for more information, Monday -Friday, 8:30AM - 8:00PM ET. <ul style="list-style-type: none"> <li>Administrators: Call (855) 215-5990</li> <li>Clergy: Call (800) 480-9967</li> </ul> </li> <li>Refer to <a href="#">A Guide to Clergy Benefits</a> for more information.</li> </ul> |
| Retirement Savings Plan (RSVP)                   | No.<br><br>Direct clergyperson to speak to Fidelity Investments about distribution options. | N/A       | <ul style="list-style-type: none"> <li>Refer to <a href="#">RSVP &amp; Lay DC Plan: Employee Guide</a> and the eLearning course, <a href="#">Required Minimum Distribution for CPG Plans and Products</a>, for more information.</li> <li>Contact Fidelity for retirement and distribution options. <ul style="list-style-type: none"> <li>Call (877) 208-0092, Monday - Friday, 8:30AM - 12:00AM ET.</li> <li>Visit <a href="#">Fidelity's NetBenefits website</a>.</li> </ul> </li> </ul>   |

## Disclaimers

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