

**REGIONAL REP REVIEW**  
**JULY 2009**  
**"News from the Board of Pensions"**

*Note: This newsletter has highlights and news from the Board of Pension. Please feel free to share this piece with your communications director or webmaster and put it in your newsletter.*

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*So then, whenever we have an opportunity, let us work for the good of all, and especially for those of the family of faith.*

- Galatians 6:10

## **In Memoriam**

It is with great sorrow that we share the news of the death of Bill Forbes after his long and Spirit-filled battle with pancreatic cancer. Bill served the Board of Pensions as vice president of Church Relations and corporate secretary from 2003 until his death on June 30, 2009.

A beloved minister of the Word and Sacrament, Bill formerly served congregations in Westfield, NJ, Princeton, NJ, Atlanta, GA, and Houston, TX, and on the General Assembly staffs of the former United Presbyterian Church (U.S.A.) and the Presbyterian Church in the U.S. His profound love for the Presbyterian Church and all its members was evident in his joyful and faithful ministry - from the congregations he served to his national church service. We, and the entire Church, mourn his loss and give thanks for his life.

## **Medical Plan Changes Outlined in *The Board Bulletin***

At their June meeting, the Board of Directors approved a number of modifications to the Medical Plan, as detailed in the Summer 2009 issue of [The Board Bulletin](#). These modifications simplify a complex Plan while maintaining its fundamental tenets.

The majority of the Plan design changes are the result of the federally mandated "mental health parity." This means that the benefit provided for medical services cannot exceed the benefit provided for mental health services. For a detailed chart of the changes in copayments, deductibles, reimbursement limits, etc., effective January 1, 2010, please refer to *The Board Bulletin*.

Also effective January 1, ActiveHealth Management will take over as our health management provider. It will provide a full spectrum of health management services for Benefits Plan members, including pre-certification, case management, and disease management.

In addition, "habilitative" services for children with congenital developmental disabilities, such as Down syndrome and autism, will be covered under the Benefits Plan, effective January 1, 2010. This new coverage is the result of the expansion of the definition of "medical necessity" in the Plan.

And effective October 1, 2009, a dependent coverage waiver has been added to the Medical Plan. This new provision allows active Plan members to waive coverage for their eligible spouses and/or dependent children if they have comparable medical coverage through other employer or military services-related group healthcare plans.

For additional information on these and other changes, please see [The Board Bulletin](#).

## **Salary Study and Reports Released**

The [Salaries in the Parish Ministry 2009 Salary Study](#), the [Clergy Effective Salaries Compared by Congregation Size and Years of Service report](#), the [Clergy Effective Salaries Compared by Synod report](#), and the [Median Salaries and Dues Minimums and Maximums for 2010](#) are now available on Pensions.org.

The 2009 Salary Study reports the median and average effective salaries for minister members of the Benefits Plan who are serving U.S. congregations, which determines the dues minimums and maximums for 2010.

The clergy effective salaries reports tabulate a range of effective salary data to assist decision-makers in reviewing clergy compensation.

Please see the study and reports for details.

## **Your Annual Statement of Benefits Mailed**

*Your Annual Statement of Benefits* mailed early this month to all active Benefits Plan members as of January 1, 2009.

This personalized publication details the benefits coverage of the member and his/her family, if applicable. Members are encouraged to review their statement for accuracy.

## **Retirement Savings Plan Midyear Review Provided**

The [2009 Midyear Review of the Retirement Savings Plan of the Presbyterian Church \(U.S.A.\)](#) provides a brief history of 403(b) plans, a summary of the important elements of the final 403(b) regulations and how they impact the Retirement Savings Plan of the Presbyterian Church (U.S.A.) (RSP), and an RSP participation summary for 2007 and 2008.

## **Audio Replay of 2009 Regional Benefits Consultations Available**

The [audio replay](#) of the plenary sessions at the Regional Benefits Consultations is now available on Pensions.org.

Following the welcome and worship, the Rev. Dr. Jefferson K. Aiken, Jr., chair, Board of Directors, gave his remarks. Robert W. Maggs, Jr., president and chief executive, The Board of Pensions of the Presbyterian Church (U.S.A.), then provided his report, after which Judith D. Freyer, CFA, senior vice president, treasurer, and chief investment officer, The Board of Pensions of the Presbyterian Church (U.S.A.), gave the investment update. The plenary sessions were concluded with an update from the General Assembly Council by Linda Valentine, executive director of the General Assembly Council, as well as one from the Office of the General Assembly by Gradye Parsons, stated clerk of the General Assembly.

## **Education Talk**

With the arrival of summer, we hope you're finding time to catch your breath and reflect. Why not take a few minutes to enjoy this season's issue of the award-winning [EducationTalk](#) newsletter on Pensions.org?

This issue reviews the important Benefits Plan updates made as a result of the June Board of Directors meeting. Other featured articles include:

- Caring for our communities in tough times
- Make sure your meaning transcends the gender gap
- How to safeguard your identity
- What to keep in your emergency kit

We hope you enjoy this issue and [welcome your suggestions](#) for future ones.

### **Planning For 2010**

I am beginning to plan for 2010. If you would like a pre-presbytery workshop, retiree luncheon or a presbytery wide workshop event please let me know. I will be in touch with folks in the next month to begin the process. But if you want to make sure your event is on the calendar let me know as soon as possible. 2010 is not that far off.

Blessings,  
Doug Kelly  
Regional Representative

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