BENEFITS Book

Your benefits are our ministry.

CHURCH BENEFITS
BOARD

Letter from the President

Dear Friends,

Those who serve in ministry rarely have the luxury of focusing only on themselves. Day after day, you are present with others—celebrating milestones, navigating challenges, and walking with people through some of life's most meaningful and difficult moments. It is steady, important work, and it often comes with financial realities that are not always straightforward.

I've had the opportunity to spend time with many ministers and church leaders over the years, and one thing is consistently clear—while the work of ministry is deeply meaningful, the financial side of it can often feel complex or uncertain. Church Benefits Board exists because of that reality.

Our purpose is to support ministers, church staff, and nonprofit leaders with benefits and resources designed specifically for the context in which you serve. We understand that financial decisions in ministry can look different, and we believe those differences deserve thoughtful, well-designed support.

Our goal is simple. We want you to have clarity about your financial future. We want you to feel confident in the decisions you are making today. And we want you to have access to tools and guidance that help you build long-term security—not just for retirement, but for the full span of your ministry.

That's how we approach our work. Through our retirement plan, insurance offerings, and financial wellness initiatives, we aim to provide practical, reliable support at each stage of your journey. Our retirement participants are encouraged to take advantage of the opportunity to build a comprehensive financial plan with a CERTIFIED FINANCIAL PLANNER™ through Empower—available at no cost. Participants who complete a financial plan may also be eligible to receive a $500 contribution to their Church Benefits Board retirement account through grant funding.

This Benefits Book is designed to help you understand these offerings and how they can work together to support your goals.

It is our privilege to serve those who serve the church. Thank you for the work you do each day and for allowing us to walk alongside you.

Grace and Peace,

Rob Fox
President of Church Benefits Board

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Why Church Benefits Board

Church Benefits Board (CBB) is a nonprofit ministry serving the Cooperative Baptist Fellowship (CBF) since 1998 to provide retirement and benefit solutions for ministers, church staff, and nonprofit leaders. CBB is honored to serve a wide range of Protestant churches and nonprofit organizations that share common religious ideals with CBF.

We exist to serve those in ministry with benefits and resources designed for their unique financial context. Compensation structures, housing considerations, and long-term planning needs in ministry often differ from those in other professions—and we believe those differences deserve thoughtful, well-designed support.

There is no cost for employers to participate in the Church Benefits Board 403(b)(9) Retirement Plan, making it easier for churches and nonprofit organizations to offer benefits without adding financial or administrative burden. Our programs are structured to prioritize participants and the churches and organizations they represent.

Through our retirement plan, insurance solutions, and financial wellness initiatives, we provide coordinated support designed to help participants build long-term financial security with clarity and confidence.

Our Commitments

Church Benefits Board's work is guided by a clear set of commitments that shape how we serve ministers, church staff, and participating organizations.

Lower Fees

We are intentional about structuring our retirement plan to help keep fees low and transparent for participants, allowing more of what you contribute to remain invested in your future. On average, the management and investment fees for participants are less than 1% combined.

Personalized Service

We provide responsive, knowledgeable support to both participants and employers. Our team works directly with churches and individuals to answer questions, offer education, and provide resources to navigate important financial decisions.

Excellence Through Partnerships

By partnering with world-class financial and insurance service providers, we are able to leverage economies of scale, enhance plan features, expand participant services and deliver meaningful benefits to those we serve.

Church Benefits Board

Church Benefits Board partners with trusted organizations
to support the delivery of our programs and services.

EMPOWER

Hill GROUP®

MetLife

FIDUCIENT Advisors

reliancematrix A MEMBER OF THE TOKIO MARINE GROUP

Transamerica

Built for Ministry

The 403(b)(9) Retirement Plan and Minister's Housing Allowance

What is a 403(b)(9) Retirement Plan?

A 403(b)(9) is a retirement plan created specifically for ministers, church staff, and employees of eligible nonprofit organizations. It allows you to set aside a portion of your income for retirement on a tax-advantaged basis.

For ministers, one of the most distinctive advantages of a 403(b)(9) plan is how it works alongside the housing allowance. Ministers have the option to make contributions on a pre-tax basis, and in retirement, eligible distributions may be designated as housing allowance and excluded from taxable income when used for qualified housing expenses. This creates a unique tax advantage that is not available in other types of retirement plans.

For non-ministerial staff, the 403(b)(9) functions like a traditional employer retirement plan.

Minister's Housing Allowance

The ministerial housing allowance is a tax benefit available to ministers who meet IRS requirements. It allows a portion of a minister's compensation, when properly designated, to be excluded from taxable income if it is used for qualified housing expenses.

This benefit applies not only during active ministry, but also in retirement when distributions are taken from a 403(b)(9) plan and designated as housing allowance. This allows a portion of retirement income to be excluded from taxable income when used for qualified housing expenses.

Because housing is often one of the largest personal expenses for ministers—both during their careers and in retirement—this benefit can play a significant role in long-term financial planning.

Church Benefits Board provides resources, including a Housing Allowance Guide, to help participants understand how this benefit works and how to apply it appropriately.

churchbenefits.org/retirement

Financial Advice, at NO Additional Cost

Church Benefits Board partners with Empower to provide personalized financial advice to plan participants at no additional cost.

Empower's licensed retirement plan advisors—credentialed through FINRA and applicable state securities commissions—can assist with:

- general financial and retirement questions
- housing allowance questions
- rollovers and distributions
- investment and distribution strategies

Comprehensive Financial Planning, at NO Additional Cost

Participants are encouraged to build a comprehensive financial plan with a CERTIFIED FINANCIAL PLANNER™ through Empower, at no additional cost.

This process provides a more complete view of your financial picture, helping you understand where you are today so you can make informed decisions now and develop a plan aligned with your goals for retirement and long-term financial stability.

Participants who complete a financial plan may also be eligible to receive a $500 contribution to their Church Benefits Board retirement account through grant funding.

First Call Grants

First Call Grants are designed to support ministers in the early stages of their ministry.

Eligible participants may receive a $500 contribution to help establish their Church Benefits Board retirement account as they begin their first full-time ministerial role at their first-call church.

This early support helps participants begin building retirement savings from the start of their ministry.

Empower Recordkeeping and Support

Church Benefits Board partners with Empower as the recordkeeper for the 403(b)(9) retirement plan. Through Empower, participants can manage their retirement accounts, access planning tools, and connect with financial professionals for guidance and support.

Investment Fund Menu

Church Benefits Board partners with Fiducient Advisors to provide independent investment oversight for the plan, helping ensure investment options are thoughtfully selected and regularly monitored.

Investment Fund Name	Asset Class	Expense Ratio	Rate of Return 10 Year/Since Inception
Empower Secure Foundation Bal Instl	Guaranteed Lifetime Income	0.24%	8.4%
BlackRock Total Return CIT L	Bond	0.167%	2.4%
DFA Inflation-Protected Securities I	Bond	0.11%	3.0%
Fidelity US Bond Index	Bond	0.025%	1.8%
Aristotle Value Equity CIT A	Large Cap	0.49%	12.6%
Vanguard Total Stock Mkt Idx Instl	Large Cap	0.03%	15.1%
JP Morgan Large Cap Growth R6	Large Cap	0.44%	19.6%
Fidelity Small Cap Index	Small Cap	0.025%	11.3%
Fidelity Total International Index	International	0.06%	9.0%
Lazard ACW Ex US Equity Adv CIT CL 8	International	0.36%	11.7%
Vanguard Target Retirement 2020 Inv	Asset Allocation	0.08%	7.3%
Vanguard Target Retirement 2025 Inv	Asset Allocation	0.08%	8.5%
Vanguard Target Retirement 2030 Inv	Asset Allocation	0.08%	9.3%
Vanguard Target Retirement 2035 Inv	Asset Allocation	0.08%	10.2%
Vanguard Target Retirement 2040 Inv	Asset Allocation	0.08%	11.0%
Vanguard Target Retirement 2045 Inv	Asset Allocation	0.08%	11.6%
Vanguard Target Retirement 2050 Inv	Asset Allocation	0.08%	11.9%
Vanguard Target Retirement 2055 Inv	Asset Allocation	0.08%	12.0%
Vanguard Target Retirement 2060 Inv	Asset Allocation	0.08%	12.0%
Vanguard Target Retirement 2065 Inv	Asset Allocation	0.08%	10.7%
Vanguard Target Retirement Income Inv	Asset Allocation	0.08%	5.6%
Vanguard LifeStrategy Growth Inv	Balanced	0.10%	10.8%
Vanguard LifeStrategy Cnsrv Gr Inv	Balanced	0.10%	6.4%
Vanguard LifeStrategy Moderate Gr Inv	Balanced	0.10%	8.6%
Vanguard LifeStrategy Income Inv	Balanced	0.10%	4.1%

Source: Morningstar, as of January 30, 2026

Disclosure: Investment return and principal value of security investments will fluctuate. The value at the time of redemption may be more or less than the original cost. Past performance is no guarantee of future results. This material has been prepared for educational purposes only. It is not intended to provide, and should not be relied upon for, investment, accounting, legal, or tax advice. Diversification does not assure a profit nor does it protect against loss of principal. Mutual fund investing is subject to market risks, and it is possible to lose money by investing. International investing involves special risks, such as political instability and currency fluctuations. Generally, as interest rates rise, bond prices fall. Past performance is not a guarantee of future results.

How the Plan Works

Investment Options

The Church Benefits Board 403(b)(9) Retirement Plan offers a variety of investment options, including target date funds, risk-based funds, and do-it-yourself options.

Current participants who have questions about which investment option is best for them can contact Empower for investment advice.

Fiduciary Responsibility

Fiduciary responsibility for the retirement plan is shared by Church Benefits Board, Empower, and Fiducient Advisors.

Fees

There is no cost to the church to participate in the retirement plan. Fees are assessed to participants based on their individual portfolios and investment selections. On average, the management and investment fees for participants are less than 1% combined.

100% Vested

All employee and employer contributions are 100% vested. Per the IRS, an employee who is 100% vested in his or her account balance owns 100% of it and the employer cannot forfeit, or take it back, for any reason.

Types of Contributions

There are three types of contributions into the Church Benefits Board retirement plan: 1) employee pre-tax, 2) employee Roth after-tax, and 3) employer pre-tax contributions.

In-Plan Annuity

Church Benefits Board (CBB) offers an in-plan annuity that comes with distinct advantages:

- Retains the clergy housing allowance benefit
- Provides guaranteed lifetime income
- Offers upside potential and downside protection
- Provides portability within the CBB plan
- Includes a low annual fee with no commissions

Retirement Plan FAQs

Can a church participate in more than one 403(b)(9) plan?
Yes, a church can contribute to more than one 403(b)(9) plan. We have many churches who contribute to one or more 403(b)(9) plan. Some churches give their employees the freedom to choose their retirement plan.

How quickly can a church enroll and begin submitting retirement contributions?
The enrollment process typically takes approximately 5–7 business days.

Who is eligible to participate in a church's retirement plan?
The church determines eligibility for employer contributions. However, any W-2 employee working for the church may participate through employee contributions.

Who is responsible for submitting retirement contributions?
The church designates a specific individual(s) to manage retirement contributions. Because contributions are typically submitted in correlation with payroll, this responsibility is often handled by the person who manages payroll.

Is there a minimum contribution requirement?
Yes. The Church Benefits Board Plan Document requires a minimum of $200 in total contributions to a participant's account each year. This minimum may be met through employer contributions, employee contributions, or a combination of both.

Can I enroll in the Plan if I am a self-employed minister?
If you serve as a CBF self-employed minister (performing ministerial duties) and receive 1099 income as an independent contractor, you may be eligible to enroll in the Church Benefits Board 403(b)(9) Retirement Plan as your own employer.

Does my church need to be affiliated with the Cooperative Baptist Fellowship (CBF) to participate in the Church Benefits Board 403(b)(9) Retirement Plan?
Not necessarily. Church Benefits Board proudly serves a wide range of Protestant churches and nonprofit organizations that share common religious bonds and convictions with CBF.

Have questions?

Contact the CBB team at 770.220.1672
or churchbenefits@churchbenefits.org

Ready to enroll?

Are you or your church ready to enroll in benefits through Church Benefits Board?
Here are the steps to get enrolled in the Church Benefits Board 403(b)(9) Plan.

1

Complete the Enrollment Interest Form

Visit churchbenefits.org/enroll to complete the Enrollment Interest Form. This helps our team understand your needs and whether your church is already a participating employer.

2

Enroll the Employer

If your church is not currently a participating employer, our team will work with your church and financial administrator to complete the enrollment process.

3

Create Individual Accounts

Once the employer is enrolled, retirement accounts will be created for employees who are eligible for employer contributions. Staff who are not eligible may also have an account and contribute through employee contributions.

4

Rollover Outside Funds

Participants may roll over eligible retirement accounts into their Church Benefits Board account. To begin the rollover process, participants can complete a Rollover Support Ticket. An Empower representative will reach out to guide the process.

Enrollment Interest Form

churchbenefits.org/enroll

Rollover Support Ticket

churchbenefits.org/roll

We’ve Got You Covered

Insurance Solutions That Protect Employees and Their Families

Church Benefits Board offers comprehensive insurance solutions for ministers, churches, and faith-based organizations. Our plans are built to provide lasting protection, financial security, and peace of mind—so you can focus on your mission.

LIFE, STD, LTD, and AD&D INSURANCE .... Page 12
for Domestic Participants
Employer-paid insurance bundle for domestic participants

LIFE, LTD, and AD&D INSURANCE .... Page 14
for International Field Personnel
Employer-paid insurance bundle for field personnel serving abroad

INTERNATIONAL MEDICAL TRAVEL INSURANCE .... Page 14
Insurance for travel abroad related to missions, volunteer service, or other nonprofit work

PERSONAL LIFE INSURANCE .... Page 15
Employee-paid supplemental life insurance that’s permanent and portable

PROPERTY & CASUALTY INSURANCE .... Page 16
Insurance designed to help protect your organization, employees, and assets

HEALTH INSURANCE SOLUTIONS..................... Page 17
Health insurance guidance and solutions for churches and nonprofits nationwide

churchbenefits.org/insurance

Life, STD, LTD, and AD&D Insurance

for Domestic Participants

Church Benefits Board offers financial protection with life insurance, disability insurance, and accidental death and dismemberment benefits for ministers, church staff, and their families.

Group coverage helps make this protection more accessible, with lower costs, guaranteed issuance, and no medical underwriting.

Offering these benefits supports employees by helping protect their income and families, while also strengthening recruitment and retention.

Employer-Paid Coverage

Group Life, STD, LTD, and AD&D Bundle

Eligibility

Employees who receive a W-2 and work an average of 20 hours or more per week are eligible to join the group policy.

Life Insurance
4x employee's compensation
(up to $500k)

Dependent Life Insurance
$10k for spouse and
$5k for children (under age 26)

Short-Term Disability
60% of weekly earnings
(up to $1,200 per week)

Long-Term Disability
60% of monthly earnings
(up to $5k per month)

Accidental Death & Dismemberment
4x employee's compensation
(up to $500k)

The expense to the employer for this bundled benefit is 2% of the employee's total compensation.

Employee Assistance Program (EAP)

Available at no additional cost to domestic participants enrolled our Group Life, STD, LTD, and AD&D insurance bundle, the EAP provides access to a wide range of well-being services for you and your family.

churchbenefits.org/life-insurance

Insurance FAQs

for Group Life, STD, LTD, and AD&D Insurance

The following FAQs pertain to Church Benefits Board's Group Life, STD, LTD, and AD&D insurance bundle for domestic participants.

Does the employer need to be enrolled in the Church Benefits Board 403(b)(9) Retirement Plan to participate in Group Life, STD, LTD, and AD&D insurance?
No. A church can enroll in Group Life, STD, LTD, and AD&D insurance without being enrolled in the Church Benefits Board 403(b)(9) Retirement Plan, and vice versa. Interested in enrolling? Visit churchbenefits.org/enroll to complete the Enrollment Interest Form.

Is there a limited open enrollment period for Group Life, STD, LTD, and AD&D insurance?
For employer-paid Group Life, STD, LTD, and AD&D coverage, employees may enroll year-round.

Is there a minimum number of employees required to enroll in Group Life, STD, LTD, and AD&D insurance?
No. Employers with as few as one employee are eligible to enroll in this insurance benefit.

Why do I need life insurance if I am single and/or have no dependents?
Even if you are single, life insurance can help cover final expenses and outstanding debts so those costs do not fall to others. It can also provide an opportunity to secure coverage while you are younger and in good health.

Currently enrolled in Church Benefits Board's Group Life, STD, LTD and AD&D benefit? Log in to your Employee Navigator account to review coverage, update beneficiaries and dependents and more!

Employee Navigator

employeenavigator.com/benefits/account/login

Enrollment Interest Form

churchbenefits.org/enroll

Group Life, LTD, and AD&D Insurance

for International Field Personnel

Church Benefits Board partners with MetLife to offer Group Life, Long-Term Disability, and Accidental Death & Dismemberment coverage for employees who maintain a US address but live or work internationally.

Coverage Highlights:

Life Insurance
4x employee's compensation
(up to $500k)

Dependent Life Insurance
$10k for spouse and
$5k for children (under age 26)

Long-Term Disability
60% of monthly earnings
(up to $5k per week)

Accidental Death & Dismemberment
4x employee's compensation
(up to $500k)

See the Church Benefits Board website for more information.

churchbenefits.org/metlife

International Medical Travel Insurance

Do you have travel medical insurance for your next mission trip? Gallagher Charitable's Volunteer Travel Program provides protection for individuals traveling outside of their home country. Coverage is available for trips related to missions, volunteer service, or other nonprofit work.

Coverage Highlights:

- Accidental Death and Dismemberment
- Medical Expenses - Primary
- Disability Income Benefit
- Assistance Service
- Emergency Medical Evacuation
- Crisis Management Service
- Security Evacuation
- Personal Property
- General Liability
- Crisis Triage
- Telemedicine
- Family Coordination and Repatriation of Mortal Remains

Learn more and get a quote for your next trip.

travelwithgallagher.com/cbf

Personal Life Insurance

A universal life insurance product designed to be portable and to build cash value over time. This optional, employee-paid benefit complements your existing employer-provided coverage, offering additional protection and flexibility for you and your family.

Coverage Highlights:

Employee-Paid
Premiums are paid through payroll deduction

Permanent Policy
Builds cash value at a minimum rate of 3% each year

Portable
Coverage remains in place if employment changes, with no premium adjustments

Guaranteed Issue
Age-based premiums with no medical underwriting up to $200k in coverage

Spouse and Dependents
Optional coverage is available for spouses and dependents for an additional premium

Eligibility

A participant must be actively employed as a US-based W-2 employee and working an average of 20 hours or more per week to be eligible. The participant must be age 16 years through 80 years at the time of enrollment.

New employees and newly participating churches have a 30-day open enrollment period to participate in this product.

churchbenefits.org/personal-life

Employee Navigator

employeenavigator.com/benefits/account/login

Property & Casualty Insurance

Through its partnership with Hilb Group, Church Benefits Board offers property and casualty insurance solutions designed to help protect your organization, employees, and assets. These offerings are tailored to meet the needs of churches and nonprofit organizations, providing coverage options that support day-to-day operations and long-term stability.

Coverage Options:

- Commercial Property Insurance
- Commercial General Liability Insurance
- Commercial Auto Insurance
- Workers' Compensation & Employer's Liability
- Directors and Officers (D&O) Insurance
- Professional Liability (E&O) Insurance
- Specialized Coverages and More

Why is property and casualty insurance important for a church?

Property and casualty insurance protects church buildings, equipment, and other physical assets from risks such as fire, theft, or severe weather. It can also provide liability protection if someone is injured on church property or during church-sponsored activities.

Want to receive a quote?

Fill out our Enrollment Interest Form at churchbenefits.org/enroll

Health Insurance Solutions

There are several approaches to offering health insurance, depending on the size of your church or organization and the needs of your staff.

Church Benefits Board partners with Hilb Group to offer contextual health insurance guidance and solutions to churches and non-profits nationwide. The three most common options include:

1 Small Employer Group Plan

Available to employers that have two or more eligible employees, this option provides one health insurance plan for all staff and pre-tax premiums for employees.

2 Individual Coverage Health Reimbursement Arrangement (ICHRA)

Available to employers that have one or more employees, this option is a hybrid of a small employer group plan and individual coverage. It allows each employee to choose a health plan that is best suited for their family and offers pre-tax premium benefits for employers and employees.

3 Individual Coverage/Marketplace

For organizations that have only one employee on staff, Marketplace coverage may be an ideal option for ministers to utilize Marketplace subsidies to receive reduced premiums.

An Important Reminder About Marketplace Coverage:

Ministers are only required to enter their taxable income for Marketplace coverage, which would exclude their housing allowance.

Health Insurance Solutions

Are you seeking to provide a sustainable and cost-effective health insurance option for your employees? Review the chart below to see what important considerations need to be taken into account when deciding which health insurance solution is best for your staff.

CONSIDERATIONS	SMALL EMPLOYER PLAN	ICHRA	MARKETPLACE COVERAGE
1 Eligible Employee	✗	✓	✓
2+ Eligible Employees	✓	✓	✓
Employer Paying Portion of Premiums	✓	✓	✗
Government Subsidies	✗	✗	✓
Pre-Tax Premiums	✓	✓	✗

✓ Available ✗ Not Available

Questions to consider:

How many employees are eligible for health insurance coverage?

Eligibility simply means employees work more than 32 hours per week and are eligible for coverage from the church.

Will the employer be paying a portion of the employee's premiums?

Some small employer plans require a minimum percentage to be paid by the employer.

Is the employer willing to increase an employee's overall compensation if the Marketplace is the best option for staff?

Employers should not "reimburse" monthly premiums for Marketplace coverage. Rather, if the Marketplace is the best option, the employer can increase taxable compensation to reflect the amount of the premiums.

The Financial Wellness Initiative

The Financial Wellness Initiative (FWI) is designed to support ministers, church staff, and nonprofit leaders in building lasting financial well-being—so they can focus more fully on their calling and the people they serve.

Financial stress can follow leaders through every stage of ministry, affecting not only their personal stability, but also their families and their ability to remain present in moments that matter most. When financial concerns are reduced, leaders are better equipped to care for others, make thoughtful decisions, and lead with clarity and confidence.

Through grant-supported programs and resources, the FWI provides access to financial planning, education, and practical guidance. Some opportunities are available to all clergy, while others are offered exclusively to participants in the Church Benefits Board retirement plan.

By strengthening the financial well-being of those who serve, this initiative also supports the health of congregations and communities. When leaders are supported, their ministries are strengthened—and the impact extends far beyond the individual.

Your financial wellness is our ministry.



FWI Programs & Resources

The Financial Wellness Initiative brings together a range of programs designed to reduce financial stress, provide clarity around financial decisions, and help plan for the future.

Financial Planning Support

Church Benefits Board 403(b)(9) Retirement Plan participants have the opportunity to build a comprehensive financial plan with a CERTIFIED FINANCIAL PLANNER™ through Empower, available at no cost. This process helps individuals better understand their financial situation and develop a plan aligned with their goals.

Participants who complete a financial plan may also be eligible to receive a $500 contribution to their Church Benefits Board retirement account through grant funding.

Financial Advice

Church Benefits Board 403(b)(9) Retirement Plan participants have access to financial advice from licensed professionals who can help address questions related to retirement planning, investment strategy, and broader financial considerations.

First Call Grants

The First Call Grant supports individuals entering their first call to ministry. Eligible participants who are enrolled in the Church Benefits Board 403(b)(9) Retirement Plan may receive a $500 contribution to help establish their retirement account as they begin their ministry.

Financial Wellness Education Experiences

Financial Wellness Education Experiences (FWEEs) are designed for clergy and their spouses, if applicable, offering an opportunity to explore financial wellness, learn practical planning tools, and engage in peer-to-peer learning.

These experiences are open to clergy regardless of participation in the Church Benefits Board retirement plan.

Financial Relief Grants

A limited number of Financial Relief Grants may be available to help address immediate financial needs, including medical debt, credit card debt, educational expenses, and other financial concerns.

churchbenefits.org/financial-wellness

Financial Wellness Education Experiences

"I wish I would've had this information sooner."

It's a phrase we often hear from ministers after they've attended a Financial Wellness Education Experience (FWEE). This reflection speaks to the clarity and practical guidance clergy gain by participating in a FWEE—and why many wish they had access to an experience like it earlier in their ministry journey.

What is a FWEE?

FWEEs provide clergy-focused financial education that addresses the unique financial realities of ministry. Through expert-led sessions, participants explore key financial topics and gain a clearer understanding of their overall financial picture.

Participants engage in a combination of educational sessions focused on topics such as:

- Money and stewardship
- Ministerial compensation structures
- Tax-wise strategies specific to clergy, including housing allowance
- Social Security considerations
- Retirement planning

FWEEs create space for ministers to step away from the day-to-day demands of ministry and focus on their own financial well-being. They are able to ask questions in real time, engage in open conversation, and learn alongside others who understand the unique financial realities of ministry – all in a supportive environment. Time is also built into the experience for informal conversation over meals and personal time, allowing space to step away from structured sessions.

Church Benefits Board provides complimentary lodging and meals for participants and their spouses throughout the experience. Travel expenses are the responsibility of participants.

FWEEs are open to clergy regardless of participation in the Church Benefits Board retirement plan.

Established in 2021, FWEEs have served:

(as of April 2026)

13
Cohorts

205
Clergy & Spouses

In:

Callaway Gardens, GA
Charleston, SC
Decatur, GA
Greensboro, NC
Gulf Shores, AL
Kansas City, MO
Lake Junaluska, NC
Louisville, KY
New Orleans, LA
Waco, TX
Williamsburg, VA

FWEE Sample Agenda

While each Financial Wellness Education Experience may vary slightly, the schedule typically follows a structure similar to the outline below.

Day 1

Afternoon	Participants arrive and check-in
5:30 pm	Gather in Hotel Lobby and Walk to Dinner
6:00 pm	Dinner

Day 2

8:00 am	Breakfast in Meeting Room
8:30 am	Morning Devotion
8:45 am	Introductions & Overview
9:30 am	What is Money?
9:45 am	What is Unique about Ministerial Compensation?
10:30 am	Break
10:45 am	Ministerial Tax Wise Planning: Housing Allowance, Social Security, & Retirement Planning
12:00 pm	Lunch
1:00 pm	Investment Strategies
2:00 pm	Afternoon/Evening Break
	Empower Sessions (20 min sessions)
5:30 pm	Gather in Hotel Lobby and Walk to Dinner
6:00 pm	Dinner

Day 3

8:00 am	Breakfast at Hotel and check-out
8:30 am	Morning Devotion
8:45 am	Budgeting 101
9:15 am	Building a Financial Plan
10:00 am	Next Steps & Group Evaluation
10:30 am	Adjourn

churchbenefits.org/fwee

Employee Resources

Compensation & Tax Resources

Minister's Compensation Guide

A practical guide to help churches and ministers understand how compensation is structured in a ministry setting, including salary, housing allowance, and benefits. Supports more informed and consistent compensation decisions.

Housing Allowance Guide

A guide to help ministers understand how the housing allowance works, including how it is designated and applied. Supports navigation of one of the most important and often misunderstood aspects of clergy compensation.

Tax Guides

Guides designed specifically for ministers, churches, and nonprofit organizations to navigate the unique tax considerations of ministry. Gain clarity around complex topics and support more informed decisions during tax preparation and planning.

Learning & Education

Learn at Lunch Webinars

Educational webinars that provide practical insights on financial and ministry-related topics. Designed to help participants stay informed through accessible, topic-focused learning opportunities.

Plan Information

Summary Plan Description (SPD)

A concise overview of the Church Benefits Board 403(b)(9) Retirement Plan, outlining key details such as eligibility, contributions, plan features, and participant rights. Serves as an important reference for understanding how the plan works.

churchbenefits.org/resources

Ministry Jobs

The Church Benefits Board's Ministry Jobs page is a national resource for churches seeking ministers and ministers seeking churches.
To view/submit a minister opening visit churchbenefits.org/ministry-jobs

Employer Resources

As part of our commitment to personalized service, Church Benefits Board provides resources and support to help churches and nonprofit organizations manage benefits effectively, stay informed, and care for their staff.

Guidance and Ongoing Support

One-to-One Training

Personalized training for those responsible for administering benefits, including guidance on plan processes, responsibilities, and access to a comprehensive administrative manual.

Benefits Tune-Ups

Periodic reviews to help employers evaluate current benefits offerings and ensure they remain aligned with the needs of their staff and organization.

Personalized Support

Direct access to Church Benefits Board staff for assistance with questions, enrollment, plan administration, and ongoing support.

Administrative & Reference Guides

Administrative Manual

A comprehensive manual for employers offering the Church Benefits Board 403(b)(9) Retirement Plan. Serves as a reference for plan processes, requirements, and common questions related to plan administration.

Church & Nonprofit Tax Guide

A guide to help employers understand tax considerations related to churches and nonprofit organizations. Supports more informed financial and administrative decisions.

Information & Learning

Benefits Bulletin

Email updates providing timely information, reminders, and insights related to benefits administration and Church Benefits Board offerings.

Benefits Briefing Webinars

Webinars designed to help employers understand available benefits and stay informed about updates, plan features, and best practices for supporting staff.

churchbenefits.org/employers

CHURCH BENEFITS
BOARD

SERVE TODAY.
SECURE TOMORROW.

Church Benefits Board's 403(b)(9) Retirement Plan is designed especially for ministry leaders, helping you secure your financial future while you live into your calling.

Our retirement plan offers tax savings unique to clergy, financial planning and advice at no additional cost, financial wellness incentives, and personalized support. Pair it with our life insurance for comprehensive protection.

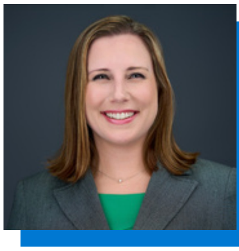
churchbenefits.org

Church Benefits Board (CBB) is a nonprofit ministry serving the Cooperative Baptist Fellowship (CBF) since 1998 to provide retirement and benefit solutions for ministers, church staff, and nonprofit leaders. CBB is honored to serve a wide range of Protestant churches and nonprofit organizations who share common religious ideals with CBF.

Your Church Benefits Board Team

Church Benefits Board is supported by a dedicated team committed to serving ministers, church staff, and nonprofit organizations with care, clarity, and responsiveness. Whether you are exploring benefits, enrolling in a plan, or have questions about your current participation, our team is here to help.

Rob Fox
President



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