

ASSEMBLY COMMITTEE ON
*PENSIONS, FOUNDATION,
AND PILP*

14

*PRESBYTERIAN CHURCH (U.S.A.)
216TH GENERAL ASSEMBLY (2004)*

[The full text of the items referred to this committee may be found in the Reports to the General Assembly under tab 14.]

*Moderator: Gilda Bonnemere
Vice Moderator: John McFayden*

There are recommendations contained in this report that will be moved as part of a consent agenda. Such items are marked with an asterisk (“*”) and are so indicated in the Table of Contents below.

There are recommendations contained in this report that have financial implications and are indicated with a “\$” sign next to the item. The details of the financial implication are provided with the item in the context of the report, and are so indicated in the Table of Contents below.

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The Assembly Committee on Pensions, Foundation, and PILP recommends that the 216th General Assembly (2004) approve the following recommendations:

Board of Pensions

Item 14-01. Board of Pension’s Recommendation.

That the recommendation be approved.

Vote: 53/0/0

June 29, 2004, 9:43 PM

Foundation

Item 14-02. Foundation's Mission and Ministry.

That the recommendations be approved.

Vote: 55/0/0

Item 14-03. Amended and Restated Articles of Incorporation and Bylaws.

That the recommendation be approved.

Vote: 55/0/0

Item 14-04. Confirmation of Robert Leech.

That the recommendation be approved.

Vote: 56/0/0

Item 14-05. Transfer of Constituent Corporations.

That the recommendation be approved.

Vote: 55/0/0

PILP

Item 14-06. Recommendations Regarding PILP Board.

That the recommendations be approved.

Vote: 54/0/0

Item 14-07. Confirmation of Jay Hudson.

That the recommendation be approved.

Vote: 55/0/0

Overtures

\$ Item 14-08. On Appointing a Task Force to Review the Medical Plan of the Board of Pensions—From the Presbytery of Abingdon.

That the recommendation be disapproved with the following comment:

Comment: That the concerns raised in the overture be referred to the General Assembly Committee on Review for the Board of Pensions and reported to the 217th General Assembly (2006).

Vote: 42/9/2

[Original Financial Implication: 2004: \$7,045; 2005: \$278,695; 2006: \$12,275 (Per Capita: OGA)]

[Committee Action: 2004: \$0; 2005: \$0; 2006: \$0]

Item 14-09. On Directing the Board of Pensions to Revise Their Rules For The Calculation of Salary for Churches With a Clergy Couple Installed to One Position—From the Presbytery of Southeastern Illinois.

That the recommendation be approved.

Vote: 49/5/0

Item 14-10. On Creating a Fund to Provide Shared Equity Loans for Pastors Serving Churches Where the Average Cost of a Home is Twice the US Average—From the Presbytery of San Francisco.

In response to this item, that the 216th General Assembly (2004) approve the following:

That PILP organize a work group to explore the possibility of the creation of a program through PILP to establish shared equity loans for areas with high home ownership costs. This work group shall be made up of members of the PILP, Presbyterian Foundation, and the Board of Pensions, along with members of presbyteries with home ownership cost of at least twice the average in the United States. Each entity shall underwrite the expenses of their work group members. The 216th General Assembly (2004) directs the work group to report to the General Assembly Council within one year with recommendations.

Vote: 46/7/2

§ Item 14-11. On Appointing a Task Force to Review the Pension and Medical Plans of the PC(USA)—From the Presbytery of Providence.

That the recommendation be disapproved with comment:

Comment: That the concerns raised in the overture be referred to the General Assembly Committee on Review for the Board of Pensions and reported to the 217th General Assembly (2006).

Vote: 42/9/2

[Original Financial Implication: 2004: \$9,460; 2005: \$286,060; 2006: \$15,750 (Per Capita: OGA)]

[Committee Action: \$0 (2004); \$0 (2005); \$0 (2006)]

Item 14-12. On Urging the Board of Pensions to Correct an Inequity for Churches Calling a Married Couple as Co-Pastors Sharing Less than Two Full-Time Calls—From the Presbytery of Northern New England.

That the recommendation be answered by the action taken on Item 14-09 of this report.

Vote: 55/0/0

Item 14-13. On Reinstating Board of Pension Medical Coverage for Persons on Active Duty—From the Presbytery of Eastminster.

That the recommendation be disapproved with comment:

Comment: The overture addresses the availability of medical coverage for returning military personnel for the period of time between release from active duty and resumption of their civilian lives. The overture proposes that the Benefits Plan provide free medical coverage for up to 185 days to former Plan members and dependents upon their return from service. However, this coverage is already provided by the military benefit program and by the requirement that the former civilian employer immediately rehire the returning employee with full reinstatement of benefits.

TRICARE, the program that provides healthcare benefits to members of the uniformed services and their eligible dependents, continues coverage when members of the Reserve or National Guard return to civilian status.

Effective November 6, 2003, the Transitional Assistance Management Program provides 180 days of coverage for members of the reserves who were deployed more than thirty days and who separate from active duty status before December 31, 2004. Members who are deployed for thirty days or less retain coverage under the Benefits Plan for their entire period of military service. Several bills presently before Congress would extend the December 31, 2004 date. If the temporary program is not extended, service members with five or more years will be entitled to 120 days of free coverage and those with less than five years will be entitled to sixty days.

In addition, any Plan member who is mobilized for military service is covered by Federal law, the Uniform Services Employment and Reemployment Rights Act of 1994 (USERRA). The USERRA requires that the military members' civilian employers immediately restore the jobs and any medical coverage to which they were entitled prior to their military service. As a result of this reemployment requirement, all Plan members who serve in the uniformed services will be able to return to civilian employment and resume their prior medical coverage immediately.

Plan members' spouses and dependent children under age twenty-one who are mobilized retain their coverage under the Benefits Plan during their period of military service and coverage continues with no interruption upon their return. Dependent children age twenty-one or over who were previously enrolled as full-time college students experience a disruption of their coverage under the Benefits Plan if they are mobilized. These individuals are entitled to free coverage under TRICARE for 180 days after their return. If the TRICARE benefit expires before the next school term begins (fall or spring semester), the Board of Pensions will provide medical coverage for an affected dependent child between the end of the TRICARE benefit period and the first available date that the child may re-enroll as a fulltime student. Coverage is provided on the same terms as for any other dependent. Under the traditional Benefits Plan, no member contribution is required. For participation under the Affiliated Benefits Program, the contribution requirement, if any, will be that established by the employing organization for coverage of dependent children.

Because these existing programs fully meet the needs of returning service members, no additional benefits are required of the Board of Pensions of the Presbyterian Church (U.S.A.).

Vote: 46/4/3

Item 14-14. ACC Request Regarding G-14.0506b(2), Mandatory Participation in the PC(USA) Benefits Plan—From Minister, Presbytery of Pittsburgh. [ACC] [Becomes 14-14]

In response to this item, that the 216th General Assembly (2004) approve the following interpretation:

The language of G-14.0506b(2) includes the mandatory "shall" and not the permissive "may." Therefore, the language does not permit the employing body to omit the payment based on a sum equal to the requisite percent of the minister's compensation.

Vote: 48/2/4

Commissioners' Resolution

Item 14-15. Commissioners' Resolution. Benefits Feasibility Study

That the resolution be referred to the Board of Pensions to report back to the 217th General Assembly (2006) with comment:

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Comment: That the Board of Pensions review/deliberate the resolution in accordance with the *Constitution of the Presbyterian Church (U.S.A.)*.

Vote: 37/10/6

Committee Final Action and Report to Plenary

[The items listed below were acted upon and approved by the assembly committee. No further action is needed, and is here for information only.]

Item 14-A. Committee on Review of the Presbyterian Church (U.S.A.) Investment and Loan Program.

That the report is approved.

Vote: 54/0/0

Item 14-B. Receive Reports Regarding Amendments to the Benefits Plans.

That the report is approved.

Vote: 55/0/0

Item 14-C. Minutes, Board of Pensions.

That the minutes are approved.

Vote: 55/0/1

Item 14-D. Minutes, Foundation.

That the minutes are approved with comment:

Comment:

1. No recording of substantive decisions by negative vote.
2. No follow-up minutes of called conference call—page 92.
3. Acronym NCF mistyped NFC—page 81.
4. Underlining corrections needed—page 137.

5. Slashes not present on the following pages: 15, 31, 34, 37, 39–42, 47, 53, 56, 87, 102, 126, 158, 165, 169.

Vote: 56/0/0

Item 14-E. Minutes, Presbyterian Investment and Loan Program

That the minutes are approved.

Vote: 56/0/0