

## Regional Conference Retirement Plan

March 2007

### Where We Stand

The Lord continues to smile on us. We finished 2006 with 162 participants receiving benefits, our fund reaching the 45% level toward full funding and our expenses were less than half the amount that the fund earned in interest. Praise God from whom all blessings flow.



Here is some other news. We are still running a bit below the level of interest projected to have been earned by the fund when we commenced operation in 2001. However, keep in mind that the first few years of operation were brutal on investments everywhere. And given we were in a bear market because of the post Dot Com techno bubble of the 1990's the Lord has still shown Himself mightily on our behalf. Please remain mindful that having large sums of money does not preclude the need for prayer. So we continually solicit prayer as we go forward in faith.

### Actuarial Study Completed

The Actuarial Study for our Plan was completed in January. This puts us in a position to determine how to prudently handle Cost-of-Living adjustments for our retirees and other matters relevant to the expense of properly and adequately operating such a wonderful Plan. That decision should be made in our April meeting of the Board, God willing. At that time we will announce the if and the when of an effective date and how much you may expect to receive.

### Just Claim It

Recently, we had a booth in the exhibit hall at the **Just Claim It Youth Prayer Conference** in Dallas February 28 - March 3, 2007. Our presence there gave us the opportunity to tell the story of Regional Conferences from our booth to young people from all over the world. We were able to dispel the erroneous notion of some in the World Church that Regional Conferences are a breakaway movement from the regular SDA Church. Prominently displayed on the wall of our exhibit was the verbatim copy of the 1944 General Conference Spring Council action that created and endorsed the formation of Regional Conferences in the United States.

Our message was well received by young and old. Many were relieved to know that we are not a renegade or a separatist movement. Counted among those who inquired were some from Eastern Europe, West Africa, and the State Conferences in the USA. Some of our very own Black young people who have grown up in the integration age are severely challenged to understand this complex issue. While Regional Conferences had their beginnings at the height and depths of segregation and racism in this country, and since those issues are not as visible or acceptable as they were in those

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days, some people cannot see why we must continue to have them today. This fact seems to indicate that my generation may have failed to teach our youth the importance of “having your own stuff,” especially in a society as diverse as that of the United States.

### **Black History Month**

We have just completed Black History Month in the United States. During that month I had a succession of preaching appointments under that theme. One thing I think I have learned is that those from the ranks of the retired must carry a year-round torch for dialoging with any and all who will listen, to underscore under the power of God, the importance of determining and holding our own destiny in our own hands. Surely with this issue and having faithfully answered the call to the Gospel ministry in the communities we serve for many long years, you may be tempted to say “I have paid my dues” and just sit down and wait for the coming of the Lord. But last I checked Michael had not yet stood up and I understand that until **He** says “**It is Finished**”, then we cannot afford to begin to think we are “finished.”

### **Healthcare Insurance Clarity**

Recently I have received cards, email messages and letters expressing thanks for the refund of overcharges in last year’s premiums.

The refunds were due you because of the delay in the making the proper deductions after the Retirement Board approved lower figures last year. The communiqués were all very nice and we appreciated getting them and the personal pats on the back from many of you. However there were some who called frightened that we were giving a refund that would be taken away by the announced expected increase in April.

Let not your hearts be troubled. The average increase for those receiving 30 years earned credit for medical coverage is \$14 per month. You will be pleased to know that the Retirement Board voted to absorb \$11.00 of that increase leaving you with only a \$3.00 per month increase per person. That amount may vary in the different categories of earned credit. The above is only an example of how it impacted those who receive the maximum in earned credit for healthcare.

### **An Abundance of Hugs**

As I travel the country I am constantly greeted with huge hugs by Regional Conference Retirement Plan retirees. It is a great feeling to receive the hugs and to hear the words of sheer joy and appreciation. I am happy to receive them on behalf of all of us here in the Retirement Office and for all members of the Retirement Plan Board. You make all of us proud to serve you.  
Peace!

Joseph W. McCoy

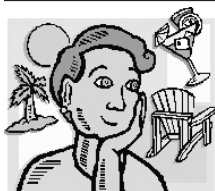
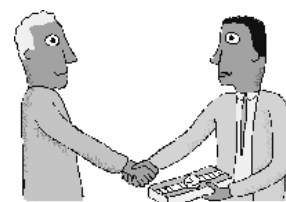
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## **NEWEST Regional Conference Retirees**

As of now, we have a total of **167** blessed retirees on the Regional Conference Retirement Plan.

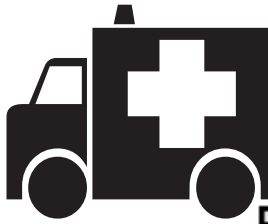
### **We are pleased to introduce the NEWEST retirees added in the 1st quarter of 2007:**

1. John Smith (Maintenance) - Lake Region - 7.10 years
2. Roberta Lundy (BLC Supervisor) - Lake Region - 8 years
3. Doctor Smith (Pastor) - Northeastern - 30.7 years
4. Milton Bowden (Publishing Director) - Central States - 25 years
5. Alice Strawbridge (Teacher) - Lake Region - 9.4 years



Please remember that you are part of a “Defined Benefit Plan.” A federal income tax favored plan that guarantees a specific benefit level. If you need a copy of the benefit plan booklet, please go to our website and download it at ([www.regionalministry.org](http://www.regionalministry.org)), call your conference secretariat, or give us a call, or write to us for a copy.

# 2007 New Rates for the Supplemental Healthcare Plan



## Effective in your April 2007 Retirement Check

The credited monthly amount that RCRP will pay towards retirement healthcare cost is called your 'Earned Credit'. The Earned Credit is not the same for every retiree. Several factors determine the amount of the contribution that the Plan contributes to the cost of your coverage. The most important factor is the number of years of service credit for the Regional Retirement Plan benefits. Anyone with less than 15 years of service credit is not eligible for healthcare benefits.

You have been assigned to one of five categories, 'A' through 'E'. Your category determines how much the plan will pay towards the cost of your coverage. The following table shows each of the five categories, the cost of each menu option, and the Plan contribution (your Earned Credit) based on your category.

Years of Church Service Credit in NAD	Retiree Category	**Monthly Earned Credit Per Person (Subject to Change)
15 to 17	E	\$122
18 to 21	D	\$142
22 to 25	C	\$162
26 to 29	B	\$183
30+ years	A	\$203

Locate your Category column labeled 'A' through 'E' on the worksheet that follows the table. Your monthly cost will be listed at the bottom of that category.

RCRP Worksheet/Calculations (Subject to Change)					
Retiree Category	A	B	C	D	E
Menu Option Cost for each RCRP Participant					
<b>Base:</b>	\$203	\$203	\$203	\$203	\$203
Dental-Vision-Hearing (DVH) Prescription Drugs (Rx)					
Medicare Extension ( MCx)*	\$75	\$75	\$75	\$75	\$75
Total Cost of Selected Options	\$278	\$278	\$278	\$278	\$278
Minus Your Earned Credit	-\$203	-\$183	-\$162	-\$142	-\$122
<b>Monthly Amount Due from each RCRP Participant/and Spouse (if applicable)</b>	\$75	\$95	\$116	\$136	\$156

**For those on the Pre-65 (Non-Supplemental) Healthcare Insurance:** The new rate for 2007 is \$399 per month, minus your Earned Credit as listed above.

# “Some Frequently Asked and Answered Questions”

For  
More  
Info  
Contact:



## Healthcare Coverage

### Question – Is healthcare coverage included in my benefits?

**Answer** – Yes if you have a minimum of 15 years service credit and are eligible for Medicare part A and B. The cost currently is \$264.00 per month per retiree. An additional \$264.00 is required to cover your spouse. Based on 30 years of service credit the benefit from the Retirement Plan can be as much as \$192.00 per person. The retiree is required to fund the remaining \$72.00 – per month per person covered.

## The Retirement Allowance

### Question – Under the RCRP am I still entitled to the Retirement Allowance?

**Answer** – Yes. This benefit known also as the “Lump Sum” is awarded by the employing Conference for faithful service in your career. It is calculated at the rate of 25% of one month’s salary for the number of years of service up to 20 years. You can receive this benefit **only** when you go directly into retirement from active service.

## Personal Insurance Conversion Option

### Question – Will my North American Division (NAD) employee life insurance continue after I retire?

**Answer** – Personal Insurance Coverage **DOES NOT** continue after your retirement. However NAD insurance contracts provide

you with the right to continue or convert personal insurance coverages that were provided for you or that you paid for. You should discuss those options with your employer and take the necessary actions if you desire to continue the coverages. There is a **limited** time window in which this must be accomplished.

## Parsonage Allowance

### Question – Am I still eligible for Parsonage Allowance if I received it as a pastor?

**Answer** – Yes if you qualified for Parsonage Allowance Exclusion by your last employer under IRS Code Section 107.

## Other Division Service Credit

### Question – If I have service credit in another Division of the Church will that Service Credit be counted in the Regional Conference Retirement Plan?

**Answer** – No. Currently only service credit earned in a Regional Conference and in specific circumstances in the North American Division counted and included in compensation by the RCRP. Service Credit earned by an Independent Transfer to the NAD is not covered or compensated in the RCRP.

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The Retirement Office wishes for you and your family a happy and prosperous 2007. Our prayers continue for health and happiness in Christ for all retirees who have fought a good fight and are looking for the soon coming of Christ our Lord in great glory.

Regional Conference Retirement Plan  
7000 Adventist Blvd—Huntsville, Alabama 35896  
Phone (256) 830-5002—FAX (256) 830-5078