

FORM 41: RETIREMENT PLAN FEES FOR 2025

The FCMM Retirement Plan enables ministry staff to develop a successful retirement life plan with a reliable source of retirement savings and income from money deposited by employing ministry organizations. FCMM is incorporated as the church benefits board of the Evangelical Free Church of America (EFCA) and administers the Retirement Plan in accord with the tenets and polity of the EFCA, which shape investment and operational policies.

Fees and allocation of costs pay for administration, investment trading, compliance, web-based access, investment advising, and financial management that are incurred in operating the Retirement Plan.

There are three types of investment Options: mutual funds, an adjustable rate investment (CIF), and FCMM-managed funds. Participants invest in mutual funds through FCMM's partnership with Alerus, providing access to American Funds (Option F); Vanguard Funds (Option G); and Timothy Plan Funds, GuideStone Funds, and Eventide Funds (Option J: Biblically Responsible). Costs and fees for each fund family are applied as described below. No fees are charged to participating employers.

● MUTUAL FUNDS

Mutual Funds: American Funds (Option F)

Alerus provides access to over 25 of the R6 class of American Funds in Option F. There are no load fees for transactions. These funds are free of embedded revenue-sharing fees, such as 12b-1, subTA, or SSA fees. Participants investing in American Funds have access to advice on selecting mutual funds and/or FCMM-managed collective funds for their financial situation. FCMM assesses a Retirement Plan management fee of 74 basis points (0.74 %) per year after reported mutual fund returns: The fee is deducted from the participant's account quarterly (18.5 basis points, or 0.185%), calculated on average daily market value for the quarter.

Mutual Funds: Biblically Responsible Funds (Option J)

Alerus provides access to the institutional class of 10 Timothy Plan Funds, more than 20 GuideStone Funds, and 8 Eventide Funds in Option J. There are no load fees for transactions. These funds are free of embedded revenue-sharing fees, such as 12b-1, subTA, or SSA fees. Participants investing in Timothy Plan, GuideStone, or Eventide Funds have access to advice on selecting mutual funds and/or FCMM-managed collective funds for their financial situation. FCMM assesses a Retirement Plan management fee of 74 basis points (0.74 %) per year after reported mutual fund returns: The fee is deducted from the participant's account quarterly (18.5 basis points, or 0.185%), calculated on average daily market value for the quarter.

Mutual Funds: Vanguard Funds (Option G)

Alerus provides access to approximately 80 Vanguard funds. There are no load fees for transactions. These funds are either institutional funds ("Admiral class") and free of embedded revenue-sharing fees, such as 12b-1, subTA, and SSA fees, or they are investor funds that redirect any embedded fees to the investor's net earnings. Vanguard funds operate with low internal cost and are designed for the experienced investor. Investment advice is not normally offered for funds of this Option. FCMM assesses a Retirement Plan management fee of 64 basis points (0.64 %) per year after reported mutual fund returns: The fee is deducted from the participant's account quarterly (16 basis points, or 0.16%), calculated on average daily market value for the quarter.

● ADJUSTABLE RATE INVESTMENT (Option H)

Christian Investors Financial (CIF) pays an administrative fee of 50 basis points (0.5%) to FCMM on the adjustable rate CIF Investment Certificate. The published "403(b)(9) certificate" rate which is credited to Participants has no deduction of fees after earnings. Prospective investors should refer to CIF's current Offering Circular for risk factors and other information for investment decisions. Current rate information is available at www.christianinvestors.org/403b.

● FCMM-MANAGED FUNDS (Options C, D, E)

The FCMM-managed fund Options are invested in managed collective fund portfolios. These Options incur transaction and investment management costs charged by the investment advisor and managers. Such fees are deducted before reported performance returns. [See Form 40 Performance Report.]

A Retirement Plan management fee of 74 basis points (0.74%) is allocated to each Option (C, D, E). Participant earnings and account values are reported net of ("after") the management fee.

There are no other sales commissions, charges, loads, or 12b-1 fees applicable to the FCMM-managed funds.