

Town Hall Webinar Q&A

General Information

Resources

1. Was the webinar recorded for anyone to view later?
 - Yes, [view the recorded webinar](#).
2. Will we receive a copy of the slide deck?
 - Yes, [view the slides here](#).
3. Where can the 10-page document with rates be found?
 - View the [Medical Coverage and Insurance Solutions](#) document.

General

1. If a pastor is retiring, can they receive Wespeth's benefits but continue to serve part-time in GM Church?

According to GM Church leadership:

 - Pastors serving part-time are not eligible for medical coverage and other insurance options.
 - However, pastors under GM Church appointment of 1,000 hours or more each year may be eligible for retirement contributions, and those contributions would add to the accrued cash balances in the GuideStone retirement assets. The pastor may waive retirement benefits if desired.
2. How can a pastor remain with Wespeth and not transfer to GuideStone?

According to GM Church leadership:

 - If the pastor is actively serving an appointment in an eligible category, the pastor must be enrolled in the GM Church benefits plans with GuideStone.
 - However, if the pastor has an existing UMC PIP account with Wespeth, the pastor may allow those funds to remain at Wespeth.
3. Do we have local/state area reps to assist or answer questions for our church?
 - For questions about product offerings and rates, as well as general eligibility questions, your benefits team at Benefits@GlobalMethodist.org can assist you. If the church or member has questions about claims, billing or access to GuideStone's online systems, you can contact GuideStone at GMChurch@GuideStone.org for the next couple of months. Once the transition is complete, you can contact GuideStone at Info@GuideStone.org.
4. When is the deadline to enroll in GuideStone benefits?
 - The enrollment process will start in early May. All decisions need to be made by **May 27, 2024**.

5. Who will be notified when it's time to start the enrollment process?
 - When completing the *Employer Information Form* via DocuSign®, the church designated a person as the GuideStone Employer Access® Program (EAP) administrator. In early May, the EAP administrator will receive an email with instructions on how to start the clergy enrollment process. At that time, the EAP administrator can add additional personnel as EAP administrators who will be included in future emails. However, please feel free to contact GuideStone at GMChurch@GuideStone.org and they can set up additional EAP administrators for you.
6. Who is helping with the GM Church transition?
 - GuideStone has a team of individuals working together with GM Church leadership to ensure a smooth transition to GuideStone. You should start to see more frequent communications soon; however, note that most of the communication will be directed to your church's designated EAP administrator during the enrollment phase of the implementation.

Employer Access Program (EAP)/ACH

1. GM Church currently uses *Bill.com* to invoice local churches. Will this continue?
 - GuideStone has a secure online portal that churches will use to manage administrative duties for their health and retirement plans. This online portal, EAP, includes features such as enrolling and terminating employees, paying health plan and retirement bills, managing employee contact information, accessing and running employer reports, etc.
2. Will GuideStone provide a record of all electronic debits related to health coverage, life coverage, disability coverage and retirement plans?
 - Yes, GuideStone's online employer portal, EAP, will have copies of paid bills.
3. For conference employees, will treasurers act as EAP administrators?
 - In most cases, the EAP administrator would be the church's treasurer or financial secretary. However, smaller churches may have personnel who serve multiple roles and can also be the EAP administrator.

Laity Questions

4. Are the plans available only to clergy or also to full-time lay employees?
 - The benefits discussed in this webinar are for clergy. However, if you are interested in benefits for lay employees, we can discuss your options. The *Employer Information Form* that was sent via DocuSign included a section to indicate interest in non-clergy benefits. If you did not indicate interest on the form, please email us at GMChurch@GuideStone.org and someone will contact you.

Medical Coverage and Insurance Solutions

General

1. Our church has signed up for the electronic draft payment for our new health plan and other coverage. Will the church also be billed for my “family coverage rates,” or will I be billed separately?
 - You are enrolling in a group plan account for the clergy staff of Global Methodist Church®. The church’s bill will include the clergy staff and dependents who are enrolled in the coverage.
 - While the total rate for medical coverage will be billed to the church, any portions you are responsible for will be deducted from your payroll separately, according to your church’s payroll schedule.
2. Will the cost to the church for medical coverage and insurance solutions from July 1 to December 31, 2024, change beginning January 1, 2025?
 - The health plan rates will be in effect through December 31, 2025. Costs for other coverage could potentially see a change on January 1, 2025.
3. Are there any efforts to address the percentage the church pays for medical coverage (almost 88%) compared to what the pastor will pay (almost 12%)?
 - According to GM Church leadership, the rates were set to be comparable to the current rates from Wespeth; however, there may be variances. The local church can always adjust the compensation if it wants to, but the GuideStone rates represent significant savings over the long term.
4. What is the benefit period? Are we enrolling for July 1 – December 31, 2024?
 - This enrollment period is from July 1 – December 31, 2024. There will be a re-enrollment period this fall for the 2025 benefit year.
5. Where is the 10-page product and rates document?
 - View the [Medical Coverage and Insurance Solutions](#) document.
6. When we have specific questions about which plan is best for our unique situation, who do we contact?
 - If you are unsure about which plan to enroll in, you may reach out to your benefits team at Benefits@GlobalMethodist.org.
7. When a GM Church pastor is married to another GM Church pastor who serves another GM Church, do they select one church to carry the family coverage, and then one church helps the other church pay their family coverage bill? That is how it worked before.
 - According to GM Church leadership, each pastor will have individual life and disability coverage. For medical, dental, and vision coverage, the pastors can choose to have all coverage under one of the pastors, or they can have a single pastor with employee-only coverage while the other covers children. There will not be a responsibility for one church to provide coverage for both pastors.

8. What options are there for opting out of medical coverage?
 - All clergy staff will need to complete the enrollment with GuideStone even if they want to opt out of medical coverage. As clergy goes through GuideStone's Online Benefit Enrollment Tool, there will be options to waive certain products. Please note that the enrollment process serves to enroll your clergy in retirement and life and disability products, so **it is essential that all clergy complete the enrollment.**
9. I will turn 65 this year. How will my health plan and other coverage be affected by this?
 - Your life coverage will be reduced by 35%. Medical, dental and vision coverage will not be affected when you reach the age of 65 as long as you continue to meet the GM Church employee eligibility requirements.
10. If I waive medical coverage, can I still enroll in vision and dental coverage?
 - Yes, your eligibility for vision and dental coverage is not tied to your medical coverage.
11. In our current plan, spouses can be covered for vision and dental even if they aren't covered by a medical plan. Will this continue? Can I enroll my spouse in dental and vision without a medical plan?
 - Yes, you will have the option to enroll your spouse or a dependent in the dental and vision plan even if they will not be participating in the medical plan.
12. When will we receive our health plan cards or have access to ID numbers?
 - Health plan ID cards will arrive in the mail approximately two weeks after your enrollment in the GuideStone system has been completed. You will have access to digital ID cards and your ID number via [GuideStoneHealth.org](https://www.GuideStoneHealth.org).
13. Why is there not a difference in cost for the church portions between the Health Choice vs Health Saver options like there is for the Pastor Portion?
 - According to GM Church leadership, there is a desire to have standard local church rates across the denomination so that a pastor can be appointed anywhere in the U.S. without the cost of benefits getting in the way of a missional appointment.

Health Savings Account (HSA)

1. What do I need to do about my Health Savings Account (HSA)? What happens to the money once we switch over?
 - You will have the ability to transfer your HSA funds to Employee Benefits Corporation (EBC), the new HSA provider for GM Church. Additional information will be provided at a later date.
2. If we already have an HSA, can we continue to use it if we switch to a non-HSA-qualified plan?
 - You will still have access to the funds you contributed to the HSA account. However, you cannot continue to contribute to the HSA if you switch to a non-HSA-qualified High Deductible Health Plan (HDHP).

3. For the Health Saver plans (HSA-qualified High Deductible Health Plans), what is the employer contribution to the HSA that we can expect for July 1 – December 31, 2024?
 - The annual total is \$1,000 for employee-only coverage and \$2,000 for employee and dependent coverage. These payments are made via payroll, and you can expect 50% of the annual amount to be deposited from July 1 to December 31, 2024.
4. Do Health Choice plans allow for HSA? And do they include an automatic HSA?
 - The Health Choice plans are not eligible for HSA accounts. Only the Health Saver plans, which are HSA-qualified High Deductible Health Plans, are eligible; you would be automatically enrolled to receive the employer contributions.
5. If the GM Church contributes \$1,000 to an HSA, is that part of the \$8,300 maximum allowed by the IRS?
 - Yes, employer contributions are included in the maximum amount of your HSA.
6. Is the HSA contribution from GM Church or the local GM Church?
 - HSA contributions will be made by the local GM Church that the clergy member is serving.

Flexible Spending Account (FSA)

1. Will there be a Flexible Spending Account (FSA) I can contribute to?
 - Yes, there will be an FSA account through Employee Benefit Corporation (EBC). Those who have already made FSA elections will continue with them. Per federal regulations, mid-year FSA changes are only possible for new hires or employees experiencing a qualifying event. More information will be sent later.

Health Reimbursement Arrangement (HRA)

1. Will I be able to spend the money accumulated in my Health Reimbursement Arrangement (HRA) after the transition on July 1?
 - No, you must spend down any accumulated HRA money by June 30 or forfeit it to the plan.

Deductibles

1. Will we have to pay a deductible on July 1, 2024, and again on January 1, 2025?
 - Any spend toward your deductible so far this year on your medical plan through Health Flex will be transferred to your new GuideStone plan. Our team is currently working on this with Highmark® on your behalf. On January 1, 2025, deductibles will start over.
2. Could you define embedded deductible?
 - An embedded deductible is a system that combines individual and family deductibles in a family health plan. Each person has their own deductible, but the family also has a maximum total deductible if multiple family members need medical care during the year.

- For those with spouses or children on their health plan, an embedded deductible allows one individual on the plan to satisfy their individual deductible or maximum out-of-pocket (MOOP) without the family having to meet the family deductible or maximum out-of-pocket before the plan pays benefits.
3. If two people are on the health plan and the first person has \$6,000 in costs and the second person has \$1,000 in costs, anything for the first person will go to the 80%/20% while the second person will be paying 100% until the family deductible is met. Is this correct?
- This is dependent on which health plan the person in question is enrolled in:
 - i. For our embedded plans (Health Choice 1000, Health Choice 5000 and Health Saver 4000), after an individual satisfies their deductible, they will start paying co-insurance, which is either 80%/20% or 70%/30%, depending on the plan.
 - ii. For Health Saver 2000, which is an aggregate plan, the entire family deductible will need to be met before the co-insurance of 90%/10% begins.

Prescriptions

1. Will the prescription pricing remain the same or fluctuate?
 - Drug prices on all medications can vary throughout the year. Our plans with upfront co-pays will limit our members' drug costs to the amount of the appropriate co-pay. Thus, the cost of the maintenance drug will be the lesser of its actual cost or the co-pay itself.
On our Health Saver Plans, which are HSA-qualified High Deductible Health Plans (HDHP), the deductible must be satisfied before the plan pays toward non-preventive maintenance drugs. The costs of these can vary throughout the year, though most generic maintenance medications are less expensive compared to brand-name drugs.
2. Where can we determine the out-of-pocket cost for specialty drugs such as Ozempic® used for diabetes?
 - For questions about specific drug coverages, please email GMChurch@GuideStone.org, and one of GuideStone's specialists will assist you.
3. Are continuous glucose monitors considered diabetic testing supplies?
 - Yes, continuous glucose monitors (CGMs) do fall under the diabetic supplies category under the prescription benefits through Express Scripts®. Members would pay the corresponding co-pay for diabetic supplies depending on which plan they choose to enroll in.
Please note that a diabetes diagnosis must be met, and the CGM must be prescribed by your doctor.

Life and Disability Coverage

1. Our life coverage is currently in Wespeth. Will we need to let that lapse at the end of the year and then reapply through GuideStone, or will that transition occur in July?
 - o Your clergy member's life coverage will begin with GuideStone on July 1, 2024. The coverage with Wespeth should terminate on June 30, 2024.
2. I currently have additional life coverage through Unum®. Will that roll over, or do we have to re-enroll?
 - o The life coverage you have with Unum will not roll over/transfer to GuideStone on July 1, 2024. You can continue your policy with Unum directly, or you can apply for additional coverage through GuideStone.
3. Can we opt out of life, accidental death and dismemberment (AD&D) and disability coverages?
 - o According to GM Church leadership, the life, disability and AD&D coverages not only protect the pastor (and family), but they also protect the local church, the conference and the denomination. Having coverage means there will always be protection for the active pastor and family. A disability claim can run into millions of dollars over the long term. Providing coverage is much less expensive than trying to self-fund a disability benefit.
4. Are life and disability coverage included if I opt out of the health care plan?
 - o Yes, the life and disability coverage will continue even if you opt out of medical, vision and dental.

Opting Out of Medical, Dental or Vision Coverage

1. Under Wespeth, we were able to opt out of the medical coverage and I was covered under my spouse's insurance. Will this option be available through GuideStone?
 - o Yes, you will be able to opt out of health, vision and dental coverage. But life and disability coverage are required. When you receive an email with a link to GuideStone's Online Benefit Enrollment Tool in May to finalize your enrollment, we will provide all options available, and you can waive them at that time.
2. I have a health plan through the marketplace. Can I opt out of the health plan through GM Church, or are there specific requirements I would need to meet to qualify?
 - o GM Church accepts four reasons to waive medical coverage:
 - i. Clergy who are bivocational or retired from another profession who have coverage through a current employer (not the church they are serving) or a previous employer (e.g., a teacher or federal employee)
 - ii. Coverage through the spouse's employer
 - iii. Coverage through military insurance (like TriCare®)
 - iv. Coverage through Medicare or Medicaid. If the exception is granted, the local church pays no health plan assessment to the GM Church.
3. If I opt out, will my church still have to pay as if I was still covered?
 - o You can opt out of medical, dental and vision. However, your church is required to make a retirement contribution and pay for your life and disability coverage.

Medical, Dental and Vision Coverage

1. What are the options for vision and dental coverage?
 - You can refer to the [Medical Coverage and Insurance Solutions](#) document to view vision and dental products.
2. Is there any way to check if our provider is in-network?
 - Yes, you can find out if your provider is in-network for medical, dental or vision coverage.
 - i. [Check Highmark Blue Cross Blue Shield \(BCBS\) for medical providers](#)
 - ii. [Check Cigna for dental providers](#)
 - iii. [Check VSP for vision providers](#)
3. Is there any out-of-network medical coverage?
 - Yes, out-of-network coverage is offered for all plans offered by GM Church. Out-of-network deductibles and maximum out-of-pocket costs are higher than in-network costs.
 - Health Choice 1000 (Out-of-network)
 - i. Deductible: \$2,000 individuals/\$4,000 family
 - ii. Maximum out-of-pocket: \$22,000 individuals/\$24,000 family
 - Health Choice 5000 (Out-of-network)
 - i. Deductible: \$10,000 individuals/\$20,000 family
 - ii. Maximum out-of-pocket: \$40,000 individuals/\$50,000 family
 - Health Saver 2000 (Out-of-network)
 - i. Deductible: \$8000 individuals/\$16,000 family
 - ii. Maximum out-of-pocket: \$28,000 individuals/\$46,000 family
 - Health Saver 4000 (Out-of-network)
 - i. Deductible: \$8000 individuals/\$16,000 family
 - ii. Maximum out-of-pocket: \$28,000 individuals/\$46,000 family
4. I'm turning 65 in June. How does this all work with Medicare?
 - You will still be eligible for GuideStone medical, dental, vision, life, accident and disability coverage. The only change is that when you are over the age of 65, your life and accident coverage will be reduced by 35% but not fall below \$20,000.
5. If I continue to serve at my church but go on Medicare (to help save them money), can I still get the other benefits?
 - Yes, your eligibility for life, accident, dental, vision and disability are not tied to your medical coverage. You will have full eligibility for these products, but if you are over the age of 65, your life and accidental benefits will be reduced to 65% due to our standard age 65 reduction.
 - Please see question eight for additional information about Medicare coverage and your group health plan through GM Church.
6. Do any plans cover IVF treatments?
 - Our plans do not cover IVF.

7. If I start taking Social Security payments, will GuideStone offer an opportunity to select a Medical Insurance Gap-type benefit?
 - If you are receiving Social Security benefits and are age 65, you can automatically be enrolled in Original Medicare. GuideStone can offer those who have retired from full-time ministry service Medicare-coordinating plans that coordinate with Original Medicare Parts A and B and offer prescription drug coverage greater than or equal to Part D. While the GuideStone Medicare-coordinating plans are not Medigap policies; however, they do have similar benefits to other Medicare-coordinating plans, such as Medigap or Medicare Advantage plans.
 - If you're age 65 and receiving Social Security benefits, you can be automatically enrolled in Original Medicare. GuideStone can offer those who have retired from full-time ministry service Medicare-coordinating plans that coordinate with Original Medicare Parts A and B and offer prescription drug coverage greater than or equal to Part D. We encourage you to contact GuideStone at GMChurch@GuideStone.org to explore your options and pricing.
 - Please see question eight for additional information about Medicare coverage and your group health plan through GM Church.
8. Can clergy and their spouses sign up for Medicare at age 65 and still be covered?
 - If you or your spouse are over age 65 and still covered by an employer-sponsored plan, you are eligible to enroll in Medicare Part A. This is what most people do since this portion is free if you or your spouse have accumulated 40 or more Medicare-covered employment quarters. While you are still actively working, you and your spouse would have your employer coverage pay primary to any claims and Medicare Part A pay secondary. You and your spouse may delay Part B enrollment until you retire from your employer-sponsored health plan and are not in jeopardy of being penalized for doing so by Original Medicare.
9. My spouse is on Medicare now, but I am only 61 and not eligible for Medicare. Can I have coverage through the GM Church health plan?
 - If you are an eligible clergy member, you can enroll in the health plan. If you are the spouse of an eligible clergy member who is not enrolling in GM Church health coverage, then you are not eligible to join one of the medical plans offered through GuideStone.
10. What is the difference between "employee + spouse + children" and "employee + family"?
 - Employee + Spouse or Employee + Child(ren) will cover the employee and either their spouse or their child(ren) but not both.
 - Employee + Family will cover the employee, spouse and any of their eligible children.
11. My current Wespath health plan is "employee only," and my dental and vision are "employee + spouse." Will that be an option with GuideStone?

- Yes, your health coverage does not dictate eligibility for your vision and dental benefits. You can cover your spouse for vision and dental coverage even if they are not enrolled in health coverage.
12. If a pastor is currently enrolled on a spouse's plan, can they change coverage and enroll with GuideStone?
- Yes, during this open enrollment period, a pastor can change coverage.
13. If clergy are displaced or terminated, will they be able to continue health coverage on their own with something similar to COBRA until they get a new appointment?
- Clergy not displaced or terminated due to "gross misconduct" will be eligible for medical continuation (which is similar to COBRA). This will last up to 18 months after the clergy is displaced or terminated, but the clergy member will be responsible for the entire cost of the continued health plan and will make payments to their previous church for the coverage. Their health coverage will continue to be billed to their previous church on the group plan bill.
14. If clergy are working part time but the church is willing to pay for benefits, can they enroll?
- Clergy with a 50% appointment are not eligible for GuideStone health, dental, vision, life, accident or disability coverage.

Laity Staff

1. When will laity benefits be available?
 - We have several churches that have expressed interest in benefits for their laity. If you indicated interest in the *Employer Information Form* via DocuSign, we will reach out in the next couple of weeks to discuss the benefits available. If you did not indicate interest on the form, you can email GMChurch@GuideStone.org and someone will reach out to you.
2. If GuideStone starts offering benefits to laity/non-clergy church staff, will they have the same health, dental and vision plans?
 - The laity employees would have their own plans offered by the church, but the rates could be different.

Unique Benefits/Rewards Program

1. ViaBenefits doesn't seem to work well with my Medicare Advantage plan. What are the GuideStone Medicare Advantage plans?
 - Advantage plans are not currently offered through GuideStone.
2. Will we still have Virgin Pulse?
 - No, VirginPulse is not a benefit through the GuideStone plans. However, you will have access to [SmartShopper®](#), which allows you to earn cash rewards by utilizing lower-cost providers for specific procedures.

Retirement Plan

Global Methodist Church's Retirement Plan at Wespath

1. Do we have to move our balances from Wespath?
 - o The GM Church Covenant Clergy retirement plan or (CPIP) will transfer automatically to GuideStone.
2. Will Wespath accounts be liquidated and transferred?
 - o Yes, GM CPIP will be liquidated and transferred to GuideStone. You won't have to do anything.
3. Are UMC PIP and GM CPIP accounts segregated at Wespath? If so, is there a possibility that one will be automatically rolled over and not the other?
 - o Yes, Wespath has segregated those accounts in their system. They will only transfer assets in the GM CPIP. After July 1, 2024, you can request a rollover if you want to move the UMC PIP account. We have a team of rollover specialists who can assist you. Do I need to fill out a form to roll over my Wespath retirement account into a 403(b) at GuideStone?
 - o You will not have to complete anything to come to Guidestone for your GM CPIP account. However, you will need to contact Wespath to find out if they have a form you should complete to roll over your UMC PIP account.

GuideStone Investment Funds

1. How soon can we make our investment fund selections?
 - o Clergy will be enrolled in the retirement plan in mid-June, with a July 1, 2024 effective date. As soon as your retirement account is visible in MyGuideStone®, you can adjust your investment portfolio either through [MyGuideStone](#), the MyGuideStone app or by contacting our Customer Solutions team at **1-888-98GUIDE** (1-888-984-8433), Monday through Friday, from 7 a.m. to 6 p.m. CT.
2. How can I review GuideStone's investment performance history?
 - o Please visit the [GuideStone Funds®](#) website for performance history.

Rolling Over UMC Retirement Account

1. How can I roll over my retirement account? Will we have to complete a form?
 - o We will work with Wespath to ensure we provide you with the most accurate and efficient way to roll over your Wespath UM PIP account to GuideStone.
2. Which funds at Wespath cannot be rolled over to GuideStone?
 - o Our understanding is that none of the Wespath investment funds have restricted liquidity, so all funds can be rolled over. However, if you have an outstanding loan, the remaining balance will not be rolled over. You must maintain an amount equal to your outstanding loan balance at Wespath to avoid taxation on the loan.

3. How do I know if I have to roll over anything from my Wespath account?
 - If you have made or received contributions as clergy through the GM CPIP, the assets will transfer to GuideStone automatically. You are not required to move any other Wespath accounts. If you choose to move your UM PIP account to GuideStone, we have a team to help you do that.
4. Will there be an option to only transfer the retirement that started in the GM Church and leave the rest in Wespath?
 - You are not required to move any Wespath account other than the GM CPIP, which will transfer automatically.

Loans

1. I have a loan at Wespath. Can I still roll over the majority of my funds as long as I leave enough to cover the loan?
 - Yes, you must leave enough in the UM PIP plan to cover your outstanding loan balance. However, anything above that amount can be rolled over.
2. Wespath would not let me make additional principal payments on our loans. They only allowed the payment amount or payoff. Will GuideStone allow additional principal on payments?
 - Yes, you can make additional payments on your loan at any time through your [MyGuideStone](#) account or by contacting our customer solutions team.

Contributions

1. When will the church and pastor contribution amounts be known?

The contribution formula has not changed: the church should contribute 5% of the pastor's compensation even if the pastor does not contribute through payroll deduction. If the pastor contributes, the church should match the pastor's contribution dollar for dollar up to 5%. The church will calculate the contribution amounts and enter those in Employer Access Program (EAP) before submitting the contribution payment.
2. Will contributions be electronically debited to the local church?
 - Yes, contributions to GuideStone are processed via ACH from the church's designated bank account.
3. Can I contribute to retirement if I will be age 65 in August?
 - Yes, as long as you are receiving W2 income and are under appointment of 1,000 hours or more in the year, you can contribute to the plan.

Benefits/Distributions

1. Are there any changes to UMC benefits at Wespath?
 - The defined benefit accounts at Wespath (MPP and CSPC) are not impacted by the changes to the GM CPIP.
2. Will the retirement plan that I have already annuitized with Wespath roll over to GuideStone?

- Only the GM CPIP account will transfer to GuideStone. All other accounts will remain at Wespeth unless you decide to roll over the account to GuideStone. Not all accounts at Wespeth can be rolled over. You should consult with Wespeth to determine the eligibility of various accounts.
3. Is there a provision in the Guidestone plan that allows a withdrawal of up to \$10,000 pre-retirement for first-time purchases of homes without the 10% early withdrawal penalty?
 - If you are less than 59 ½, the 10% early withdrawal penalty will apply for any distributions. It is an IRS regulation, and the plan cannot override the regulation. However, the plan allows for a loan of up to 10 years and up to 50% of your account balance or \$50,000, whichever is less. If you are over 59 ½, you can take a distribution from the plan without a penalty.

General

1. I already have a GuideStone account from when I worked in the SBC. Can I roll over all my retirement together?
 - Yes, you can do that, but it is not required. You have one account at GuideStone with "buckets" of contributions based on your previous employment with other churches.
2. Does this retirement plan have components of a pension plan?
 - The retirement plan is not a defined benefit plan (pension plan). It is a defined contribution plan.
3. I currently have a financial advisor who manages investments. Is there a way to allow third parties to manage funds within GuideStone retirement accounts?
 - You can provide a [Third Party Authorization Form](#) to GMChurch@GuideStone.org.
4. What is the vesting schedule for the retirement plan?
 - Pastors are fully vested on their first day of appointment.

Laity Employees

1. Are lay employees' Wespeth funds being liquidated and transferred as well?
 - No, the transfer in July is only for the clergy plan. However, each church with a non-clergy plan at Wespeth can decide if they want their plan to be transferred later this year. If the church decides to move the plan, all accounts in the plan will be transferred.
2. Do the employer non-match contributions apply to lay employees as well as pastors?
 - Each church will decide which benefits, if any, will be provided to lay employees.
3. Will a retirement plan be available for lay employees?
 - Your church will decide if it will offer a retirement plan for lay employees.
4. Will lay staff be able to transfer retirement plans to GuideStone and will we receive information on how to transition?

- Yes, if certain conditions are met. Your church will need to sign documents to create their retirement plan at GuideStone. If there is an existing plan at Wespeth and the church wants to transfer the plan to GuideStone, the church will instruct Wespeth to transfer all assets (GuideStone will assist in this process).
5. When will we find out about lay employee retirement plan information?
- We will contact the churches that indicated they want a lay retirement plan to help them get started. If your church did not inform GuideStone of their desire for a lay retirement plan when they completed the *Employer Information Form*, please email GMChurch@GuideStone.org. We will follow up with the church's contact as soon as possible.