

UCC Benefit Plans



MEMBER ASSISTANCE + WORK/LIFE BALANCE

The Work/Life Balance Program is a no-cost benefit that provides confidential access to a Licensed Professional Counselor or Work/Life Specialist for in-person visits and unlimited confidential phone consultations. Eligible UCC Non-Medicare Health Plan participants their spouses, dependent children, parents and parents-in-law are covered under this program.

UCC DENTAL PLAN



The UCC Dental Plan partners with United Concordia Companies to offer an optional, stand-alone Dental Plan, with an increased plan allowance of \$2,400 per person, that does not require enrollment in the UCC Medical Plan.



VISION PLAN

Administered by VSP, the Vision Plan is a stand-alone benefit with a separate application and premium. Contact VSP at 1.800.877.7195.

UCC Benefit Plans



UCC MEDICARE ADVANTAGE PLAN WITH RX

The UCC Medical Plan through Humana offers you and your Medicare-eligible dependents a plan that covers both medical and prescription drug costs, and with access to a preferred provider organization network of health care providers.

LONG-TERM CARE



Long-term care insurance is available to active and retired UCC employees and their family members through ACSIA Partners, the nation's leading provider of this important coverage.



PET INSURANCE

Through MetLife Pet Insurance, you may receive substantial savings on veterinary expenses. Call 1.800.GET.MET8.

Since 1914, The Pension Boards-United Church of Christ, Inc. has provided comprehensive employee benefits programs for active and retired UCC clergy and lay employees and their eligible dependents, providing the highest standards of service, access and options.

For more details, contact us at:

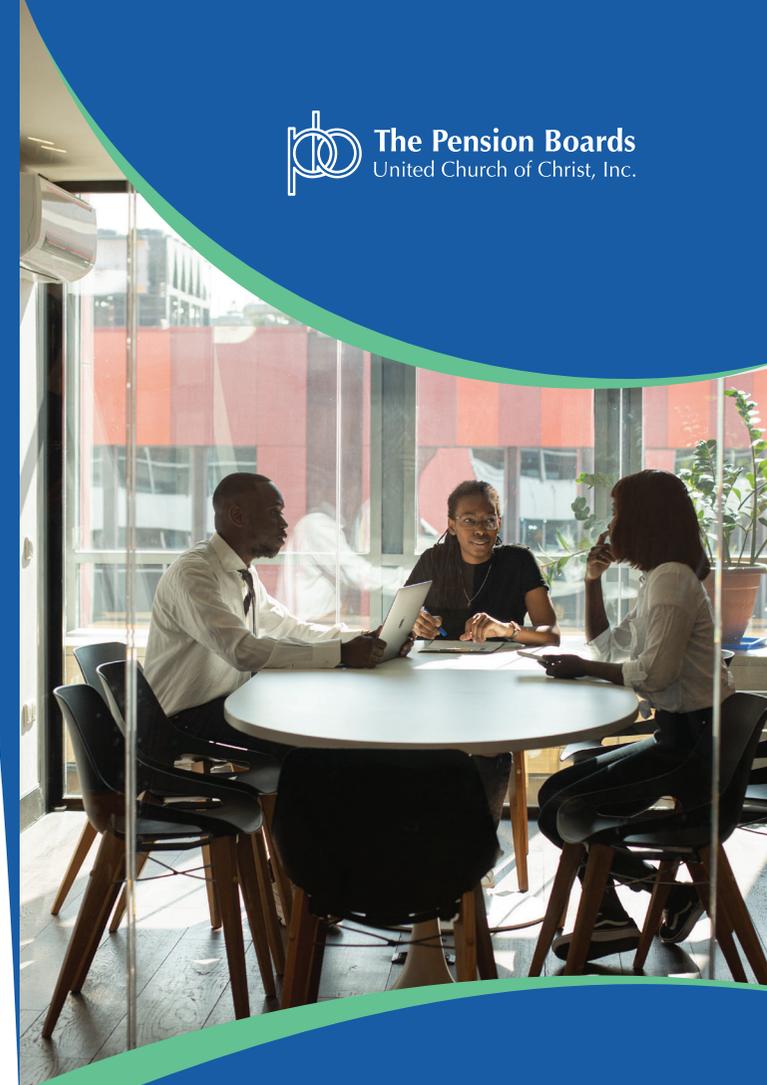
☎ 1.800.642.6543 | ✉ info@pbucc.org | 🌐 pbucc.org



The Pension Boards
United Church of Christ, Inc.



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Benefit Plans At-a-Glance

Operating at the intersection of faith and finance, the Pension Boards-United Church of Christ partners with those engaged in the life of the Church to provide services leading to greater financial security and wellness.



Annuity Plan for the UCC

The Annuity Plan for the United Church of Christ provides lifetime retirement income or beneficiary benefits to clergy and lay employees. Membership is open to anyone working for a UCC employer. The Annuity Plan is administered by the Pension Boards, and is the primary retirement income vehicle for most plan members.

EMPLOYEE RETIREMENT CONTRIBUTION ACCOUNT

As a member of the Annuity Plan, and in addition to being eligible for employer contributions, members may also make pre-tax personal contributions through an Employee Retirement Contribution Account (ERCA), a tax-sheltered annuity or TSA, to the Plan. This plan is available to members whether or not their employer makes contributions on their behalf.

INVESTMENT PROGRAM

The Pension Boards focuses primarily on long-term considerations to assist Annuity Plan participants in achieving an adequate level of income at retirement. Our investment options allow individuals to structure a savings plan to meet their needs.

ACCUMULATION FUNDS

The pension plan for actively contributing members (accumulating plan) includes several investment options: a Stable Value Fund, a Bond Fund, a Sustainable Balanced Fund, an Equity Fund, six Target Annuitization Date (TAD) Funds, and a Global Sustainability Index Fund.

ANNUITY FUNDS

Pension Boards' members have two annuity choices to convert their accumulated balances at retirement—the Participating Annuity and the Basic Annuity.

Members who annuitized before April 1, 2006, and who did not choose to convert to one of these annuities remain in the Equity Benefit Annuity and/or the Balanced Benefit Annuity. Annuity reserves are invested in the Pension Boards' Equity, Bond or Sustainable Balanced Fund.

UCC Benefit Plans

HEALTHY STEWARDS

Healthy Stewards is the Pension Boards' wellness philosophy, rooted in the biblical understanding that we are called to be stewards of all our resources—including our health. UCC Non-Medicare Health Plan participants and their covered spouse/partner are eligible to earn up to \$300 in rewards for participating in healthy activities.



UCC Benefit Plans



UCC NON-MEDICARE HEALTH PLAN

The UCC Non-Medicare Health Plan provides comprehensive medical benefits and a choice of three plans (Plans A, B, and C).

UCC Non-Medicare participants can receive:

- General health care (physical exam, diagnostic screenings, and more)
- Immunizations
- Care for patients with risk factors
- 24/7 free and confidential access to registered nurses, and more

UCC LIFE INSURANCE AND DISABILITY INCOME BENEFITS PLAN



This benefit plan offers basic life insurance, optional additional and dependent life insurance, short-term disability insurance, and long-term disability insurance.



FLEXIBLE BENEFIT PLAN

Available to actively employed UCC ministers and lay employees, this plan allows for reimbursement such as plan deductibles, copayments, vision care, hearing aids, certain over-the-counter medications, and more.