



Government Employee Retirement Benefits Counselors, LLC
3355 Lenox Rd, NE | Suite 750 | Atlanta GA
888.530.1122 | www.yourgerbc.com | info@yourgerbc.com

403(b)(9) Retirement Plan *"The Retirement Plan for Churches"*

- Many advisors and retirement plan providers may suggest an IRA, 401(k), 403(b), or 403(b)(7) for your church retirement plan. However, there's another retirement plan — that many advisors and plan providers do not specialize in — called the 403(b)(9) retirement plan.
- 403(b)(9) retirement plans are defined contributions plans designed for the specific needs of churches or those with 501(c)(3) church status. This means that there are a few distinctions that make the 403(b)(9) retirement plan ideal for churches.

Why 403(b)(9) Plans Are Ideal for Churches

- If you're an employee of a church or church related organization, you're eligible to participate in a 403(b)(9) church retirement plan.

Who is Eligible for 403(b)(9) Church Retirement

- However, for 403(b)(9) plans, the employer has the flexibility to determine eligibility. This means they can decide who participates in the plan by establishing restrictions, such as age or years of service.
- 403(b)(9) Church Plans are considered non-ERISA, meaning they are not subject to ERISA requirements. Non-ERISA plans do not have to file Form 5500, resulting in no annual audits for plans over 100

participants, discrimination testing, or form preparation. This saves both cost and time. contribution. In a non-ERISA plan, an employer is not involved except in



Government Employee Retirement Benefits Counselors, LLC
3355 Lenox Rd, NE | Suite 750 | Atlanta GA
888.530.1122 | www.yourgerbc.com | info@yourgerbc.com

compliance activities

Not Subject to ERISA and Less Expensive

Benefits of 403(b)(9) Retirement Plans for Churches

- Unlike a 403(b) plan that is restricted to universal availability, 403(b)(9) plans allow the employer to choose who can participate in the plan (based on certain requirements).

Participation Flexibility

- One of the biggest benefits of a 403(b)(9) plan is the Minister's Housing Allowance. This is a tax-saving feature that allows ministers to exclude a part of their gross income — which is spent on housing expenses — from their income taxes.

Housing Allowance

- Not only can ministers make tax-free contributions to their retirement plan, but they can also take tax-free distributions in retirement for the housing allowance.
Housing Allowance in Retirement
- Assets in Qualified Retirement Plans are protected from creditors and lawsuit judgments
- Assets in life insurance are protected from creditors and lawsuit judgments



Government Employee Retirement Benefits Counselors, LLC
3355 Lenox Rd, NE | Suite 750 | Atlanta GA
888.530.1122 | www.yourgerbc.com | info@yourgerbc.com

Contacts ~ Links

[Cyrus Hancock](#)

chancock@yourgerbc.com

[Constance Foster](#)

cfoster@yourgerbc.com

[NBS – Third Party Administrator](#)

In the first drop down box, select your State.

In the second box, select your Employer Name.

In the last box, select the Plan Type.

[NBS Support Email](#)

403bsupport@nbsbenefits.com

NBS Phone: (801) 532-4000 option 5

NBS Fax: (800) 597-8206

[Employee Salary Reduction Agreement](#)

Utilized for enrollment to establish, change, or cancel salary reductions withheld from your paycheck and contributed to the 403(b) Plan on your behalf.

[National Life – Annuity Account Information](#)

Annuity account online registration, for immediate access. You will be required to give your personal information for setup.