

**Local Church Ministers Matching Program
Nazarene 403(b) Retirement Savings Plan**



<p align="center">Purpose</p>	<p>To provide Nazarene ministers a path to retire well.</p>																																						
<p align="center">Eligible Roles</p>	<ul style="list-style-type: none"> • Credentialed Lead/Sr Pastor, including bi-vocational (PAS Role Code) • Credentialed Lead/Sr Pastor of a sponsored church (PASPAC Role Code) • Credentialed Associate Pastors who are Full Time/Full Livelihood¹ (PSV-FT Role Code) 																																						
<p align="center">Eligibility Requirements</p>	<ol style="list-style-type: none"> 1. Criteria measured as of January 1st for each calendar year of benefits. 2. Local church NBUSA Fund payments were at least 50% of budgeted allocations, based on the <u>higher</u> of: <ol style="list-style-type: none"> a. The last completed church fiscal year; or b. The average of the prior five church fiscal years 3. <u>Local Effort</u> activity, which includes <u>any</u> of the following: <ol style="list-style-type: none"> a. Contributions to the minister's 403(b) account by: <ol style="list-style-type: none"> i. the minister (elective deferrals through payroll withholding) ii. the local church (direct payments to Fidelity)² b. Principal and interest payments on the eligible minister's registered student loans.³ 																																						
<p align="center">How and When Local Effort is Matched by NBUSA</p>	<table border="1"> <thead> <tr> <th></th> <th>A</th> <th>B</th> <th>C</th> </tr> <tr> <th>Local Church</th> <th colspan="2">NBUSA</th> <th></th> </tr> <tr> <th>NBUSA Fund Paid %</th> <th>Match %</th> <th>Max Match \$</th> <th></th> </tr> </thead> <tbody> <tr> <td>100%</td> <td>50%</td> <td>\$2,500</td> <td></td> </tr> <tr> <td>90%</td> <td>45%</td> <td>\$2,250</td> <td></td> </tr> <tr> <td>80%</td> <td>40%</td> <td>\$2,000</td> <td></td> </tr> <tr> <td>70%</td> <td>35%</td> <td>\$1,750</td> <td></td> </tr> <tr> <td>60%</td> <td>30%</td> <td>\$1,500</td> <td></td> </tr> <tr> <td>50%</td> <td>25%</td> <td>\$1,250</td> <td></td> </tr> </tbody> </table>		A	B	C	Local Church	NBUSA			NBUSA Fund Paid %	Match %	Max Match \$		100%	50%	\$2,500		90%	45%	\$2,250		80%	40%	\$2,000		70%	35%	\$1,750		60%	30%	\$1,500		50%	25%	\$1,250		<ul style="list-style-type: none"> ✓ Start with the level of NBUSA Fund budget allocations paid (Column A); ✓ The NBUSA match % (Column B) is applied against the level of "Local Effort" activity for the preceding calendar quarter. ✓ NBUSA matching contributions are made in the month following each quarter-end⁴ and, in total, may not exceed the amounts indicated in Column C in a calendar year. 	
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The Importance of NBUSA Fund Support – Providing benefits, such as the 403(b) Match, Survivor Benefit life insurance, Long-Term Disability insurance, and legacy pension payments is costly. NBUSA is dependent upon the support of local Nazarene churches and districts to fund the programs we administrate. We understand there are times a church is unable to pay 100% of its allocation, particularly in times of transition, but every church can do something. This faithful funding has historically enabled us to continue to support pastors and their families to, and through, retirement and in times of need.

¹ Minimum of 30 hours/week; for at least 30 weeks each calendar year; **and** at least 50% of personal gross income comes from this ministry role.

² Churches can make discretionary and/or matching contributions directly to the local ministers 403(b) account at any time.

³ Loan(s) must be in the name of the minister; for the minister's own education; and registered with Fidelity for tracking purposes (past payments do not apply).

⁴ Student loan matching contributions are only performed once per year (in April) due to the reporting constraints of the payment tracking provider.

