

GuideStone's Retirement Plan Solutions

Congregational Methodist Churches

Serving Those Who Serve the Lord®

SUMMARY OF CONTENTS

- Benefits of an Associational Plan
- GuideStone's Story
- The GuideStone Difference
- Plan Sponsor and Participant Services
- GuideStone Funds: Bringing Together Performance + Values
- Retirement Plan Fees

FOR ORGANIZATIONAL LEADERSHIP REVIEW ONLY.

GuideStone's Retirement Plan Solutions is not to be distributed to participants.



BENEFITS OF AN ASSOCIATIONAL PLAN

GuideStone® has the experience and expertise to meet the unique retirement planning needs of evangelical churches and institutions. Our specialized retirement plan programs — including 403(b)(9) church retirement plans and minister's housing allowance designations — allow us to fully serve your organization. You and your staff can rely on our in-depth knowledge of ministerial tax issues for guidance along the way.

By participating in the associational plan, your church will be able to take advantage of the following benefits:

Plan Documentation

With an associational plan, all churches and ministries within that association are included in one overarching plan document. Therefore, each church does not need to establish their own plan document. There is no cost to the church to participate in the associational plan — and there is no minimum number of employees required to do so.

However, each church is autonomous and can volunteer to participate in the associational plan or establish their own plan. GuideStone offers flexibility in allowing each church to customize eligibility requirements for their retirement plan.

Benefits of a 403(b)(9) Church Retirement Plan

- There are no required ERISA filings associated with this type of plan.
- Participating churches are not subject to nondiscrimination testing (NDT).

Plan Establishment

There are global provisions established at the plan level — vesting, plan loans, withdrawal provisions, etc. — and each church in the associational plan will need to adopt the plan provisions of the associational plan document.

Employer/Employee Contributions

GuideStone offers flexibility in allowing each church to determine employee eligibility and employer contributions to the plan (including the amount and timing of contributions). We encourage plan sponsors to provide an employer contribution, but it is not required. Industry standards recommend contributing 10% to 15% of one's annual compensation

toward retirement. We recommend our churches provide a 10% employer contribution and employees contribute 5%.

Each church can establish different classifications of employees to receive various levels of employer contributions. For example, ministers may receive a 10% employer contribution, and non-ministerial employees may receive a 5% employer contribution.

Once again, employer contributions are encouraged but not required. There is also no minimum employee contribution required. Each employee can elect the amount they want to contribute to their 403(b)(9) retirement plan (within IRS limits).

Ministry-Specific Benefits

Employees who are licensed, commissioned or ordained may be able to claim up to 100% of their retirement distribution as housing allowance. This is a significant tax benefit for these individuals.

Ministers who have IRAs or other retirement vehicles may be eligible to roll these assets into their 403(b)(9) church plan and claim 100% as housing allowance.

GuideStone has specialists dedicated to processing participant rollovers, answering housing allowance questions and providing complementary resources designed specifically for ministerial staff.

“GuideStone offers excellent service to the Evangelical Covenant Church at all levels. We are grateful to have a partner who works alongside us to support our church and pastors through quality retirement funding.”

Christina Kempe, Director of Benefits
Evangelical Covenant Church, Chicago, Illinois

GUIDESTONE'S STORY

Founded in 1918 as a financial relief ministry to retired Southern Baptist pastors and their widows, GuideStone is one of the largest providers of financial services and retirement plans to the evangelical Christian community. We are committed to equipping churches, universities, hospitals, mission-sending organizations and other ministries, as well as ministry-minded individuals, with products and services that promote financial, physical and spiritual wellness — all while honoring the Lord.

We serve more than 35,000 churches and ministries and more than 250,000 participants nationwide. And we can work with you to provide a values-based retirement plan with investment options that help meet your organization's needs.

GuideStone has \$17.7 billion in assets under management as of September 30, 2022. We also offer GuideStone Funds®, the nation's largest* faith-based mutual fund family, which provides our retirement plan investors with access to mutual funds that offer competitive performance and align with their values.

GuideStone's experience and expertise can help you develop both short- and long-term retirement plan and cost management strategies. Let us help you create the plan that's right for your organization.

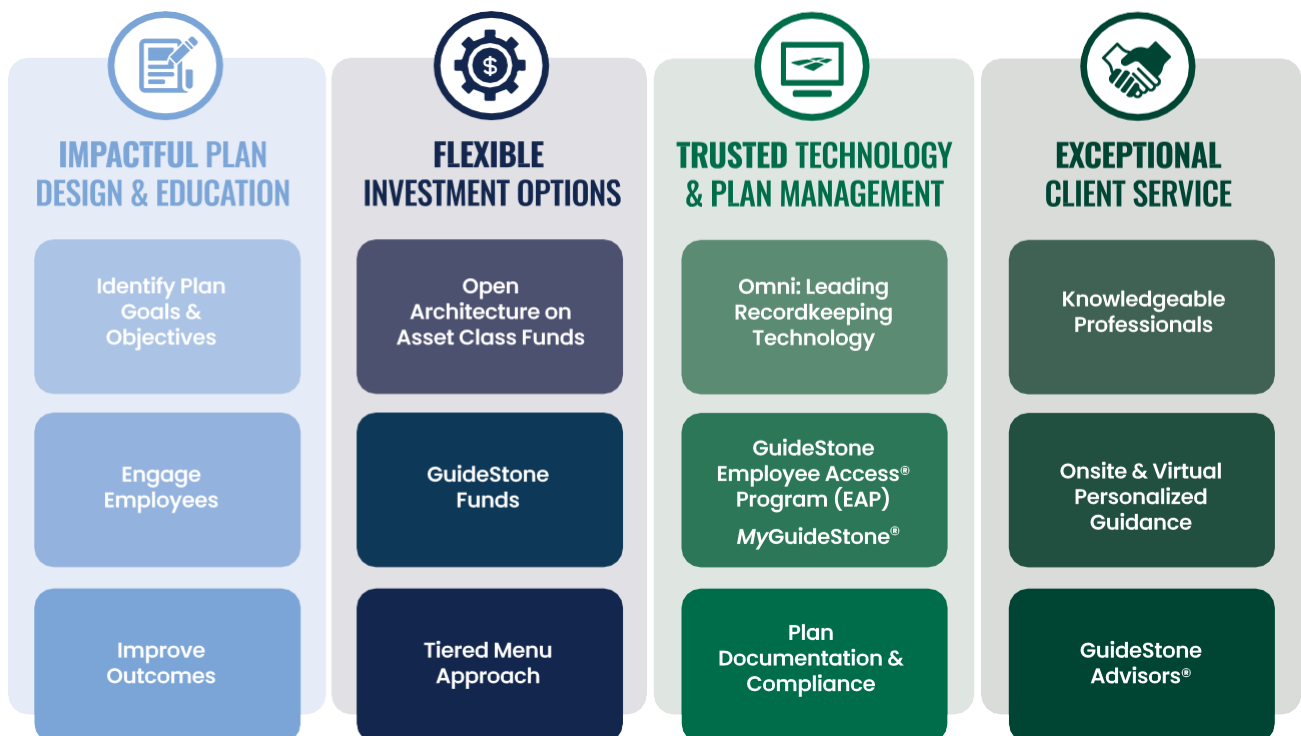
THE GUIDESTONE DIFFERENCE

GuideStone is a trusted, Christ-centered advocate stewarding and simplifying the retirement journey. Our vision is to see every servant financially prepared and free to advance the Kingdom.

We simplify and streamline administrative services to allow your churches time to focus on their ministry and employees.

GuideStone has the expertise to uniquely serve ministry employees, providing personalized customer service and education consistent with the faith and values of those we serve.

How our customers experience the GuideStone Difference:



"GuideStone backed up everything they said about personal service, quality product and a heart for ministry. They have been highly responsive to our needs and continue to be a trusted ministry partner for us as we strive to provide quality service for our denomination. With no reservations, we highly recommend GuideStone as a retirement plan provider."

Jeff Jorgenson, Dir. of Financial Services
Mennonite Brethren Foundation
Hillsboro, Kansas

PLAN SPONSOR AND PARTICIPANT SERVICES

GuideStone will work closely with you to deliver an effective retirement planning solution for your employees.

Recordkeeping & Compliance

FOR YOUR ORGANIZATION

To support your organization's employer-sponsored plan, GuideStone offers the following administrative services:

- Educational materials, including compliance and administrative services
- Online plan documents, employer forms, reports and administration manuals
- Quality recordkeeping and compliance services
- Online **GuideStone Employer Access Program (EAP)** for easy account management and bill payment as well as:
 - Contribution remittance via EDI/Payroll/ACH
 - Employee status maintenance
 - New enrollment processing
 - Participant-level information
 - Plan-level financial information
 - Fiduciary resources
 - Reporting capabilities

To help your organization meet regulatory guidelines, GuideStone offers the following compliance support services:

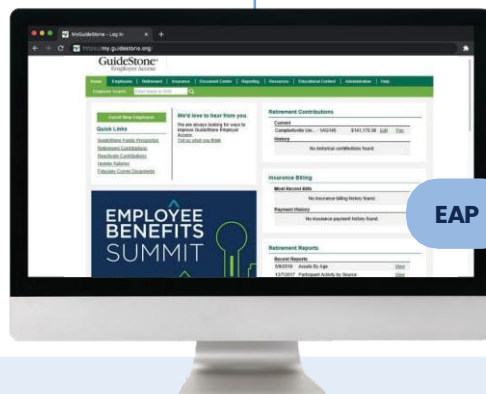
- Plan maintenance information, including:
 - Plan sponsor fiduciary responsibilities
 - Minister's housing allowance for qualified employees
 - Maximum contribution limits
 - Self-audit assistance
- Thorough documentation services, including:
 - A compliant, current plan document
 - Ongoing plan documentation support for regulatory and legislative restatement
 - Plan correction assistance
 - Plan administration manual
 - Required legal notices and disclosures (if applicable)
 - Annual signature-ready *Form 5500* (if applicable)



DID YOU KNOW?

Your association will have a dedicated relationship manager to collaborate with

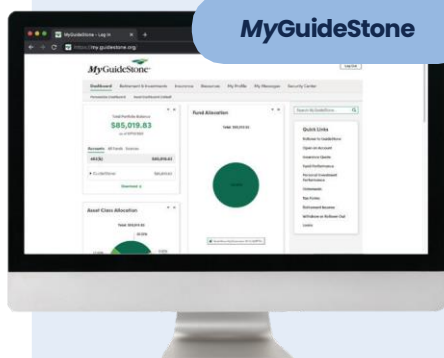
you and quarterback your service team. Your GuideStone representative will attend annual conferences, lead on-site meetings as well as conduct individual appointments with plan participants via video conferencing.



FOR YOUR EMPLOYEES

To help employees make the most of your retirement plan, GuideStone offers the following administrative services:

- Distribution administration, based on the plan's rules (including verification of vested amounts)
- In-service and hardship distributions processing and monitoring
- Required minimum distribution (RMD) calculation, management and processing
- Applicable tax document preparation and filing related to all distributions under the plan
- Excess contributions tracking and processing
- Qualified domestic relations order (QDRO) processing
- Loan repayments designed as direct deductions from an employee's personal checking account, minimizing employer involvement, as plan permits
- Online account management with **MyGuideStone** via desktop or mobile app, allowing employees to:



- View daily plan balances (including investment fund performance)
- Manage asset allocation for current investments and future contributions
- Review tax forms, documents related to distributions and quarterly account statements
- Update and view beneficiary designations
- Model and request a retirement plan loan, if plan loans are permitted
- Online enrollment, rollovers and withdrawals
- Online reallocation and exchange option
- Quarterly account statements
- Tax documents



Educational Resources

FOR YOUR EMPLOYEES

To ensure employees receive important financial and retirement planning information, GuideStone offers the following targeted educational resources:

- Financial planning calculators, including:
 - Retirement Planner Calculator
 - Retirement Contribution Effects on Your Paycheck Calculator
 - Retirement Shortfall Calculator
 - Retirement Income Calculator
- Retirement planning guidance, including:
 - Accurate information and an in-depth knowledge of retirement planning matters
 - Educational tools on ministers' tax issues and federal reporting requirements for churches — including housing allowance designations during retirement
 - Customized advice around asset allocation, contribution planning, gap analysis and Social Security maximization, upon request
- Investment Recommendation tool through their MyGuideStone account, allowing church plan participants to review appropriate investment options based on their financial situation, timeline and risk tolerance

GUIDESTONE FUNDS

DO RIGHT. DO WELL. DO MORE.®

Bringing together Christian values and performance, we can provide you with a broad range of investment opportunities to meet your financial goals.

Faith-Based Mutual Funds

We proudly provide our retirement plan participants with the opportunity to invest with GuideStone Funds — the nation's largest faith-based mutual fund family.*

Investment Philosophy

We believe attractive risk-adjusted returns can be achieved through a long-term, fundamental approach that identifies best-in-class managers and allocates capital among them — all while remaining committed to Christian values.

Distinctive Factors

GuideStone takes a disciplined and strategic approach to investing. As the investment adviser to GuideStone Funds, GuideStone Capital Management, LLC® (GSCM) believes:

CHRISTIAN

We believe prudent stewardship of investor assets includes the incorporation of a multifaceted faith-based investing program.

ACTIVE

We believe active portfolio management that identifies best-in-class managers and optimizes the allocation of capital among them may add value over a full market cycle.

INTENTIONAL

We believe an emphasis on intentional risk may help investors reach their long-term goals.



DID YOU KNOW?

GuideStone participants have access to resources with relevant articles, instructional videos and webinars that provide financial tips and education to help them make decisions at each stage of their retirement journey.



WE STAND FOR:



Life



Family



Stewardship



Health



Safety

WHY?

Because we as Christians are called to let our light shine through our thoughts, words and actions — a calling GuideStone holds fast to everyday. We provide the faith-based investor the opportunity to invest based on conviction.

Diversified Funds and Strategic Investment Process

GuideStone applies a manager-of-managers investment process to each of our mutual funds. We provide our investors access to best-in-class investment talent through the experience, knowledge and industry tenure of our senior management at GSCM.

Broad Range of Options

Whether an investor is a novice or experienced, GuideStone provides a variety of investment options across most major asset classes. Retirement plan investors can select from the entire suite of GuideStone Funds to build a diversified portfolio that aligns with their investment goals and needs.

There can be no guarantee that any strategy (risk management or otherwise) will be successful. Mutual fund investing involves risk, including the possible loss of money.

You should carefully consider the investment objectives, risks, charges and expenses of the Funds before investing. For a copy of the prospectus with this and other information about the Funds, call 1-888-GS-FUNDS (1-888-473-8637) or visit [GuideStoneFunds.com/Funds](https://www.GuideStoneFunds.com/Funds) to view or download a prospectus. You should read the prospectus carefully before investing.

*As of September 30, 2022, GuideStone Funds has \$17.7 billion in assets, which makes GuideStone Funds the nation's largest faith-based mutual fund family. No other faith-based fund family exceeds GuideStone Funds in asset size.

RETIREMENT PLAN FEES

GuideStone proposes the retirement plan recordkeeping and associated services as outlined in this document.

The fees listed below represent a summary of some of the common fees a plan sponsor may incur and are subject to change. A complete list will be provided before entering into a formal agreement with GuideStone. In the event of a conflict, the *Fee Schedule for Church Plans* will control.

Description of Service for 403(b) Retirement Plan - Standard Documentation	Fee Rate/Estimate
403(b)(9) standard retirement plan document, including setting up the plan in the recordkeeping system.	Included ✓
Employer plan maintenance fee	Included ✓
Comprehensive servicing fee	0.43% <small>(.107% deducted quarterly) of the participant's total account balance*</small>
Review and amend 403(b)(9) retirement plan document	No fee for amendments; \$250 for restatements
Qualified domestic relations order (QDRO)	\$400 per participant
Loan setup	\$50 per loan
Loan maintenance	\$40 per year per loan
Plan service fee if assets are transferred to another provider	\$750**
Enrollment and educational webinars	Included ✓
Educational resources for plan participants, including an Investment Recommendation tool, retirement calculators as well as individual phone appointments or Zoom video conferencing	Included ✓
Enrollment kits	Included ✓

*For example, if the participant's account balance at the end of the quarter is \$1,000, the amount deducted will be \$1.07.

**Terminated/retired participants may roll over their accounts to a vendor of their choice with no charge by GuideStone. The plan service fee of \$750 applies only to an organization that chooses to move the entirety of their plan out of GuideStone to another financial vendor.



