

RETIREMENT PLANS FOR MINISTRY STAFF

Stewardship Well Done means faithfully managing the resources God has entrusted to your care. For Christian organizations, this includes taking care of those who serve the ministry every day. We can help you support your staff by providing retirement solutions like a 403(b) plan - a tax-advantaged savings option designed for ministers and employees of religious, educational, and charitable organizations. Contributions are made through payroll deductions, and earnings grow tax-advantaged until withdrawal. Our team would be happy to help you establish a plan for your local church, conference, or other ministry organization. It is an excellent way to help those who serve everyday build a secure financial future.

KEY INFORMATION



GuideStream Financial assists the employer in adopting a written program which will establish all the specific rules for the 403(b) plan.



Employees of the organization are given the opportunity to join the plan by opening a 403(b) account with GuideStream Financial and signing a Salary Reduction Agreement. Contributions may be made on a pre-tax or after-tax basis.



Employee contributions to the plan are made by payroll deductions. Changes to the deduction amount can be made at any time. Some organizations also offer employer contributions and may have a matching program.



The employer remits payroll deduction amounts to our custodian using specific information provided by GuideStream Financial.



The IRS sets 403(b) contribution limits each year. Catch-up provisions are available for those who meet specified qualifications.



Participants may choose from a variety of well diversified asset allocation portfolios that range from conservative to aggressive.



403(b) participants also have full access to GuideStream's financial planning services, which can help answers questions like: *Am I saving enough? Will I run out of money? How do I care for the people and causes that are important to me?*

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FREQUENTLY ASKED QUESTIONS



How is GuideStream related to FM Financial?

GuideStream is the wholly-owned subsidiary of FM Financial. It was established as a Registered Investment Advisory firm to serve the financial planning and investment management needs of FM Financial's clients and friends from a biblical perspective.



How is a 403(b) different from a 401(k)?

While both are tax-advantaged retirement plans, a 403(b) is specifically designed for employees of non-profits, religious organizations, and schools, whereas a 401(k) is typically offered by for-profit companies. Some 403(b) plans may have different administrative rules and fewer investment restrictions.



Does working at a ministry mean I won't be able to retire comfortably?

Not at all! With intentional financial planning, including regular retirement contributions, employer matches (if available), and other savings strategies, ministry employees can build a strong financial future just like employees in other sectors.



Are there tax advantages for employees of ministries?

Yes, in addition to tax-advantaged retirement contributions, some ministry employees (especially clergy) may qualify for housing allowances or tax-exempt benefits. It's important to work with a financial professional to understand these options.



Do ministry employees receive Social Security benefits?

Most ministry employees pay into Social Security and Medicare through payroll taxes. However, some religious organizations may allow clergy or staff to opt out, which can impact future benefits.

Please remember that past performance may not be indicative of future results. Different types of investments involve varying degrees of risk, and there can be no assurance that the future performance of any specific investment, investment strategy, or product (including the investments and/or investment strategies recommended or undertaken by GuideStream Financial, Inc. ("GuideStream Financial"), or any non-investment related content, made reference to directly or indirectly in this document will be profitable, equal any corresponding indicated historical performance level(s), be suitable for your portfolio or individual situation, or prove successful. Due to various factors, including changing market conditions and/or applicable laws, the content may no longer be reflective of current opinions or positions. Moreover, you should not assume that any discussion or information contained in this document serves as the receipt of, or as a substitute for, personalized investment advice from GuideStream Financial. To the extent that a reader has any questions regarding the applicability of any specific issue discussed above to his/her individual situation, he/she is encouraged to consult with the professional advisor of his/her choosing. GuideStream Financial is neither a law firm nor a certified public accounting firm and no portion of the document content should be construed as legal or accounting advice. A copy of the GuideStream Financial's current written disclosure Brochure discussing our advisory services and fees is available upon request. If you are a GuideStream Financial client, please remember to contact GuideStream Financial, in writing, if there are any changes in your personal/financial situation or investment objectives for the purpose of reviewing/evaluating/revising our previous recommendations and/or services, or if you would like to impose, add, or to modify any reasonable restrictions to our investment advisory services. GuideStream shall continue to rely on the accuracy of information that you have provided.

Please Note: If you are GuideStream client, please advise us if you have not been receiving account statements (at least quarterly) from the account custodian.