

# Benefit PCA RETIREMENT & BENEFITS, INC. BULLETIN

Issue 4, 2005



## A Word from the Editor

Catastrophes, tragedy, and disaster are all words that have been used to describe the effects of Hurricane Katrina and to a lesser extent Hurricanes Rita and Wilma. Catastrophe comes from the Greek language meaning an overturning, ruin, and a conclusion. While the effects of Katrina certainly represent an overturning and ruin, they hardly constitute a conclusion. As believers in the reformed faith we take great comfort in God's sovereignty in all matters of man. We respond as instructed in Scripture to provide aid and comfort to those in need so that no catastrophe should represent a conclusion but rather a new beginning.

The collateral effects of natural disasters reverberate throughout our society. Few are left untouched by these recent hurricanes. The consequences impact the nation's economy with higher gas prices, displaced workers, and enormous funding for the rebuilding efforts. Man is left with the responsibility to pray and to rebuild and restore.


As we approach the Christmas season we should be ever mindful of our responsibility to make provision for those unforeseen circumstances that create catastrophe individually or en masse. The Christmas Offering of the PCA is a planning and preparation vehicle for the unforeseen circumstances in the lives of those we serve. Your generosity in giving to this important ministry of the PCA is greatly appreciated by those in need. We at RBI thank God for His faithfulness to the Relief ministry through your gifts to the annual PCA Christmas Offering.

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- Investing from the PCA Point of View
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## THE PCA FUNDS: INVESTING FROM THE CHRISTIAN POINT OF VIEW

 PCA Equity, PCA Income, and PCA Balanced Funds are invested with biblical principles in mind.

Socially responsible investing is not the same as Christian values based investing using morally screened funds.

One of the fastest growing segments in the investment business is the area of socially responsible investing. Because of the ever increasing interest of individual investors, investment managers are responding to the fact that many Americans do not want to invest in businesses that are not responsible corporate citizens. As a result, many companies have become "politically correct" and are swayed by the emotions of the country as influenced by our nation's media.

The investment managers are swayed as well by the differing opinions on what socially responsible investing actually means. On the surface one finds that socially responsible investing means not purchasing any investment whose issuing company is in conflict with the

agenda one is advancing. On closer inspection, the issue becomes political as well as moral. Investors and investment managers carefully scrutinize corporations at the board level for decisions seen as inconsistent with their particular belief set.

This has given rise to an environment where competing ideologies

***Socially responsible investing is not the same as christian values based investing using morally screened funds.***

seek support for their beliefs within the board rooms of the world's publicly traded corporations. Investors who are leftward leaning contend that they will forgo investment in any company that does not vote for and create policies that support liberal agendas. On the right, a similar stance is held by those who hold conservative beliefs.

This is an area where PCA Retirement & Benefits, Inc. can use the plan's investment dollars to

(continued on page 2)



PCA RETIREMENT & BENEFITS, INC.

# Benefit BULLETIN

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## LIFE PLANNING

*(continued from page 1)*

potentially influence the decision making of corporations. As Christian investors begin to insist on investing from a biblical perspective, a change can occur in the way investment managers and corporations run their businesses. Corporations are moved to action by their bottom line and the movement of their stock price. Corporate boards will listen if their stock is not selling well. This change can occur if Christian

investors collectively invest based on their Christian worldview.

Since the inception of the PCA Retirement plans RBI has purposed that dollars invested in PCA funds (Equity, Income, and Balanced) be screened to exclude investment in companies that operate in conflict with Christian beliefs. The moral screening policy includes exclusions for alcohol, tobacco, gambling, abortion, pornography, homosexuality, bioethics, and human rights issues.

RBI has recently strengthened the existing relationship with the Institute for Christian Worldview Research, (ICWR). Founded by a Christian, ICWR has for several years been a corporate watchdog and an analyst of corporate behavior as it pertains to Christian ethics and values. RBI, with the help of ICWR's research, has expanded its Moral Screening Policy to include companies who violate the newly added screens under the following headings:

- **Pornography:** web hosts who

allow pornographic web sites

- **Human Rights:** offenders in the Sudan
- **Gambling:** betting shops, bingo rackets, and gaming consultants
- **Bioethics:** cloning and embryonic stem cell production, research, and services
- **Abortion:** manufacturers (e.g., RU-486) and hospital/surgical centers that perform elective abortions

ICWR not only writes the Moral Screening Policy according to Christian beliefs, it creates and maintains the list of companies who violate the screens. Additionally, ICWR performs ongoing corporate research that identifies behavior that is objectionable and brings it to RBI's attention.

Beginning in October 2005, ICWR took on the responsibility of

voting PCA shareholder proxies according to Christian beliefs. Because shareholders are owners of the company, they are asked to vote on corporate issues that affect the operating and strategic policy of the company. These votes are called proxies. By asking ICWR to vote our proxies we ensure our proxy voting is consistent with the Moral Screening Policy.

For more information on ICWR, go to [www.icwr.com](http://www.icwr.com) and navigate to the page titled research articles. Locate the article "The Biblical Basis for Christian Worldview Investing."


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***Since the inception of the PCA retirement plans in January 1974 the Trustees and staff have insisted that dollars invested in PCA funds (Equity, Income, and Balanced) be screened to exclude investment in any company that operates in conflict with Christian beliefs.***

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## INVESTING BASICS: BENCHMARKING

 How does one compare the performance of one mutual fund or money manager to another? There are a number of ways to compare performance, but the most prevalent is with the use of benchmarks. According to dictionary.com a benchmark is “a standard by which something can be measured or judged.” In the lexicon of investing a benchmark is a standard against which the performance of a security, index, or investor can be measured. Most equity mutual funds and portfo-

(which is an index of small-cap equities) is not meaningful.


When PCA Retirement & Benefits, Inc. (RBI) analyzes its mutual fund options, fund managers are evaluated against their peers. In comparing one manager to another, RBI assesses how well each performed against the appropriate benchmark.

The following chart shows the PCA Retirement Plan investment options with the appropriate benchmark.

RBI staff has chosen the Benchmarks most appropriate for performance comparison purposes with the respective RBI funds. A less

as the Dow Jones Wilshire 5000, that seek to mimic the performance of 5,000 companies in the U.S. equity market. The benchmarking applications continues to grow as there are ever increasing ways to use indices to better evaluate investment performance.

## THE PCA RETIREMENT PLAN IS A 403(B) PLAN - WHAT DOES THAT MEAN?

 Participants often ask whether the PCA Retirement Plan is like a 401(k), or, is the PCA Retirement Plan simply a new name for the tax-sheltered annuity? In both cases, the answer is yes. Both 401(k) plans and 403(b) plans are qualified plans, so called because they are qualified by the IRS to accept money and defer taxes. While most people are familiar with 401(k) plans from prior employment, news stories or friends and relatives, they may not know much about 403(b) plans. Both the 403(b) and 401(k) plans are very similar.

403(b) plans actually preceded 401(k) plans by over 20 years. The 403(b) Section of the Internal Revenue Code was established in 1958 in order to encourage employees in tax-exempt organizations, also called non-profits, to contribute to a retirement plan. Employees of for-profit companies did not have a similar opportunity until the Section 401(k) plans were created in 1981. Employees of schools, churches and other non-profits use 403(b) plans, while employees of for profit corporations use 401(k) plans. Both plans are defined contribution plans (as opposed to defined benefit or pension plans) in that they are “defined” by contributions made by employees (through salary-reduction)

PCA Investment Options	Benchmarks Funds
PCA Equity	Russell 1000
PCA Balanced	60% Russell 1000 & 40% Lehman Brothers Aggregate
PCA Income	Lehman Brothers Intermediate G/C
Small Cap	Russell 2000
Mid Cap Growth	Russell Mid Cap Growth
Large Cap Growth	Russell 1000 Growth
Value	Russell 1000 Value
Stock Index	S&P 500
Foreign Stock	Morgan Stanley Capital International Europe Australasia Far East Index (MSCI EAFE)
Bond	Lehman Brothers Aggregate



lio managers use the S&P 500 Index as the benchmark to beat. While the S&P 500 is the most widely used, it is generally only appropriate when measuring Large Cap Stocks because the index is comprised primarily of a weighted average of the 500 largest US companies. When evaluating performance of any investment, it is important to use a relevant benchmark. For example, comparing a bond fund to the Russell 2000

than appropriate benchmark match results in an inaccurate performance comparison, either artificially inflating or discounting the fund's actual performance.

In the early days of benchmarking there were only a few benchmarks available to use in comparisons. The Dow Jones Industrial Average was one of the first and is comprised of just 30 leading companies. Today, there are Total Market Indices, such



and sometimes employers to an employee's account. Other than a few technical differences beyond the scope of this article, the plans are essentially the same.

Employers are not required to contribute money to the 403(b) plan. Some churches will contribute money for all full time employees; others may match employee contributions, while others may contribute money for certain employees only (for example, clergy). Likewise, employee contributions are not mandatory. Additionally, "employee" contributions (or elective deferrals) must be remitted by the employee through the employer by means of salary reduction, (Self-employed PCA pastors and military chaplains may contribute without salary reduction), amounts contributed by employees are used to reduce each employee's reportable income on year-end W-2 forms. In this way employees elect to defer income taxes (reduced salary now means lower taxes now) until money is distributed from the Plan, which should be near or during retirement.


Early distributions (all distributions prior to age 59½) must be taxed according to the Internal Revenue Code and are subject to the participant's income tax rate, plus a 10% excise tax (penalty). Distributions of elective deferral funds (employee contributions as opposed to employer contributions) are allowed only in the cases of the employee attaining age 59½, the employee experiencing a severance from employment, or the employee experiencing a financial hardship. However, unless the employee has attained the age of 59½, the excise tax penalty will still apply, with a few exceptions, for all such distributions. The excise tax was designed by the IRS to discourage participants from

"raiding" retirement accounts prior to retirement.

Employer 403(b) plans are among the most cost-efficient means to fund retirement. The PCA Retirement Plan has averaged a small 1.06% fully loaded expense ratio for the last five years. Such a low expense ratio allows a greater net rate of return for all participants. PCA Retirement & Benefits, Inc. encourages all ministers,

missionaries and non-ordained church employees to participate in the PCA Retirement Plan. Regardless of whether the church (or other PCA employer) contributes "employer" money or not, contributing through elective deferral now to a low expense ratio plan will not only lower one's current income tax, but will also dramatically improve one's future financial prospects.

## ARE YOU OFF TO A SLOW START?

 According to a recent article in the May 2005 issue of the magazine PLANSPONSOR, over one third of those in the workforce under the age of 40 admit that they either have not started saving for retirement or have no retirement savings goals. The percentages are even higher for those under 30.

This savings statistic is truly of crisis proportions when one factors in that survey results show that the majority of full-time United States workers (64%) are either behind in their retirement savings plans or have not yet begun to save for retirement. This is virtually two-thirds of the employees in this country! These folks are not only off to a slow start; they are not even in the race. With savings, it pays to be the hare and not the tortoise.

Apparently, many of these ill-prepared or slow starters feel that they can make up for this savings shortfall at some unspecified date in the future. The major fallacy in this approach is that if one doesn't get into the habit of saving at an early age, it becomes progressively harder

to do so as the years go by.

What do you do if you find yourself in this situation?

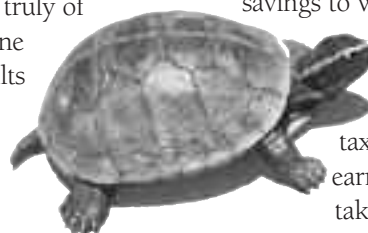
If you are under 50, you should start immediately to save until it hurts. You must force yourself to get into the habit of saving. Find a way to have a certain percentage or specified amount of your paycheck automatically transferred to the PCA Retirement Plan, a tax deferred savings vehicle. This puts your

savings to work for you through reinvested dividends, interest, and possibly appreciation without taxes on the principal or earned interest, until you take it out in retirement.

If you are over 50, in addition to the above, the IRS allows you to set aside an even greater amount, on a tax deferred basis to allow you to "catch up".

Take these basic steps immediately to either get off the starting line or back into the race:


- 1. Set up an automatic transfer of payroll dollars to your PCA Retirement Plan account;**
- 2. If you qualify for "catch up" provisions, use them.**



***With savings, it pays to be the hare and not the tortoise.***



## NET WORTH, WHAT IS IT?

 Net worth is the difference between your assets (what you own), and your liabilities (what you owe). See Example #2.

### Why is it important?

Net worth is what you will have to live on in retirement, coupled with social security (if eligible) and/or a pension. In other words, your net worth will supplement your living expenses during retirement.

### How do you calculate it?

To estimate your expected net worth:

- 1) Multiply your age times your realized pre-tax annual household income from all sources except inheritances.
- 2) Divide by ten.
- 3) This, excluding any inherited wealth, is what your net worth is expected to be.

### Example #1:

Pastor Elder is 45 years old, earns \$50,000 a year, and has investment income of \$2,000 a year. He would multiply \$52,000 by 45. This equals \$2,340,000. Divided by 10, his net worth is expected to be \$234,000. In retirement, this is the amount (plus social security, if eligible, and/or a pension) he would expect to be able to use to provide for his living expenses.

If his net worth is at this level, he is on target. In this case, he will want to try to increase his savings rate.

If his net worth is twice that amount, he is "well positioned." In this case he should maintain his savings level.

If his net worth is half that amount, he should get serious about a savings program. He needs to find ways to decrease his spending on current purchases. He needs to start or increase his contributions to the PCA Retirement Plan.

Let's see where Pastor Elder is in his retirement savings program.

### Example #2:

From this example, it appears that Pastor Elder is headed in the right direction, but still needs to increase his contribution to his retirement account. He should also look for ways to reduce his monthly expenses.

Try this calculation for yourself to determine how you are positioned.

### (NET WORTH) EXAMPLE 2

Home .....	\$160,000
Furnishings .....	\$70,000
Automobiles .....	\$38,000
Savings Acct .....	\$2,500
Checking Acct .....	\$425
PCA Retirement.....	\$61,000
IRA .....	\$2,000
<b>Total Assets .....</b>	<b>\$333,925</b>
Mortgage.....	\$77,000
Student Loans .....	\$8,000
Home Equity Loan.....	\$29,000
Car Loans .....	\$19,000
<b>Total Liabilities .....</b>	<b>(\$133,000)</b>
<b>NET WORTH.....</b>	<b>=\$200,925</b>

## PCA RETIREMENT FUND UPDATE

### INVESTMENT PERFORMANCE

	3rd Quarter	Average Annual Return Through 9/30/05		
		1 Yr.	3 Yr.	5 Yr.
<b>PCA Equity</b>	<b>5.0%</b>	<b>15.8%</b>	<b>16.3%</b>	<b>2.3%</b>
<b>PCA Balanced</b>	<b>1.8%</b>	<b>8.0%</b>	<b>8.8%</b>	<b>0.8%</b>
<b>PCA Income</b>	<b>-0.6%</b>	<b>1.2%</b>	<b>2.9%</b>	<b>4.6%</b>
<b>Small Cap</b>	<b>1.8%</b>	<b>13.1%</b>	<b>23.0%</b>	<b>7.6%*</b>
<b>Mid Cap Growth</b>	<b>4.6%</b>	<b>17.4%</b>	<b>18.7%</b>	<b>-6.4%</b>
<b>Large Cap Growth</b>	<b>4.5%</b>	<b>18.8%</b>	<b>12.0%</b>	<b>-4.7%</b>
<b>Value</b>	<b>4.4%</b>	<b>16.8%</b>	<b>16.1%</b>	<b>8.4%</b>
<b>Stock Index</b>	<b>3.5%</b>	<b>11.7%</b>	<b>16.3%</b>	<b>-1.9%</b>
<b>Foreign Stock</b>	<b>9.3%</b>	<b>23.2%</b>	<b>20.0%</b>	<b>7.9%</b>
<b>Bond</b>	<b>0.8%</b>	<b>0.7%</b>	<b>3.9%</b>	<b>5.6%</b>
<b>Money Market</b>	<b>0.7%</b>	<b>1.9%</b>	<b>0.9%</b>	<b>1.8%</b>
Benchmark Indices				
<b>S&amp;P 500</b>	<b>3.6%</b>	<b>12.3%</b>	<b>16.7%</b>	<b>1.5%</b>
<b>NASDAQ Composite</b>	<b>4.6%</b>	<b>14.2%</b>	<b>23.1%</b>	<b>9.7%</b>
<b>Lehman Aggregate</b>	<b>0.7%</b>	<b>2.8%</b>	<b>4.0%</b>	<b>6.6%</b>

\*Source - Morningstar

### SMALL CAP

Fidelity Advisor Value Strategies-T Fund (FASPX)

### MID CAP GROWTH

Artisan Mid Cap Fund (ARTMX)

### LARGE CAP GROWTH

Waddell & Reed Advisor Vanguard (WAVYX)

### VALUE

Mutual Shares-Z Fund (MUTHX)

### STOCK INDEX

Vanguard Institutional Index Fund (VINIX)

### FOREIGN STOCK

Templeton Foreign-A Fund (TEMFX)

### BOND


FPA New Income Fund (FPNIX)

### MONEY MARKET

Vanguard Prime Money Market Fund (VMMXX)

Note: Investment returns shown are net of investment manager, custodial and administrative fees. All 2005 figures are unaudited.

## 2006 MINISTERS TAX GUIDE FOR 2005 RETURNS

 PCA Retirement & Benefits, Inc. (RBI), in conjunction with Richard R. Hammar, J.D., LL.M., CPA and Christian Ministry Resources has designed a tax guide especially for

ministers and missionaries that will assist in 2005 tax filings and 2006 tax planning. Every year, RBI distributes the “Ministers Tax Guide” to all PCA teaching elders (TE) to assist them in navigating their way through the voluminous laws and regulations that apply to them.


The information contained within

the “Ministers Tax Guide” is designed to provide TEs with step-by-step assistance on several tax forms and schedules. Real life examples and helpful worksheets are provided within the Guide. Some of the highlights contained within the Ministers Tax Guide are as follows:

- **Tax highlights for 2005**
- **Special Rules for Ministers**
- **Step by Step Tax Return Preparation**
- **Comprehensive Examples and Forms**
- **Housing Allowance Form**

If you have any questions concerning the actual tax liability of a minister, please contact your local tax professional. However, RBI is available to assist with any questions you have concerning the “Ministers Tax Guide.” RBI can be reached at (800) 789-8765 or [rbi@pcanet.org](mailto:rbi@pcanet.org).

## NOTICE OF SMALL CAP FUND CHANGE

 On October 3, 2005 PCA Retirement & Benefits, Inc. (RBI) replaced the mutual fund within the small cap fund option of the PCA Retirement Plan. The Fidelity Advisor Value Strategy T Fund (FASPX) was replaced by the Lord Abbeatt Small Cap Blend Fund (LSBYX).

The Investment Committee of the RBI Board of Directors determined that in the best interest of retirement plan participants, the Fidelity fund should be replaced. The Fidelity fund (FASPX) small cap fund was underperforming peers, experiencing style drift (moving in the direction of a mid cap or multi cap fund), and experienced a change in the investment manager. A lengthy study was

# PCA CHRISTMAS OFFERING 2005...

**Your gift this Christmas will encourage and impact lives to God's glory.**

### From a retired pastor...

*We are grateful for God's people who are aware of the predicament of some retired ministers and those who give generously for financial help... Having served only in small churches and thus not able to contribute more toward retirement, despite our stretching and sacrifice in other areas to do so, my retirement contributions were meager... we are most grateful for your ongoing work that so kindly "makes up my lack". Sincere thanksgiving.*

In addition to providing monthly supplemental assistance to this retired pastor and his wife, your gift to the Christmas Offering provides monthly supplemental, temporary, or one-time assistance to other retired and disabled pastors, missionaries, church lay workers, pastors without call, their widows and dependent children who qualify according to the Relief Fund guidelines.

You may give your gift through your church or by mailing it to:

PCA Ministerial Relief  
1700 North Brown Road  
Suite 106  
Lawrenceville, GA 30043-8143

*A Tradition  
of Love*

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RETIREMENT  
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completed and the Lord Abbett Small Cap Blend Fund was chosen.

The timing of the Small Cap Fund option change from Fidelity to Lord Abbett will allow the entire fourth quarter to be under the new Lord Abbett fund. The Lord Abbett fund fees are slightly less than the Fidelity fees. Participants may visit the Lord Abbett website [www.lordabbett.com](http://www.lordabbett.com) for fund manager information. A prospectus is available from RBI at [www.pcarbi.org](http://www.pcarbi.org).

Should you have additional questions, please contact RBI at 800-789-765.

## PCA LONG TERM DISABILITY CARRIER RENEWED



PCA Retirement & Benefits, Inc. (RBI) is pleased to announce that UnumProvident will continue as the carrier for the fully insured PCA Long Term Disability Plan. The plan has demonstrated excellent experience over the last few years. This will enable the current fee structure to remain the same throughout 2006. RBI reminds participants of plan benefits, which are among the best in current industry disability plan design, including:

- **66 2/3 income replacement (for most employees)**
- **9% retirement income protection provision (9% contribution for all PCA Retirement Plan participants)**

- **3% annual cost-of-living-adjustments**
- **Conversion privilege (convertible to an individual policy if leaving PCA employment)**
- **World-wide Travel Assistance program (emergency assistance available to those traveling more than 100 miles from home)**
- **Premium structure (for most employees - employees of larger PCA organizations may have different rates)**
  - **0.60% of monthly income for those paying FICA or SECA taxes**
  - **0.85% of monthly income for those "opted-out" of Social Security**

## CHANGES TO THE PCA RETIREMENT PLAN



From time to time, the PCA Retirement Plan document requires amendment due to changes in tax law. For 2005, a number of changes were recently approved by the PCA Retirement & Benefits, Inc. (RBI) Board of Directors for the 25th amendment to the Plan, including:

- 1. Section 5.01 - Change the Plan Document to clearly state the order in which elective deferrals are treated. The RBI Plan Document will order deferrals first under "Increase for Certain Long Term Employees" and second under "Increase for Employees Over Age 50."**
- 2. Section 6.06 - Change the Plan**

**Document to allow RBI the option to require automatic distributions for those severed from employment and having balances of \$1,000 or less rather than \$2,500 or less (note - currently, RBI is not exercising this option, but reserves the right to do so in the future).**

- 3. Section 6.08 - Change the Plan Document to explicitly state that for hardship distributions, 401(k) rules govern and are automatically incorporated into 403(b) rules. Formerly, the Plan referenced 401(k) as guidance rather than fully incorporating its rules.**

### Further items:

- **The required securities disclosure was placed on the cover page, rather than within the document.**
- **The amendment date on the cover page became August 12, 2005.**
- **The effective date (referred to on page three of the Plan Document) will be the actual date the resolution is passed by the 34th (2006) General Assembly. PCA Retirement & Benefits, Inc. is permitted to use the 25th Amendment in the interim.**

While copies of the Plan Document are available upon request, RBI suggests referring to the more reader-friendly Summary Plan Description, which may be downloaded from the RBI website at [www.pcarbi.org](http://www.pcarbi.org) or requested by contacting RBI at 800-789-8765.

## THE RBI BOARD OF DIRECTORS

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## SOCIAL SECURITY

 The Old Age Survivor and Disability Insurance (OASDI) program, better known as Social Security is many different things. Signed into law by Franklin Roosevelt 70 years ago, Social Security is no longer a retirement program (as originally designed), rather it has become a social insurance program designed to mitigate financial hardship on American taxpayers in cases of disability, “old-age,” and in death.

Social Security (along with Medicare) is funded through Federal Insurance Contribution Act (FICA) or Self Employment Contributions Act (SECA) taxes.

FICA taxes are paid by most employees (including non-profit church employees) with 7.65% being withheld from salary and an additional 7.65% being paid by the employer on the employee’s behalf (in each case, up to \$90,000 in annual salary).

Ministers have a dual tax status and are considered employed for


Birth Year	Full Retirement Age
<b>1937 or earlier</b>	<b>65</b>
1938	65 and 2 months
1939	65 and 4 months
1940	65 and 6 months
1941	65 and 8 months
1942	65 and 10 months
<b>1943-1954</b>	<b>66</b>
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
<b>1960 and later</b>	<b>67</b>

federal income tax purposes and “self-employed” for Social Security purposes; therefore, clergy must pay SECA taxes. SECA taxes are 15.3% each year.

For those having Internet access, there is a wealth of information available on the Social Security website ([www.socialsecurity.gov](http://www.socialsecurity.gov)), including retirement planners, disability planners and survivor benefit planners. A toll free number (1-800-772-1213) is also useful for

those having specific questions. Regardless of individual opinions of the Social Security system, PCA Retirement & Benefits, Inc. reminds participants that Social Security continues to be a vital part of retirement planning.

## KATRINA, RITA, WILMA AND RELIEF

 “The Lord sits enthroned over the flood; the Lord sits enthroned as King forever. May the Lord give strength to his people! May the Lord bless his people with peace.” Psalm 29:10,11

Ministerial Relief is working with Mission to North America to provide assistance as needed to our active PCA pastors and their families, retired and disabled pastors, missionaries, church lay workers, pastors without call, and their widows and dependent children. We are grateful for your

continued provision for their needs as you thank God for His faithfulness to you through your gifts to the annual PCA Christmas

## RBI OFFICE HOURS SCHEDULE

The business hours of PCA Retirement & Benefits, Inc. (RBI) are Monday through Friday 8AM to 5PM ET. The RBI office will be closed the following holidays:

Thanksgiving: Thursday and Friday, November 24 – 25

Christmas: Friday – Monday, December 23 – 26

New Year’s: Monday, January 2

RBI reminds participants that the following resources are available 24/7:

**Website: [www.pcarbi.org](http://www.pcarbi.org) • E-mail: [rbi@pcanet.org](mailto:rbi@pcanet.org)**



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