



**ASSOCIATE REFORMED PRESBYTERIAN RETIREMENT PLAN
CONTRIBUTIONS FORMULA
Updated by 2003 General Synod**

Part I. — Boards and Agencies of the General Synod

Each board and each agency of the General Synod having currently in its employ one or more persons who are covered by the Plan and who are currently accruing service credits and earnings credits under the Plan is to contribute 8.5% of the current earnings being paid to such person(s) by or on behalf of such board or agency.

Part II. — Local Church Congregations Having a Regular Installed Pastor

Each local church congregation which has a regular installed pastor is to contribute 8.5% of the current earnings being paid to such pastor by such congregation.

Part III. — Local Church Congregations Having a Church Extension Pastor

Each local church congregation which has a regular pastor serving by appointment of the Presbytery and serving in the capacity of a Church Extension pastor is to contribute 8.5% of the total current earnings being paid to such pastor for such service.

Part IV. — Special Rule for New Congregations and Missions Which Have Not Organized

Notwithstanding any of the foregoing, no contributions to the Plan are to be required of any newly organized congregation or mission which has not yet organized until such time as the congregation is being served by a regular installed pastor, Church Extension pastor, or mission developer, at which time contributions are to be made in accordance with Part II or Part III of the foregoing, whichever is applicable.

Part V. — General Provisions Applicable To All Of The Foregoing Categories Of Contributions To The Plan

- a. The terms "earnings" used herein refer to covered earnings as defined in the Plan Text. Partial Disability Payments received through the General Synod or Synod Agency Group Disability Plan shall be considered as Earnings.
- b. Payments are to be remitted to the Retirement Fund Treasurer by the 15th day of each calendar month, based in each case on the covered earnings in that calendar month.
- c. All contributions to the Plan are on the same basis as any other contributions to the Church, that is to say that they are to be made out of gratitude to God for His manifold blessings to us all. Unless contributions are received on time and in full it will not be possible for the Plan to operate as designed, which would not appear to be in keeping with our responsibility as stewards to provide for the material needs of those who have so freely given of themselves to meet the spiritual needs of ourselves and others.