

SUMMARY OF ELIGIBILITY CRITERIA
P&B Fund Annual Pension Supplement (APS) Contributions
Nazarene 403(b) Retirement Savings Plan

WHAT DATE SHOULD BE USED FOR ELIGIBILITY DETERMINATION?

The first January 1 following commencement of full-time active service, and each January 1 until the participant no longer meets the criteria.

WHO IS ELIGIBLE TO RECEIVE AN APS CONTRIBUTION?

District superintendents and **senior pastors** who are district licensed or ordained are eligible due to their assigned role. Other **ordained elders, deacons, district-licensed ministers** and **district-credentialed lay persons** who meet the full-time, full-livelihood criteria will also receive an APS contribution. Ministry assignments that may be considered are **DS, PAS, DA, DIA, PSV, EVT, EVR, EVC, SER, SEC, MUS, and CED**. Co-pastors would both be eligible.

WHAT SERVICE IS CONSIDERED FULL-TIME AND FULL-LIVELIHOOD?

Full-time service is defined as serving no fewer than 30 hours per week for no fewer than 30 weeks each calendar year in Nazarene churches or district offices on U.S. districts that pay U.S. P&B Fund allocations. **Full-livelihood** is defined as deriving no less than 50 percent of personal net income for the calendar year from the local church or district being served. Both definitions must be satisfied to receive an APS contribution.

DO EVANGELISTS HAVE ADDITIONAL CRITERIA?

For **evangelists**, full-time and full-livelihood service is defined as no fewer than 30 Sundays or 26 revival events (as defined by the General Board, Church of the Nazarene) per calendar year, in Nazarene churches on U.S. districts that pay U.S. P&B Fund allocations. Service not in local Nazarene churches must be affiliated with the Church of the Nazarene. An evangelist must satisfy one or the other alternative criteria, which may not be used in combination to receive an APS contribution.

WHO IS NOT ELIGIBLE FOR AN APS CONTRIBUTION?

- In the event that a pastor's or staff member's church(es) fail to contribute to the U.S. P&B Fund, no contribution will be credited to each pastor or staff member under this plan. This criterion does not apply to evangelists and those Participants serving in district assignments.
- Any year in which a Participant is already receiving benefits under the Basic Pension portion of the Nazarene Single Defined Benefit Plan is not eligible to receive a contribution under this plan.
- If a participant is eligible for employer matching contributions in a church institution pension plan, no APS contribution may be granted under this plan.

WHAT OTHER ASSIGNMENTS MAY BE ELIGIBLE FOR A CONTRIBUTION?

A full-time **supply minister** who is district-licensed or ordained would receive an APS contribution when earning their full-livelihood from such ministry. Full-time service is defined as no less than 30 compensated Sundays each calendar year in Nazarene churches on districts participating in payment of the U.S. P&B Fund.

Following is the chart of benefits:

APS and LIFE INSURANCE

Annual Church P&B Fund Contribution	Life Insurance	Base APS	Bonus APS	403(b) Match
\$0 of P&B Fund Goal	\$0	\$0	\$0	\$0
\$1 to 49% of P&B Fund Goal	\$15,000	\$0	\$0	\$0
50% to 99% of P&B Fund Goal	\$15,000	\$200	\$0	\$0
100% of P&B Fund Goal	\$15,000	\$200	10% of P&B Fund Paid	\$0
100% of P&B Fund & Education Fund Goal	\$15,000	\$200	10% of P&B Fund Paid	50% Match of 403(b) Contributions (up to \$250)

Annual Church P&B Allocation Paid			Maximum APS Grants per Church
\$1	To	\$1,500	1
\$1,501	To	\$3,000	2
\$3,001	To	\$5,000	3
\$5,001	To	\$10,000	4
\$10,001	To	\$15,000	5
\$15,001	To	\$20,000	6
\$20,001	To	\$25,000	8
\$25,001	And	more	15



Pensions and Benefits USA
 Church of the Nazarene
 17001 Prairie Star Parkway
 Lenexa, KS 66220
 888-888-4656
help@pbusa.org
www.pbusa.org