

News & Notes

Winter 2023-2024

FCMM President Announces Retirement



Ric Stanghelle, FCMM President since 2018, has announced his retirement at the end of February 2025. He began his present role after serving on the FCMM Board of Trustees for 22 years, chairing the Board for 15 years.

Prior to being named President, Ric served Lakes Free Church, Lindstrom, Minnesota, for 32 years as church planter and senior pastor. He had previously been on staff with Cru (formerly Campus Crusade for Christ) in campus ministry in Massachusetts.

Option C Lifetime Fund

The FCMM Board of Trustees has set the rate of earnings for the Lifetime Fund (Option C) of 2% for 2024. (Note: This rate is net of fees, so the effective rate for comparison would be 2% plus the Plan management fee.)

Option C is a collective investment fund that aims to provide to members long-term earnings that are steady and comparable to the market with less volatility. Previous rates have been: 2% in 2023; 4% in 2022; 8% in 2021;

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Fees for Retirement Accounts

As with any retirement investment account, FCMM incurs expenses to provide a compliant Retirement Plan that offers unique benefits for church staff and pastors. While many other retirement plans charge fees to the employer for providing a Plan Document and administration, there is no cost to the participating employer in FCMM's plan.

The Retirement Plan operating cost is funded by a fee assessed to member accounts. In the case of mutual fund Options (Options F, G, and J), the fee is directly deducted after the close of each quarter based on the average daily

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Retirement Plan Contribution Limits (2024): Annual Additions Limit and Deferral Limit

There are two main types of contribution limits to the FCMM Retirement Plan: the overall limit on annual additions and the elective salary deferral limit.

The limit on annual additions, also known as the 415(c) limit, includes employer contributions of related employers plus all salary deferral contributions made to



any 403(b), 401(k), SIMPLE IRA, and SARSEP plans in a calendar year. For 2024, this limit is the lesser of \$69,000 or 100% of includible compensation, which excludes a housing allowance.

The elective salary deferral limit, also known as the 402(g) limit, includes all pre-tax and Roth elective deferrals made to any 403(b), 401(k), SIMPLE IRA, and SARSEP plans in a calendar year. The 2024 salary deferral limit is \$23,000. The employee's total elective deferrals to all plans combined cannot exceed the annual deferral limit. The limit is the maximum for all deferrals, whether pre-tax, Roth, or some mixture.

A participant of age 50 or older can make additional age-based catch-up deferral contributions, beyond these limits, of up to \$7,500 in 2024.

Board of Trustees Initiates Search Process



With the announcement of Ric Stanghelle's retirement, the FCMM Board of Trustees has formed a search committee and launched the process of discerning the organization's next president. Following the Board's meeting in February, the President Opportunity Profile and Job Description will be posted with the goal of interviewing potential candidates in May.

Ken Moberg is chairing the committee and invites comments and inquiries at moberg101@gmail.com.

Option C Lifetime Fund

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4.5% in 2020; 3.5% in 2019; 4% in 2018; and 3% in 2017.

Because of the long-term nature of the Option C Lifetime Fund, invested funds can be transferred to other Options only once in a 12-month period. The Lifetime Fund is structured to offer reliable value towards a monthly income benefit ("annuity") for which 100% of accrued value can be converted. If funds are instead transferred or withdrawn, a fair market value (reduction) may be applied when accrued value is greater than current market value. For more information on Option C and other Investment Options, see Form 31 Investment Option Descriptions.

For information about performance and portfolio makeup for FCMM managed funds, see annual Form 40 Performance Reports.

Fees for Retirement Accounts

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market value during the quarter. For FCMM managed collective funds (Options C, D, E, and H), the allocated cost is applied before returns are posted; that means returns are net of such fees - already included.

From time to time, the fees may be adjusted to reflect operating costs. For 2024, there will be no changes to member fees. For more information about fees, see Form 41 Retirement Plan Fees for 2024.

Meet the FCMM Board of Trustees



The current FCMM Board members include (L to R): Wendell Herman (Chair, North Dakota), Rev. Ric Stanghelle (President, Minnesota), Eric Berglund (Minnesota), Rev. Paul Reece (Florida), Rev. Tim Rowley (Texas), Rev. Ken Moberg (Wisconsin), Laverne (Sue) Erickson (Minnesota), Marc Woodard (New Jersey).

Updated Retirement Plan Forms for 2024

Several retirement plan related forms have been updated and posted to the FCMM website.

As a reminder, always visit our website when you need a form to ensure you are downloading the most recent version. Sometimes our forms are updated several times a year!

Forms can be found at fcmmbenefits.org/documents.