The Gift of Disability Insurance

Long term disability insurance is not glamorous, as far as insurance goes. Unless you receive it through your employer, most people will not purchase disability insurance independently. The benefit, however, is crucial, as it replaces a sizable portion of your salary should you become disabled from sickness, injury, or accident.

PCA Pastor Emeritus Mike Francis is a Berkeley-educated lawyer turned theologian. He pastored Immanuel Presbyterian Church (IPC), a small but steady PCA congregation in Deland, Florida since 2000. He is married to Maria, and they have three children.

(continued page 2)
The Gift of Disability Insurance

continued from cover

He has trouble remembering these facts.

On Memorial Day of 2015, Pastor Mike Francis suffered a heart attack that put him on life support and took away his memory—crippling his ability to pastor. He did not have long-term disability insurance.

John Warren, CEO of CFS Financial and a member of Immanuel Presbyterian Church, recalls eating lunch with Mike and his family one Sunday, the day before Mike’s heart attack. The Warren and Francis families had become close through Immanuel and were used to relying on each other for support. On Monday, John received a text that said, “Mike had a heart attack. Please pray.”

The news came as a shock to John. It didn’t make sense. Mike was a cyclist in excellent health. How could he have a heart attack that required three rounds of resuscitation? One airlift, a heart attack that required three rounds of resuscitation? One airlift, two hospitals, and several days later, doctors discovered Mike had an anoxic brain injury that left the majority of his brain permanently damaged. Maria was told that Mike would never walk or talk and probably not see or hear, let alone work another day.

Today, Mike is not on life support. He is talking, walking, and attending church again. His faith is strong, his theology sound, his prayer life vibrant, and he can clearly explain the Gospel. He’s even auditing classes at Reformation Bible College. It’s a long and miraculous story of physical and financial recovery witnessed by John and the Immanuel congregation, the community, and people across the country and around the world. You can read the details and follow Mike’s progress at www.MikeMarathon.com.

“Mike stayed on the equipment for the longest time, but we all rallied, we all prayed. Eventually, he started breathing on his own without a ventilator. He did much better than expected at each milestone of recovery. He amazed medical professionals.”

Mike’s unprecedented recovery had no baseline for medical procedures. Doctors were dumbfounded. Although the family had excellent insurance through Maria’s work, Mike’s condition fell outside insurance parameters once hospital treatment was no longer helpful for Mike. Without long-term disability insurance, Mike’s family was hard-pressed to recover from the losses in the midst of their grieving.

“Maria and a small group of volunteers from IPC began work on a plan B, to bring Mike home. We put him in the living room of their home, rented a hospital bed and hired in-home nursing care. Mike was still an invalid at this time.”

The group of faithful volunteers served the Francis family by providing meals and spending significant blocks of time with Mike during his recovery. They helped Mike with everything from Scripture memory to taking walks to simply enjoying community activities.

In the absence of disability insurance, Immanuel decided to support Mike and his family by paying his salary. “The congregation is by no means wealthy. Mike felt strongly about keeping the church debt-free. Immanuel is a ‘plain Jane’ type of church from a facilities standpoint, but the facility’s low cost allowed the congregation to pay his salary for two years without missing a beat. I was blessed to witness several congregants at the poverty level give the most generously.”

Meanwhile, Mike’s recovery continued. John received a call one day from a volunteer working at the Francis family’s home telling him to come quickly. John rushed to Mike’s house and stood by his bed. Mike looked up at John with clear eyes and said, “There is therefore now no condemnation for those who are in Christ Jesus.”

Inexplicably, Mike remembers whole passages of Scripture though he has trouble remembering simple details about his life. While he recovered, Maria realized that, although they had wills, they did not have a durable power of attorney. She went through the grueling process of becoming Mike’s legal guardian and applied for Social Security disability—all while caring for Mike and holding her job at Stetson University.

After relearning to breathe, swallow, talk, and walk, Mike is healthy and high-functioning by the miraculous grace of God. He still, however, is unable to work due to severe short and long-term memory loss. Though, he is not without friends. Thanks to his financial background, John led IPC in successfully conducting a campaign to budget and underwrite the Francis family’s financial needs for the rest of Maria’s life.

While you will certainly never experience a situation quite like Mike’s, it wouldn’t hurt to learn from it. Here are a few places to start if you’re a pastor without long-term disability insurance:

1. Have a rudimentary estate plan, including a durable power of attorney
2. Over 50? Get routine physicals
3. Consider the potential impact of a disabling event to your family
4. Consider the potential church-wide impact of a disabling event
5. Purchase inexpensive long-term disability insurance

Contact PCA Retirement & Benefits

Insuring yourself from a disabling event protects you, your family, and your church congregation. While fewer than 20% of all working people own a personal disability policy, the odds of becoming disabled for 90 or more days is greater than dying during one’s working years. None of us like to think about tragedy, but we can plan for it.

PCA Retirement & Benefits offers a variety of plans whether you are securing insurance as a group or individual. The plans can be viewed in detail on our website.

We’re here to help! Contact PCA Retirement & Benefits for more information on Long Term Disability Insurance by visiting us online or emailing insurance@pcarbi.org.
Disability FAQs

Disability Insurance: the protection employees need
It’s estimated that some 25% of today’s U.S. workers aged 20 to 50 years old will become disabled before the age of 67. Yet less than one-fourth of U.S. consumers have enough emergency savings to cover six months or more of their expenses. For these employees, even a minor illness can cause financial hardship, and a serious health problem or injury could be financially devastating. Unum Disability Insurance can safeguard against the unexpected expenses of being out of work and help employees.

When am I considered disabled?
The definition of disability will vary depending on your employer’s plan. Some policies consider you disabled if, due to sickness or accidental injury you’re unable to perform the duties of your own job or occupation, while others consider you disabled if you’re unable to perform the duties of any job or occupation taking into consideration your training, education and experience. Other policies require that you are unable to earn a certain percentage of your pre-disability income because of injury or sickness. Some policies may include a rehabilitation provision that gives you an incentive to take part in a vocational rehabilitation program.

Keep in mind that many policies have exclusions and limitations and may not fully cover certain disabilities and pre-existing conditions. Benefits differ from company to company, so speak with your benefits administrator for your workplace’s complete plan details.

When will benefits start?
If you satisfy the definition of disability, benefit payments will begin after you have met a waiting period – a plan-defined period of time, starting with the date you are disabled from work and the number of days you must continue to be disabled until benefits begin. Most group long term disability plans have an elimination period of 90 days or 180 days. Under group plans, the employer selects the elimination period.

How long will benefits be paid?
With most group disability plans, the employer selects the maximum duration of benefits. The most frequently offered maximum benefit periods are two years, five years, and to age 65. Policies with shorter maximum benefit periods typically have lower premiums. Benefits will be paid up to the maximum duration provided you continue to be disabled during that period. As benefit pay periods vary, it is important to refer to the policy certificate for details.

How much disability insurance do I need?
Disability coverage that replaces at least 60 percent of your after-tax income is generally recommended. To estimate the benefit amount you would need if you became disabled, ask yourself how much monthly income would cover your living expenses. Household expenses may include mortgage and car payments, groceries and child care. Consider all these factors to help you determine an appropriate amount.

(continued on back cover)

RBI’s General Assembly Seminar

PCA Retirement & Benefits will host a seminar at the 47th PCA General Assembly (Dallas, TX – June 25-28) titled: Navigating Medicare and Social Security. With a number of our ministry partners nearing retirement, this seminar is a timely one. A description of the seminar is listed below.

Navigating Medicare and Social Security
Wednesday, June 26
9:15-10:15 a.m. • Coronado C

Trying to understand the healthcare and retirement plans provided by the Social Security Administration can be more than a little confusing! When do I file? What benefits will I receive? What are my options? Is there a way to optimize my benefits? And if I fail to act in a timely manner, can I be penalized? This seminar will address all of these questions, ‘demystify’ both of these programs, and provide you with the knowledge needed to make wise enrollment decisions. While this seminar will be limited to this topic, PCA RBI Financial Planning Advisors will be available at GA to meet with you and address any specific financial and retirement planning questions that you may have.

If you will be attending this year’s General Assembly or if you live in the Dallas/Fort Worth, Texas area, we invite you to join us at our seminar. For those who are unable to attend, a recorded copy of the presentation will be made available on our website www.pcarbi.org in early July.
The 2019 version of the Call Package Guidelines will be printed and available at General Assembly. The digital version is currently available on our website. To download, visit pcarbi.org/resources/publications and select “Call Package Resources.”

Through this document, PCA Retirement & Benefits (RBI) is attempting to provide best practice guidance regarding the content and structure of ministerial call packages for ordained clergy. Also included are discussions on a number of topics like opting out of Social Security, a minister's dual tax status, and challenges in preparing ministers' tax returns. The final section contains forms and policies that are helpful to pastors and churches. It is our hope that this document will be a valuable reference for ministers, churches, Sessions, Presbyteries and PCA-related organizations. We pray that God would use this valuable resource for the edification of His Church and the propagation of the Gospel.

The 2019 PCA Ministerial Relief Golf Tournament will be held on Wednesday, June 26, 2019 at Cedar Crest Golf Course, home of the 1927 PGA Championship. We welcome all those attending General Assembly or living in the Dallas/ Fort Worth area to play this legendary course for a good cause! You will enjoy the golf and fellowship with pastors and church leaders before Assembly activities begin. In addition, this tournament benefits a critical charity, PCA Ministerial Relief. All proceeds from the event support PCA Ministerial Relief.

CEDAR CREST GOLF COURSE
1800 Southerland Avenue, Dallas TX 75203

Wednesday, June 26, 2018
on site check in begins at 7:00 a.m. | shotgun start at 8:00 a.m.

Registration deadline: May 31, 2019

All questions regarding the PCA Ministerial Relief Golf Tournament should be directed to Heather Chambliss at 678-825-1278 or heather.chambliss@pcarbi.org. Additional information can be found on our website at www.pcarbi.org/golf.
Life Insurance FAQs

What is life insurance and why do I need it?
A death in the family is not only emotionally devastating, it can also take a tremendous toll on the future financial security of a family. Suddenly, without the deceased’s income, paying the mortgage or providing for a child’s college education may become much more difficult.

Those who buy life insurance do so to help ensure their loved ones are taken care of financially. Life insurance is a promise by an insurance company to pay those who depend on you a sum of money upon your death. In return, you make periodic payments called premiums. Premiums can be based on factors such as age, gender, medical history and the dollar amount of the life insurance you purchase.

In the event of your passing, life insurance provides money directly to the individuals you select, your beneficiaries, who can use the money as they see fit, including:

- Replacing lost income
- Covering basic living expenses
- Paying household debts, estate taxes and funeral expenses
- Funding a child’s education
- Supplementing retirement savings

What kinds of life insurance can I get?
Life insurance comes in two main types - term and permanent.

Term life insurance pays a specific lump sum to your loved ones for a specified period of time – usually from one to 20 years. If you stop paying premiums, the insurance stops. Term policies pay benefits if you die during the period covered by the policy, but they do not build cash value. They may also give you the option to port. That is, you can take the coverage with you if your leave your organization.

Generally, term life insurance policies:

- Provide valuable coverage at an affordable price
- Help cover specific financial responsibilities like a mortgage or college expenses
- Supplement a permanent policy

Permanent life insurance policies do not expire. They are intended to protect your loved ones permanently, as long as you pay your premiums. Some permanent life insurance policies accumulate cash value. That means the value of the policy will grow each year, tax-deferred, until it matches the face value of the policy. The cash can generally be accessed via loans or withdrawals and can be used for a variety of purposes. This type of plan is typically portable, so coverage can continue if employment terminates.

PCA group life policies are term life policies, with the option to port to individual term policies or convert to permanent coverage at termination.

What are the advantages of purchasing life insurance through my workplace?
Getting life insurance through work can be an easy way to protect your family. If your employer offers a group plan, consider signing up for advantages that may include:

- Competitive group rates
- Guaranteed issue, meaning you can get a certain amount of coverage without answering health questions or taking a medical exam
- Convenient payroll deductions
- Easy access to enrollment and educational tools that can help you make the right decisions about the type and amount of insurance that’s right for you
- The confidence of knowing that your employer has reviewed and selected the plan

How much life insurance do I need?
While you won’t be able to pinpoint the amount you need to the penny, you can make a sound estimate. Your goal should be to develop a life insurance plan that, following your death, will allow your family to live comfortably without your economic contribution. Also consider the effect of inflation over time. The amount needed for retirement or college 20 years from now is likely to be significantly higher than today.

To estimate the amount of life insurance your family would need, first calculate everything you now provide for your family including:

- Salary
- Benefits/health insurance
- 401(k) and retirement savings
- Personal services you perform for your family, such as child care, cooking, home maintenance, etc.

Then, subtract your personal expenses including:

- Annual spending on personal needs, such as food, clothing, entertainment, etc.
How can life insurance be more affordable?
To keep your premiums as affordable as possible and save money in the long run:

Buy it now. Premiums for the same coverage generally increase the older you become. And the longer you wait, the more you risk developing a health condition that could increase your premium further or make you uninsurable.

If you want permanent life but you’re on a budget, consider some term for now. You can save money initially by buying some term life in combination with permanent life. Then later, if your budget increases, consider converting the term policy to permanent life.

Consider group life insurance offered through your employer. It may be available at a relatively low cost. But keep in mind that your group coverage may end or become more expensive when you leave your job or as you get older.

What if I already have life insurance?
It’s a good idea to review your coverage every few years to make sure it still meets your financial needs. Check to make sure that all information, including your beneficiaries, is current. It might be time to re-evaluate your coverage if you:

- Recently married or divorced
- Received an inheritance
- Purchased a new home
- Refinanced your home mortgage in the past six months
- Have a child or grandchild who was recently born, adopted or about to enter college
- Provide care or financial help to a child or parent
- Want to ensure that financial resources are available for a loved one’s assistance or long-term care

What are some basic life insurance terms I should know?

- **Policy owner**: The policy owner is the person who owns the life insurance policy. In many cases, the policy owner is also the person who is insured by the policy. However, the policy owner may also be a relative of the insured, a trust, partnership, or a corporation.
- **Beneficiary**: A beneficiary is the person(s) selected by the policy owner to receive the life insurance payments upon the death of the insured.
- **Premium**: Premiums are the payments made to the insurance company to purchase and keep a policy active.
- **Death benefit**: A death benefit is the amount paid to the beneficiary at the time of the death of the insured.
- **Face amount**: The face amount of the policy is the amount of the death benefit as stated in the policy. This does not include additional amounts that the policy may provide.
- **Insured/insured life**: Insurability refers to how likely an applicant is to be offered coverage based on current health, medical background, family history and other factors.

Source: MetLife

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Meet Emily!

*As long as we have voices, we must sing.* -Lailah Gifty Akita

*“For every minute spent organizing, an hour is earned.”* -Benjamin Franklin

What do these two quotes have in common? Both accurately describe our newest front desk administrative assistant, Emily White. Emily replaces Ingrid Krein who was promoted to Benefits Representative.

Emily has one top notch skill (well, she has others, but this one is incredible)...organization! As she goes about her daily routine, with a ready smile and humming a tune, she checks with each of us to see what she can do for us. Her helpful spirit and keen eye even extend to the opportunities she sees for more efficiency. She has great ideas and is ready to put them into action. She loves helping people. “The most rewarding part of my new job is when someone asks me to do something and they are surprised and pleased with how well or how quickly I have done it,” Her grandmother has told her several times she has the gift of service and it shows because she loves doing so many things for all of us here. We think her grandmother nailed it!

Emily graduated from Covenant College with a BM in Voice Performance. She plays the cello and the piano. She loves to knit, read, watch TV, shop and play with her Border Terrier, Jeeves. Formerly, Emily was the founder and operator of a non-profit organization, which she says gave her a background understanding of so many of the things we do here.

Esther is her biblical heroine. “She was one of the most amazing people. She was so brave and selfless, yet kind and loving to the people who hated her. She was willing to sacrifice herself to save her people. She was Christ-like in many ways which is very encouraging to me.”

We are very thankful for the Lord moving Emily to RBI. She is a great addition to our staff, and we love her!
### Supplemental Benefits

These benefits are available without additional charge to individuals enrolled in certain benefits plans. The second column in the chart below specifies which product you must be enrolled in to access each supplemental benefit.

<table>
<thead>
<tr>
<th>SERVICE</th>
<th>MUST BE ENROLLED IN</th>
<th>BENEFIT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grief and Confidential Counseling</td>
<td>PCA Life Insurance</td>
<td>Access to a toll-free hotline to speak with a licensed professional counselor who is affiliated with MetLife. This is for those who are going through life changes such as: death, divorce, serious medical diagnosis or death of a pet.</td>
</tr>
<tr>
<td>Funeral Services</td>
<td>PCA Life Insurance</td>
<td>Access to discounts for funeral, cremation or cemetery services. Expert 24/7 help online or over the phone to help arrange final planning. Bereavement Travel Services to assist with time-sensitive travel arrangements.</td>
</tr>
<tr>
<td>Estate Resolution Services</td>
<td>PCA Life Insurance</td>
<td>Upon the death of the employee or spouse, a probate benefit will be made available to his or her estate. The benefit is free of charge for the use of attorneys designated by MetLife affiliates.</td>
</tr>
<tr>
<td>Will Preparation</td>
<td>PCA Life Insurance products: Standard or Enhanced</td>
<td>An employee and his or her spouse may use this benefit to have a will prepared at no cost through the MetLife affiliate per the guidelines in the plan certificate. Not available to those enrolled in only basic life.</td>
</tr>
<tr>
<td>World-wide Travel Assistance</td>
<td>PCA LTD Insurance</td>
<td>This program helps you obtain quality medical care when you have a health emergency while traveling 100 miles or more from home or while in another country. The program arranges and pays for services such as doctor referrals, hospital admission, filling lost or forgotten prescriptions, emergency medical evacuation, care of minor children and more.</td>
</tr>
<tr>
<td>Employee-Assistance Program</td>
<td>PCA LTD Insurance</td>
<td>This program helps you navigate through challenging times in life, giving you access to specialized information and counselors in many disciplines such as finance, legal services, healthcare, elder care, etc. Assistance can also be provided to negotiate medical bill reductions.</td>
</tr>
<tr>
<td>SoundCare Hearing Health Benefit</td>
<td>PCA Dental Plan products: Enhanced or Voluntary</td>
<td>This program provides significant savings on hearing exams and hearing aids. Not available to those enrolled in the basic dental plan.</td>
</tr>
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### Beneficiary Updates or Changes

Take a few minutes to think through your initial enrollment and family changes that may complicate the pay-out of life insurance or retirement plan benefits based on information submitted to our office at that time. If you or your son or daughter has married, has name or address changes, updates may be needed.

You have a few options as you make plans to update PCA beneficiaries:

1. Call the RBI office to request assistance with updating beneficiaries via SmartBen or
2. Log into SmartBen to complete a Life Event enrollment and process changes yourself or
3. Submit a completed and notarized Beneficiary Update Form to the RBI office. This form is also available from our website.
Every 3 months or 3,000 miles - If it's good for your car's maintenance could it be good for your family's financial stewardship?

I have a dream that one day I will get to park in our 2 car garage. The reason my car has been banished from the garage is not because we have a fleet of cars at our house - we only have three drivers as this point. Nor is it due to the collection of bikes in the garage, though they do take up a lot of space. Rather, somewhere along the way I learned servant leadership meant denying my wants and preferences in order to love and serve my wife and kids. Practically, this often means my desires are subservient to what my family wants or needs. So, my schedule is shaped by my family’s needs first and my car is always last. It is the oldest, the cheapest, and it gets the last parking spot at my house.

Another way I seek to love my family is by making sure they have what they need to be safe. As a result, I am the one responsible for regular car maintenance. Before taking our annual vacation to the beach, I make sure my wife’s car gets a basic service and is vacuumed and ready to go. Now, no one sat me down and said, “Ed, in order for you to be faithful to Ephesians 5, you need to make sure Stefanie’s car gets regular preventative maintenance.” It is simply one of the ways I have sought to love, serve, protect and provide for my family. Like me, regular auto maintenance may be something you do for your family. Keep in mind, though, there are other areas of our lives that need regular maintenance as well, like our finances.

My father set a great example for me in this area. Two weeks before he died, he sat down with me and my siblings to show us where all his essential documents, life insurance policies, veteran benefits, investment accounts, etc., were located so we could help my mom when he was gone. We didn’t realize at the time how critically helpful that conversation would be for the months ahead. It was through that experience I realized regular fiscal preventative maintenance is essential to loving and serving my family.

Regular fiscal preventative maintenance - what is it? What I am referring to is not setting and reviewing your family budget, although that is important to do on an annual basis. I’m talking about the larger picture, which includes your retirement account, life insurance policy, and more. Taking the time to make sure you have these items in order and easily accessible is an incredible kindness to your family. It is also important to have a conversation with your spouse and/or adult children to tell them where these items are and what steps they need to take, should the Lord call you home. RBI published an essential resource entitled Wise Planning, which is designed to assist you in this process. You can find the Wise Planning booklet on our website, pcarbi.org, via a link under the main menu item, “Ministerial Relief.”

Here are a few of the categories covered in Wise Planning:

1. **Beneficiary documents** – Updating our beneficiary documents is often the last thing we think to do after getting married or having a child, so it’s helpful to schedule a review of these documents on a regular basis as part of your fiscal preventative maintenance.

2. **Life insurance policies** – Make sure you have critical information, like the policy numbers, the username and passwords to access the accounts and the name of the agent, if still applicable.

3. **Investment accounts** – You would be surprised at how many accounts you have opened over the years. Make certain your family knows the types of accounts, account numbers, how to access the account and who to contact if there is a problem. It is not uncommon for investment companies to change software and electronic platforms every few years, which makes online access difficult if you don’t view your account regularly.

4. **Property titles** – Whether you’re talking cars, home or other items, making sure the titles are easily accessible and properly filled out will serve your family well.

5. **Bank accounts** – This will be one of the first places your family will feel the impact if you’re called home. Be certain the accounts are structured properly in order for the surviving spouse to continue to have easy access to the funds.

6. **Retirement accounts** – Review and update your retirement account information, making sure to record all usernames and passwords. Also include information of a contact person for your beneficiaries to reach out to if there is a problem.

7. **Will and estate planning documents** – This includes your will, medical directives and the necessary power of attorney documents.

So, if I take my car in for an oil change every three months or 3,000 miles, how often should we conduct a financial “oil change?” Every time you experience a significant life event, like a marriage, a birth, a change in job, or a move, it is a good idea to perform an in-depth review of your finances. If you are in your late 40s or older, these life events may not come around as often as when you were younger, but it is critical to make sure the information you have is still up to date. Schedule a review of your finances every couple of years to ensure everything is still in order.

The older I get, I am learning to fantasize less and less about parking in the garage. I like to believe it is one more small way the gospel is continuing to make me less selfish and self-centered and a little more like Jesus. It even gives me joy when I find myself changing the oil of our finances.
Disability FAQs
continued from page 4

What additional benefits are available?
Social Security disability benefits may be available to eligible individuals who experience a disability that is expected to last at least one year, in addition to other requirements. Social Security disability benefits are not intended for temporary conditions. You should also note that Social Security’s disability rules are different from those of other government or private programs. For more information on Social Security disability benefits eligibility, visit the Social Security Administration’s website at www.ssa.gov.

How does Unum handle recurrent disability?
Most plans allow for recurrent disability. If an employee becomes disabled again due to the same condition within a specified number of days, the recurrent provision allows continued disability payments under the original claim.

The number of days for the recurrent provision is stated in the employee’s policy. If they become disabled after the number of days in the recurrent provision or due to a new medical condition, they will need to file a new claim.

What if I need to file a claim?
You will need written proof of your disability from your treatment provider(s) to file a claim. You may also need to provide additional medical records concerning the details of your disability. The insurance carrier may also want you examined at their cost and/or may require financial information from you. Please see your organization’s benefits administrator for details.

There are various ways to submit your claim based on your plan, including online, mail and fax options.

Where can I read about my policy, update my contact information or file a claim?
Policyholders can do this and more by accessing the SmartBen benefits portal or by contacting RBI.

Sources: MetLife and Unum