FREE CHURCH MINISTERS AND MISSIONARIES RETIREMENT PLAN

SUMMARY OF IMPORTANT PLAN FEATURES

January 2018

FREE CHURCH MINISTERS & MISSIONARIES
RETIREMENT PLAN
901 East 78th Street
Minneapolis, MN 55420
(800) 995-5357 · Fax (952) 853-8474

Table of Contents

HIGHLIGHTS

Employers associated with the Evangelical Free Church of America (EFCA), or sharing a common religious bond with the EFCA, may offer the Free Church Ministers and Missionaries Retirement Plan (the "Plan"), a 403(b)(9) church retirement income account plan, to their ministers, missionaries and lay employees. The Plan allows employees to save money for retirement on a tax-preferred basis. By contributing to this Plan, you may save on taxes now as well as start building security for your retirement years.

The purpose of this document is to provide you with a short summary of some of the important provisions of the Plan. It does not reflect all of the terms of the Plan. If a discrepancy exists between this document and the official Plan document, the official Plan document governs. The official Plan document is available at FCMM's webpage: www.fcmmbenefits.org. You may also email FCMM customer service at fcmm@fcmmbenefits.org, or call (800) 995-5357.

QUESTIONS AND ANSWERS

When can I start to make contributions to the Plan?

If you wish to start making contributions to the Plan, you should confirm with your employer that you are eligible to do so under the terms of the employer's Adoption Agreement with FCMM. If you are eligible to enroll in the Plan, you must complete the Participant Enrollment Application (Form 01), the Participant Beneficiary Designation (Form 02), and the Investment Selection Form (which also contains the salary deferral authorization, if applicable) (Form 03). These forms are available at www.fcmmbenefits.org. If you are unable to access these forms online, your employer should be able to provide you with a copy. The salary deferral authorization requires you to indicate the percentage or dollar amount that you wish to have deducted from your pay and how you wish your contributions to be invested. Additional forms may be required if you choose to invest in the Plan's self-selected mutual fund options or in the adjustable rate investment. Once you complete the forms, you should return them to the appropriate person at your employer. Your employer will remit the forms to FCMM after signing the employer sections.

You cannot be enrolled in the Plan until FCMM receives the completed Participant Enrollment Application (Forms 01, 02, and 03), any other necessary forms, and the first contribution to your account.

What types of contributions are permitted to the Plan?

Your employer, pursuant to the terms of its Adoption Agreement with FCMM, may make contributions to the Plan on your behalf. Contributions to the Plan also can come from your salary deferral contributions and rollovers from another employer's 403(b) plan, 401(k) plan, 401(a) plan, governmental 457(b) plan or your traditional IRA.

To transfer assets from another employer's 401(k) plan, 401(a) plan, governmental 457(b) plan or your traditional IRA, you must complete the Rollover Request (Form 08). To transfer from another 403(b) plan, you must complete the Transfer/Exchange (Form 08T). The Plan cannot accept rollovers from Roth IRA accounts.

When completing your salary deferral authorization, you will have the choice to designate all or a portion of your salary deferral contributions as "traditional pre-tax contributions" or "Roth contributions." Unlike traditional pre-tax contributions, which are not taxed when deducted from your pay, Roth contributions are taxed at the time they are deducted. If your Roth contributions remain in the Plan for a five-taxable-year period and you reach age 59½, die or become disabled, those contributions and related investment earnings are distributed tax-free. You may wish to consult your tax or financial advisor to determine whether designating a percentage of your Plan contributions as Roth contributions makes sense.

I am an ordained minister. Do I have to pay Self-Employment Contributions Act (SECA) taxes on my salary deferral contributions to the Plan?

No. If you are an ordained minister, your contributions to the Plan are not subject to SECA taxes. This means that you exclude the amount you contribute to the Plan from earnings reported for Social Security taxes. This may reduce your future benefits from Social Security.

Lay employees' salary deferral contributions to the Plan are subject to FICA (Federal Insurance Contributions Act) taxes.

How much may I contribute to the Plan each year?

The Internal Revenue Service (IRS) imposes limits on the amount of salary deferral contributions that you may make to the Plan each year. For 2018, your salary deferral contributions, including pretax and Roth contributions, cannot exceed $18,500. If you are age 50 or over, you have the option of making an additional age-based "catch-up contribution" to the Plan, which cannot exceed $6,000 in 2018 (making your total salary deferral contribution limit $24,500 in 2018). You may designate all or a portion of your catch-up contributions as Roth contributions.

Note that you may not contribute to the Plan more than your earned, taxable income (*i.e.*, not including housing allowance). Further, these limits apply to your total salary deferral contributions to all 403(b) and 401(k) plans that you participate in during the calendar year.

The following examples demonstrate some of these limits:

<u>Example</u>:

The Reverend Joe Smith has a cash salary of $15,000 and a $25,000 housing allowance, for a total compensation of $40,000. He does not participate in any retirement programs other than this Plan and his congregation makes no contributions to any retirement programs on his behalf. The maximum he may contribute to the Plan is $15,000. Rev. Smith cannot include the housing allowance in determining his maximum contribution amount.

<u>Example</u>:

The Reverend Sam Jones is in the same situation as Rev. Smith except that he has a cash salary of $60,000 and a housing allowance of $15,000, for a total compensation of $75,000. The maximum amount he may contribute to the Plan for 2018 is $18,500 (assuming he is not eligible to make any catch-up contributions).

How much can my employer contribute to the Plan each year?

Your employer may, but is not required to, contribute to the Plan on your behalf. Employer contributions are also subject to certain IRS limits. For 2018, your contributions (excluding age-based catch-up contributions) and your employer's contributions cannot total more than the lesser of \$55,000 or 100% of your taxable compensation (your housing allowance may not be considered).

What happens if I change employers or church location?

If you change your employer or church location and want to continue contributing to the Plan, you and your new employer (if your new employer participates in the FCMM Retirement Plan) must complete a Participant Enrollment Application (Form 01) and an Investment Selection Form (Form 03) and send them to FCMM.

If your new employer is not currently contributing to the Plan for any other participant, the employer must complete an Employer Adoption Agreement (Form 20).

Forms are available at www.fcmmbenefits.org.

How is my Plan account invested?

Each employee who participates in the Plan must select the investment options(s) for his or her Plan account. The chart on the next pages summarizes the investment options currently offered under the Plan. You should review the features of each investment option to select investments that allow you to properly diversify your Plan account. The Plan's Performance Reports published by FCMM provide the most current information on the investment options managed by FCMM. Please keep in mind that past performance of a fund is not a promise or prediction of future performance. More detailed investment information is available at fcmmbenefits.org.

Investment Option	Plan Portfolio(s)	Summary	Returns	Employee Contributions	Employer Contributions	Transfers
FCMM Lifetime Fund (Option C)	Blended fund invested in the Stock Portfolio and Fixed Income Portfolio Goal: Build consistent long-term growth through balanced investment options.	Option C pays a set interest rate, which may be adjusted by the Trustees of FCMM at any time and may go below zero if necessary. This rate is 4% in 2018. A market value adjustment (MVA) applies to single sum distributions from Option C. A MVA is an adjustment that is applied to your account so that you receive the market value of the underlying assets of Option C at the time of your lump sum distribution(s). No MVA applies to an amount converted to the monthly income benefit ("annuity"). The Fund owns no investments in which the corporate entity has significant involvement in the following industries: alcoholic beverages, tobacco, pornography, gambling or abortion. The Lifetime Fund's return is net of all investment fees and FCMM operating costs.	See Performance Report available at www.fcmmbenefits.org	Yes	Yes	Transfers to any other Option are allowed only once in a 12-month period.

Investment Option	Plan Portfolio(s)	Summary	Returns	Employee Contributions	Employer Contributions	Transfers
FCMM Managed Stock Fund (Option D)	Stock Portfolio Goal: Offer the potential of a greater average long-term return than Option C but with a greater risk factor as a result of the Fund's investment in stock.	The Stock Portfolio on June 30, 2017 was invested in Large Cap Core (26%), International Equity (23%), Large Cap Value (20%), Large Cap Growth (12%), MLP Strategy (7%), Hedge (6%), Small Mid Cap Value (5%), and REIT (1%). It is managed by registered investment advisers selected and monitored by the Trustees of FCMM. Option D can gain or lose value depending on the economic climate. The Fund owns no investments in which the corporate entity has significant involvement in the following industries: alcoholic beverages, tobacco, pornography, gambling or abortion. The Stock Fund's return is net of all investment fees and FCMM operating costs.	See Performance Report available at www.fcmmbenefits.org	Yes	Yes	Can transfer amounts to other Options up to four times a year.

Investment Option	Plan Portfolio(s)	Summary	Returns	Employee Contributions	Employer Contributions	Transfers
FCMM Managed Bond/Income Fund (Option E)	Bond Portfolio Goal: Provide long-term growth with investment in short, intermediate and long-term municipal, federal, foreign and high quality corporate bonds.	As of June 30, 2017, the FCMM Managed Bond/Income Fund was invested in Pimco Income (25%), Hedge Fund Bonds (22%), Short Term Bonds (20%), Doubleline Total Return (20%), Blackrock Total Return (11%), and Cash (<1%). It is managed by registered investment advisers selected and monitored by the Trustees of FCMM. Option E can gain or lose value depending on the economic climate. The Fund owns no investments in which the corporate entity has significant involvement in the following industries: alcoholic beverages, tobacco, pornography, gambling or abortion. The Bond/Income Fund's return is net of all investment fees and FCMM operating costs.	See Performance Report available at www.fcmmbenefits.org	Yes	Yes	Can transfer amounts to other Options up to four times a year.
Self-Selected Mutual Fund – American Funds (Option F)	For those who want to invest in American Funds mutual fund options. Investment consultation is available from FCMM's investment advisor.	This option allows you to invest in mutual fund options administered by American Funds. While American Funds are available outside of FCMM, those who participate in them through the Plan will not have any upfront load fees and qualified clergy members are eligible for the housing allowance tax benefit on distributions (see below for more information). In order to invest your Plan account in Option F, you must complete the Participant Investment Selection: American Funds (Form 04), which is available at www.fcmmbenefits.org.	See individual prospectuses available at www.americanfunds.com.	Yes	Yes	Can transfer amounts to other Options up to four times a year.
Self-Selected Mutual Fund – Vanguard	For those who want to invest in Vanguard mutual fund options	This option allows you to invest in mutual fund options administered by Vanguard. While Vanguard mutual	See individual prospectuses available at www.vanguard.com.	Yes	Yes	Can transfer amounts to other Options up to

Investment Option	Plan Portfolio(s)	Summary	Returns	Employee Contributions	Employer Contributions	Transfers
(Option G)	and are comfortable making their own investment decisions without any guidance from FCMM.	funds are available outside of FCMM, those who participate in them through the Plan will not have any upfront load fees and qualified clergy members are eligible for the housing allowance tax benefit on distributions (see below for more information). In order to invest your Plan account in Option G, you must complete the Participant Investment Selection: Vanguard Funds (Form 05), which is available at www.fcmmbenefits.org.				four times a year.
Adjustable Rate Investment (Option H)	For those looking to invest retirement funds in an Investment Certificate with Christian Investors Financial.	This option is invested in an adjustable rate investment certificate with Christian Investors Financial (CIF). The rate can be adjusted by CIF the first of any month. CIF provides real estate loans to EFCA affiliated churches and ministries, so in addition to earning a competitive rate of interest and providing for capital preservation, your investment dollars in this option will also help expand EFCA ministries. CIF pays administrative fees to FCMM, so there are no fees paid by the participants on the dollars invested in this option. Prospective investors should refer to CIF's current Offering Circular for risk factors and other information needed to make an informed investment decision. In order to invest your Plan account in Option H, you must complete the Participant Investment Selection: Christian Investors Financial (Form 06), which is available at www.fcmmbenefits.org.	The rate of return as of January 1, 2018 was 2.25% APR with a 2.28% APY. Current rate information is available at www.christianinvestors.org.	Yes	Yes	Can transfer amounts to other Options up to four times a year.

Investment Option	Plan Portfolio(s)	Summary	Returns	Employee Contributions	Employer Contributions	Transfers
Self-Selected Mutual Fund – Timothy Plan Funds and GuideStone Funds (Option J)	For those who want to invest in Timothy Plan or GuideStone mutual fund options. Investment consultation is available from FCMM's investment advisor.	This option allows you to invest in mutual fund options administered by Timothy Plan Funds or GuideStone Funds. While these funds are available outside of FCMM, those who participate in them through the Plan will not have any upfront load fees and qualified clergy members are eligible for the housing allowance tax benefit on distributions (see below for more information). In order to invest your Plan account in Option J, you must complete the Participant Investment Selection: Biblically Responsible Funds (Form 07), which is available at www.fcmmbenefits.org.	See individual prospectuses available at www.timothyplan.com and www.guidestonefunds.com.	Yes	Yes	Can transfer amounts to other Options up to four times a year.

How is the value of my Plan account determined?

All amounts in the Plan are 100% vested. The value of your Plan account depends on:

- the amount of contributions going into your account
- any investment gains or losses (varies by investment option)
- any withdrawals
- any fees or expenses attributable to your Plan account

What kinds of information will I receive about my Plan account?

FCMM will provide you with a statement every quarter that details your account balance from the previous quarter, transactions, investment earnings and/or losses, recent contribution history, and the closing value of your account. Please check your statement carefully and report any discrepancies or concerns to FCMM as soon as possible. Balances also are available online on a one month delayed basis for Options C, D, E and H, and daily for Options F, G and J.

Can I change how my Plan account is invested?

Yes. You can change how your Plan account is invested at any time and how future contributions are invested by completing a new Investment Selection Form (Form 03). You can transfer your current investments by completing the Asset Transfer Election form (Form 15 for non-Roth, Form 16 for Roth). You cannot transfer the portion of your Plan account invested in Option C to any other investment option offered under the Plan more than once in any 12-month period if you are under age 59½. Transfers between other options are limited to four times a year.

If you would like to change how your Plan account is invested within Options F, G and/or J, you can access your account by logging in online using the Account Access link at www.fcmmbenefits.org.

Can I select investment options for my Plan account from other financial institutions?

No. You must select investment options offered by FCMM.

Can I convert the non-Roth funds in my Plan account into Roth funds (In-Plan Roth Conversion)?

Yes. You may make an irrevocable election to convert certain non-Roth funds already in your Plan account to Roth funds. Converting non-Roth funds to Roth funds simply means that you are changing the tax treatment of a portion of your retirement savings. The election to convert any or all of your non-Roth funds to Roth funds is final and cannot be taken back at a later date. Roth funds offer certain tax benefits. If your converted Roth funds remain in the Plan for a five-taxable-year period and you reach age 59½, die, or become disabled, those contributions and related investment earnings are distributed tax-free. If you take a distribution within the five taxable years after you make an In-Plan Roth Conversion or before you reach age 59½, die, or become disabled, the related investment earnings will be taxable and you may be subject to a special 10% tax on that full conversion amount, unless you qualify for an exemption. You should consult your tax advisor to determine whether requesting an In-Plan Roth Conversion makes sense.

To request this conversion, contact FCMM for the In-Plan Roth Conversion (Form 18). You will be required to pay income tax on the full amount of your In-Plan Roth Conversion for the year of the conversion. The additional taxable income from your In-Plan Roth Conversion could require you to pay estimated quarterly tax payments. FCMM will not withhold any funds for federal taxes.

When can I receive a distribution from my Plan account?

You are eligible to receive a distribution from your Plan account when you retire from serving the EFCA, terminate employment with an EFCA-related employer, become disabled, or attain age 59½. Early withdrawals taken before age 59½ may be subject to a 10% penalty tax, in addition to regular income taxes. A change in service from one employer affiliated with the EFCA to another is not considered a termination of employment for Plan distribution purposes. Despite these rules, you may be able to take a hardship withdrawal from the Plan during active employment upon the occurrence of an immediate and heavy financial need (see "How do I request a hardship withdrawal?" for more information).

If your Plan account includes Roth contributions, you cannot take a "qualified" distribution of those contributions until after a 5-taxable-year period of Plan participation (as determined under applicable IRS guidance) and you turn 59½, die or become disabled. A qualified distribution of Roth contributions and related earnings is not includible in your gross income.

You must start to take required minimum distributions from your Plan account no later than April 1 following the calendar year in which you reach age 70½. If you are still employed at age 70½, the minimum distribution requirement may be deferred until April 1 following the calendar year that you are no longer employed for at least 20 hours per week (or no longer work a minimum of 1,000 hours per year) by the employer maintaining this Plan. For more information regarding your required minimum distribution, contact FCMM.

How do I select a beneficiary for my Plan account?

On the Plan's Participant Beneficiary Designation (Form 02), you may designate any person or trust as a beneficiary of your Plan account. You may also designate contingent beneficiaries. If you do not designate a beneficiary or your beneficiary is not living when you die, your Plan account will be payable to your heirs at law, as determined in accordance with laws of your state of residence at the time of your death.

You may change your beneficiary designation at any time by filing a new Participant Beneficiary Designation (Form 02) with FCMM.

What kinds of payment options are available under the Plan?

When you are ready to receive a distribution from your Plan account, you may elect to receive your Plan account in one of the following forms of distribution:

- A single or partial sum distribution or a fixed regular monthly payment.

- A monthly income benefit ("annuity") in the following forms:

  - Single life. You may elect to convert the value of your Plan account into an equivalent annuity (using actuarial factors) that will pay you a monthly benefit for as long as you live. If you are married at the time of your termination of employment or retirement, your spouse must sign off on your election of this payment option as he or she will not receive any benefit from the Plan upon your death.

  - Joint and survivor. You may elect to convert the value of your Plan account into an equivalent annuity (using actuarial factors) that will pay you a reduced monthly benefit for as long as you live. After your death, your beneficiary will receive, at your election, 66 2/3%, or 100% of the amount you received in monthly installments for your beneficiary's life.

  - Guaranteed single life. A monthly annuity payable for your lifetime, with a minimum of 60 or 120 payments. If you die before receiving the guaranteed number of payments, the remaining payments will be made to your beneficiary.

If you elect to receive a FCMM annuity form of payment on or after January 1, 2010, your annuity benefit might change each year based on the investment and actuarial experience of the Plan. Your annuity will consist of two parts – a fixed portion and a variable portion. The fixed portion is based on a 2% interest rate and cannot change for the remainder of your life (and the life of your spouse, if applicable). The variable portion is based on a variable interest rate, which is set at the beginning of each calendar year by the Trustees of FCMM, in their sole discretion, based on the investment and actuarial experience, mortality tables and required reserves of the Plan. This rate can go up or down or remain at the same level for more than one year, and your monthly payments will be adjusted accordingly. For 2018, the variable interest rate will be 3%. You will receive more information about your annuity payment options prior to commencing benefits under the Plan.

If you elect to receive a non-annuity distribution from Option C (*i.e.*, a single sum distribution), a market value adjustment (MVA) may be applied. A MVA is a negative adjustment that is applied to your account so that you receive the market value of the underlying assets of Option C at the time you chose to withdraw amounts from your Plan account, if such value is less than your accrued value. If you select an annuity, no MVA will be made.

If your Plan account is less than $5,000, you may, at the discretion of the Plan Administrator, receive a lump sum distribution of your entire account as soon as practicable after your termination of employment.

Remember that if your Plan account includes Roth contributions, you cannot take a qualified distribution (as described above) of those contributions until after a 5-taxable-year period of Plan participation (as determined under applicable IRS guidance) and you turn 59½, die or become disabled.

Can I receive in-service distributions from my Plan account?

Yes. If you attain age 59½ and are still employed by your employer or another eligible employer, you may receive an in-service distribution from your Plan account.

Withdrawals of your salary deferral contributions and employer contributions made on your behalf before age 59½, retirement, termination of eligible church service, disability or death are only permitted in a serious financial hardship. Federal law prohibits FCMM from permitting premature withdrawals from the Plan unless you can establish an immediate and heavy financial need that cannot be met from any other source. Common hardship withdrawal events include medical, burial, educational and housing expenses. Hardship withdrawals made before age 59½ may be subject to a 10% penalty for early withdrawal in addition to regular income taxes.

How do I request a hardship withdrawal?

To request a hardship withdrawal, you must complete the Plan's Hardship Withdrawal Certification (Form 11) available at www.fcmmbenefits.org. The form requires you to indicate the type of financial need you are experiencing (e.g., medical, burial, educational or housing expenses) and lists the types of documentation you must submit to substantiate the need. You can take a hardship withdrawal of your salary deferral contributions to the Plan (excluding earnings) and any employer contributions made to the Plan on your behalf (with earnings). The amount requested can include amounts necessary to cover the federal and/or state taxes and penalties on the withdrawal.

Note that you cannot take a hardship withdrawal if your financial need can be relieved through other sources, including taking a nontaxable loan from this Plan (if allowed by your employer).

Can I take a loan from my Plan account?

Yes, if your employer has adopted such a feature in its Adoption Agreement. Unlike hardship withdrawals, loans can be taken for any reason and are repayable to your Plan account with after-tax dollars over a certain period of time (no longer than five years). The minimum loan amount is $1,000 and the maximum amount is generally the lesser of $50,000 (minus your outstanding loan balances) or half of your account balance (excluding Roth contributions). The interest rate for any loan will be consistent with interest rates charged by commercial lenders for a loan made under similar circumstances. If you would like more information about loans, please contact FCMM.

Is there an age limit for contributing to my Plan account?

As long as you are employed by a qualified employer, your employer can continue to contribute to your Plan account. There is no age limit. Any assets in your account will continue to share in the investment experience of the investment options in which your account is invested.

I am no longer employed by a qualified employer. What are my options for my Plan account?

Once you have terminated employment, you have several options. You may:

- leave your money in the Plan
- roll the money in your Plan account to an IRA or another eligible retirement plan (please note that you may lose the clergy housing allowance designation on money in your account if you roll your account balance to a plan or account that is not a church plan)
- take a distribution from your account. If you under age 59½ when you request a distribution, a 10% penalty may apply in addition to regular income taxes.

If your Plan account is less than $5,000, you may, at the discretion of the Plan Administrator, receive a lump sum distribution of your entire account as soon as practicable after your termination of employment.

What are required minimum distributions and when must they begin?

The Internal Revenue Service generally requires you to begin to take required minimum distributions from your Plan account no later than April 1 following the calendar year in which you reach age 70½.

If you are still actively employed with a qualified employer at age 70½, the minimum distribution requirement is deferred until you work less than 20 hours per week (or a minimum of 1,000 hours per year) for your employer.

What happens to my Plan account if I die before receiving a total distribution?

If there is money remaining in your Plan account when you die, your designated beneficiaries receive the remaining balance of funds that have not been converted to a monthly income benefit ("annuity").

If you are receiving a monthly income benefit and die after commencing benefits under the Plan, your designated beneficiary is entitled to benefits based on the form of payment you selected (a joint and survivor or guaranteed single life monthly income benefit).

You must designate your primary and contingent beneficiaries under the Plan on the Plan's Participant Beneficiary Designation (Form 02). You may change your designated beneficiaries at any time by completing a new form and returning it to FCMM.

Can I roll over my funds from the Plan to other eligible retirement plans?

If you are employed by your employer and are under age 59½, you cannot roll funds out of the Plan. Once you have attained age 59½, you may roll funds from the Plan to other eligible retirement plans. Please note that you may lose the clergy housing allowance designation on money in your account if you roll funds to a plan or account that is not a church plan.

You may roll over lump sum distributions from the Plan to another 403(b) plan, a 401(k) plan, a governmental 457(b) plan, a 401(a) plan or a traditional or Roth IRA. Your spouse who is entitled to a distribution from the Plan has the same rollover rights. Your non-spouse designated beneficiary may only directly roll over a distribution to a traditional or Roth IRA. If you request a direct rollover, federal income taxes are not withheld, except if the distribution is being rolled over to a Roth IRA. If you receive a distribution check from the Plan, 20% of the distribution will be withheld and you have 60 days to roll it over to another retirement plan or a traditional or Roth IRA in order to receive a refund of the withholding at the time you file your tax return. These rollover rules may be further limited by changes in the tax laws.

If a portion of your distribution is attributable to Roth contributions and is not includible in income, the rollover of the distribution must be accomplished through a direct rollover and can only be made to a 401(k) or 403(b) plan that has a designated Roth contribution program. If a distribution that includes Roth contributions is paid to you directly, you may roll over the entire amount into a Roth IRA within 60 days of receipt.

You will receive a Special Tax Notice when you request a Plan distribution that further explains your rollover rights under the Plan.

If you wish to request a single sum distribution of funds from your account, you must complete a Cash Withdrawal form (Form 09). Rollovers of full or partial account balances are permitted.

I am a minister. Can my Plan distribution be considered housing allowance?

Yes. For qualified minister participants, FCMM annually designates distributions from the Plan as eligible for housing allowance. These distributions can be excluded from federal gross income if used by ministers for housing, and are subject to the limits of section 107 of the Internal Revenue Code. Distributions eligible for the housing allowance designation are based on contributions made (and earnings on those contributions) while the minister was performing duties in the exercise of his ministry.

Can my former spouse receive a portion of my Plan account?

Your interest in the Plan is not subject to the claims of creditors except as may be required by law in a qualified domestic relations order (QDRO). A QDRO is a special order issued by a court in a divorce, child support or similar proceeding. In this situation, your spouse, former spouse, or dependent may be entitled to a portion or all of your account balance based on the court order. Before a portion or all of your account balance is paid to an "alternate payee," FCMM must approve the QDRO. Contact FCMM for more information.

Who is in charge of administering the Plan?

FCMM administers the Plan and resolves questions about the terms of the Plan, including benefit eligibility, investment account activity and amount. FCMM performs the recordkeeping functions, including the receipt and investment of contributions, processing and distributions.

IMPORTANT PLAN INFORMATION

Neither FCMM nor the EFCA has a legal or contractual obligation to continue to sponsor the Plan. While FCMM intends to continue the Plan indefinitely, it reserves the right to amend, change, suspend or terminate the Plan at any time and for any reason.

The Plan is a section 403(b)(9) church retirement income account plan. FCMM and the Plan are exempt from most registration, regulation and reporting requirements of the Securities Act of 1933, the Securities Exchange Act of 1934, the Investment Company Act of 1940, and state securities laws. Plan participants and beneficiaries are not afforded the protection of those laws. The Plan is not subject to the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). The Plan will be construed and enforced in accordance with the laws of the State of Minnesota to the extent not preempted by federal law.

If the terms of this summary should conflict with the terms of the Plan document, the terms of the Plan document control. No provision of the Plan document nor this summary shall be construed to conflict with any provision of the Internal Revenue Code or the regulations relating thereto.

If you have any additional questions on the Plan, please contact FCMM.