



Evangelist Matching Contributions Nazarene 403(b) Retirement Savings Plan Policy Statement

Purpose and Stewardship Commitment

Nazarene Benefits, Inc. (“NBUSA”) exists to support the long-term financial well-being of clergy who faithfully serve the Church of the Nazarene in the United States. The Minister Matching Program (the “Program”) reflects our shared commitment to stewardship, sustainability in ministry, and care for those called to serve in ministry. This policy establishes eligibility and NBUSA matching provisions applicable to District-Called Evangelists.

Plan Structure and Funding

The Program is part of the Nazarene 403(b) Retirement Savings Plan (the “Plan”), and is funded from the 2% NBUSA Fund portion of the 10% Funding the Mission Formula contributions made by the local churches. Participating churches and districts execute written consent to be a co-sponsoring employer and ministers execute authorization to make payroll deferrals. In keeping with the responsibilities of the Church as detailed in the Manual of the Church.

Minister Eligibility Requirements

To qualify for the NBUSA match, an evangelist must be ordained or hold a district license (local licenses do not qualify); meets service requirements of no fewer than 30 Sundays or 26 revival events in Nazarene Churches; and demonstrate qualifying Local Effort Contributions.

Service Requirements must be in churches on U.S. districts that support the NBUSA Fund. NBUSA will confirm annual eligibility in consultation with the Revivalism Coordinator

NBUSA Match Formula

The applicable match percentage is determined by a base contribution of \$1,000 dollars and a 50% match which is then applied to the total Local Effort Contributions (combined contributions of the evangelist and/or the employing organization), subject to the following schedule:

NBUSA Fund Support %	NBUSA Base \$	NBUSA Match %	Annual Max Match
100%	\$1,000	50%	\$1,500

Local Effort Contributions

“Local Effort Contributions” include the total contributions by the district assigned minister (through payroll deferrals); plus contributions by the district directly to the minister’s 403b account; plus the amount of principal and interest payments made by the minister on student loans for their education.

Vesting and Distribution

Employer contributions (NBUSA and district contributions) are immediately vested. However, employer contribution amounts may not be distributed before age 62, except as permitted under the Plan document and applicable law.

Authority

All benefits are subject to the governing Plan document and IRS regulations. In the event of conflict, the Plan document controls. NBUSA retains administrative authority consistent with fiduciary responsibility and program sustainability.

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NBUSA Match Formula

NBUSA Fund Support	NBUSA Base \$ Contributions	NBUSA Match %	Maximum Annual NBUSA Match
100%	\$1,000	50%	\$1,500
95%	\$1,000	40%	\$1,250
90%	\$1,000	30%	\$1,000
85%	\$1,000	20%	\$750
<85%	\$1,000	n/a	n/a

The applicable match percentage is determined by the district's aggregate level of NBUSA Fund Support. That percentage is then applied to the total Local Effort Contributions (combined contributions of the district assigned minister and/or the local church), subject to the following schedule:

No match is available if the district NBUSA Fund support is below 85%.

Vesting and Distribution

Employer contributions (NBUSA and local church contributions) are immediately vested. However, employer contribution amounts may not be distributed before age 62, except as permitted under the Plan document and applicable law.

Authority

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