

1. TO RESTATE DEFINITION OF EMPLOYEE AND COMPENSATION

Section 1.16

Employee means:

(a) Any bishop or priest of the Church except as follows:

(i) Bishops and priests in the Diocese of Sitka and Alaska

(A) This exception does not include those who were already Members in the Plan as of April 2, 2024.

(B) This exception does not include those who, along with the related parish, have executed an agreement of participation.

(ii) any person working at a mission or mission station who does not receive Compensation.

(b) Any full-time lay person who performs services for the Church and receives compensation. A full-time employee is an Employee who customarily performs service for at least twenty (20) hours a week.

(c) On or after January 1, 1987, the term "Employee" shall include any persons, defined in (a) and (b) above, employed by the Church's Seminaries in a capacity other than solely as director.

(d) Leased Employees and persons working for the Church shall be included as Employees unless (a) such individual is covered by a money purchase pension plan providing (i) a nonintegrated employer contribution rate of at least 10 percent of compensation, as defined in Section 415(c)(3) of the Code, but including amounts contributed by the Employer pursuant to a salary reduction agreement which are excludable from the Leased Employee's gross income under Section 125, 402(e)(3), 403(h)(1)(B) or 403(b) of the Code; (ii) immediate Membership; and (iii) full and immediate vesting; and (b) Leased Employees do not constitute more than 20% of the Employer's Non-Highly Compensated Employee workforce

Restate section 1.12(a) as:

1.12 "Compensation"

(a) For purposes of determining Average Compensation and for determining the amount of Employer and Member contributions in accordance with Sections 3.1(a) and 3.2, Compensation shall include the following:

(i) Base Compensation

The cash salary or other form of monetary payment paid to an Employee for services rendered to the Employer.

(ii) Housing Allowance Compensation

The cash salary or other form of monetary payment paid to a Member for housing or amount recognized as Housing Allowance under Code Section 107 and regulations thereunder.

Effective July 1, 2011, for Members (other than Clergy) who are required to accept housing provided by their Employer for its convenience, a Member's Housing Allowance Compensation is that amount excluded from their taxable income pursuant to Section 119(a)(2) of the Code.

Add as section 1.12(e) and (f):

(e) The determination of Compensation is made without regard to whether the employee is issued a Federal Form W-2, Federal Form 1099, or any other form of reporting or without reporting.

Add as section 1.12(f):

(f) Compensation includes any amount of a stipend that is not restricted, or used, to reimburse an Employee for expenses relating to services for the Church and no part of which may be used for other purposes by the Employee.

2. TO ADDRESS FAILURE TO PARTICIPATE IN THE PLAN

1.21 is amended in (b) and also includes (e) and (f):

(b) "Inactive Member" - A person, other than a person described in subsection (e), below, who is no longer an Active Member of the Plan because his basis of employment no longer meets the requirements set forth in Section 1.16 while he continues in the employ of the Employer.

(e) "Ineligible Member" - a person who is described in Plan Section 2.1 (d)

(f) "Non-Compliant Eligible Member" Any employee who is eligible to become a Member of the Plan who receives Compensation for services to the Church who fails to participate in the Plan as an Active Member as required by Plan Section 2.1(b).

Amend section 2.1(b) to expressly execute required enrollment documents. As amended, section 2.1(b) will state the following.

(b) Each other Employee of the Church and each person becoming an Employee of the Church after the Supplemental Effective Date shall become a Member as of the first day of the month coincident with or next following the date he begins his service for the Church and make the contributions required by and in accordance with Section 3.2 commencing on such date. Effective January 1, 2025, each employee of the Church who meets the definition of eligible Employee but is not otherwise a Member in the Pension Plan shall become a Member. Thereafter, all employees of the Church who meet the definition of eligible Employee shall become a Member on the first day of the month coincident or next following the date (s)he begins service for the Church. All mandated Members shall execute all required enrollment documents and authorization and make contributions required in accordance with Section 3.2 commencing on such date.

Renumber (old) section 2.1(f) as 2.1(g)(1) and add as section 2.1(g)(2)

2.1(g)(2) A Member who while on an approved leave of absence terminates employment or is deemed to terminate employment shall only be entitled to a benefit upon retirement pursuant to Plan Section 5.1 if the Member had reached his normal Retirement Date before his leave of absence began, otherwise the Member shall only be eligible for a benefit under Plan Section 5.2 or 5.3

Add as section 2.1(h)(1) and 2.1(h)(2):

2.1(h)

(1) A Member who fails to continue as an Active Member by not contributing the required Member Contribution when required to do so in accordance with Plan Articles 2 and 3, for a period of 120 days or more (i.e., a Non-Compliant Eligible Member) following three written separate notices provided to the member, the rector or other person responsible if it is not the rector, and the treasurer or person responsible for making the payment, and diocesan administration, that the payment(s) have not been received, shall forfeit any benefit derived from Employer and Member Contributions and shall only be entitled to the return of his/her Member Voluntary Contributions with interest only for the period from the Voluntary Member Contribution through the date he/she ceased making contributions when otherwise required to do so. The Non-Compliant Eligible Member's Voluntary Contributions shall be paid to him/her as soon as administratively practicable following the close of the 120-days period.

(2) A Non-Compliant Eligible Member who has been terminated as a Member as provided in subsection 2.1(h)(1), elects to become and becomes an Active Member of the Plan by authorizing Member Contributions, his/her pre-participation service (i.e., his/her participation before the forfeiture of any right to a benefit derived from Employer and Member Contributions) and Compensation shall be disregarded for the purpose of determining his benefit from the Plan and for determining his years of vesting service pursuant to Article 5 with respect to his/her resumption of participation.

Revise 5.3 (a) as follows:

(a) A Member shall have a 100% vested interest in his Accumulated Voluntary Contribution Account at all times.

3. TO INCREASE EMPLOYER CONTRIBUTION LEVEL

Amend Section 3.1(a) as follows:

3.1(a) It is the intention of the Church to continue the Plan and have regular contributions made to the Trustees each year by each Employer in such amounts as are necessary in addition to the contributions of Members to maintain the Plan on a sound actuarial basis.

(i) Prior to January 1, 2014, every month the Employer shall contribute to the Plan six percent (6%) of the Member's Compensation

(ii) On or after January 1, 2014 through December 31, 2020, with respect to contributions for work performed between these dates, each Employer shall make an Employer Contribution to the Plan for each Active Member equal to eight percent (8%) of the Member's Compensation

(iii) On or after January 1, 2021 through December 31, 2022, with respect to contributions for work performed between these dates, each Employer shall make an Employer Contribution to the Plan for each Active Member equal to ten percent (10%) of the Member's Compensation.

(iv) On or after January 1, 2023 through December 31, 2023, with respect to contributions for work performed between these dates, each Employer shall make an Employer Contribution to the Plan for each Active Member equal to twelve percent (12%) of the Member's Compensation.

(v) On or after January 1, 2024 with respect to contributions for work performed on or after this date, each Employer shall make an Employer Contribution to the Plan for each Active Member equal to fourteen percent (14%) of the Member's Compensation on a monthly basis.

(vi) On or after January 1, 2025, with respect to contributions for work performed on or after this date, each Employer shall make an Employer Contribution to the Plan additionally for each Inactive Member, Ineligible Member, and Non-Compliant Eligible Member equal to fourteen percent (14%) of the Member's Compensation on a monthly basis.