



Pension Plan for Iglesia Anglicana de Mexico At-A-Glance

Updated July 1, 2022

What is the pension plan for Iglesia Anglicana de Mexico?

The pension plan for La Iglesia Anglicana de Mexico (IAM Plan) is a pension plan designed to provide eligible clergy and lay employees of La Iglesia Anglicana de Mexico (IAM) with a dependable source of income in retirement. The IAM Plan is an individual pension arrangement sponsored by IAM but, for administrative purposes, is part of a multiple employer plan administered by The Church Pension Fund (CPF), which is known as the International Clergy Pension Plan.

Eligibility

A cleric is eligible to participate in the IAM Plan if he or she is canonically resident in a diocese of IAM and serves in a compensated position. Diocesan lay employees are also eligible to participate.

Participation

If you are an ordained IAM cleric, participation in the IAM Plan is mandatory when you are compensated and regularly employed by an IAM employer.

Vesting

Vesting means you are entitled to receive a pension benefit from the IAM Plan upon your retirement. You become vested at the earlier of earning five years of Credited Service or turning age 65 or older while an active participant.

When can you begin receiving your vested pension benefits?

Early Retirement	At or after age 55
Normal Retirement	At or after age 65
Mandatory Retirement Age (for clergy only)	At age 70

Benefits Are Calculated Using Various Factors

Credited Service

The period of years and months that your employer or diocese has paid full Assessments on your Total Assessable Compensation and, if applicable, for which you have personally paid Assessments.

Highest Average Compensation

If you earn Credited Service on or after January 1, 2018, your Highest Average Compensation is generally the average of the seven highest-paid, non-overlapping, 12-month periods during which you earned Credited Service over your entire career.

Total Assessable Compensation

The basis for the amount your employer pays in Assessments to CPF. Your employer or diocese must pay 18% of your Total Assessable Compensation, which is the sum of the following annualized amounts: (1) base salary (excluding housing) and scheduled taxable cash payments; (2) cash housing allowance and/or utilities; (3) employer contributions to a qualified and/or non-qualified plan; (4) one-time payments; and (5) the value of employer-provided housing, which generally equals 30% of the sum of the four previous items.

How is your pension benefit calculated?

If you retire at or after the normal retirement age of 65, you will receive a normal retirement benefit as calculated below.

Highest Average Compensation x Credited Service x 1.5%

Plus (if you are Active immediately prior to retirement)

Highest Average Compensation (up to U.S.\$10,000) x Credited Service x 0.25%

= Your Total Annual Normal Retirement Benefit

If you retire before age 65, your annual pension benefit is subject to reduction unless you have earned 30 or more years of Credited Service.

Minimum Pension

As long as you are vested and eligible to retire, the IAM Plan provides you with an annual minimum pension equal to your Credited Service multiplied by (U.S.\$145 minus 0.4% times the amount that your Highest Average Compensation is less than U.S.\$8,000, but in no event lower than U.S.\$131). The minimum pension is subject to an early retirement reduction. (The IAM Plan also provides an eligible spouse with a minimum spousal pension, if greater than the 50% survivor option described below.)

Pension Payment Options

Zero Option:

With the single life or zero option, you will receive an enhanced monthly pension benefit for your lifetime. However, following your death, no survivor benefit will be paid.

50%, 75%, or 100% Joint and Survivor Options:

These options provide an actuarially reduced benefit over your lifetime. Benefits are reduced because they will be paid beyond your lifetime. (If you have an eligible spouse, however, the cost of the 50% survivor option is fully subsidized by the IAM Plan.) In the event of your death, your beneficiary will receive a benefit equal to the percentage that you elected for his or her lifetime (that is, 50%, 75%, or 100%).

15-Year Certain and Life Option:

Under this option, you will receive a monthly pension benefit for your lifetime. If you die after receiving payments for 15 years, there will be no further benefits payable after your death. However, if you die before receiving payments for 15 years, then your beneficiary will receive a monthly benefit for the remainder of the 15-year period.

Discretionary Cost-of-Living Adjustment (COLA)

IAM determines whether to grant a discretionary COLA to retirees and beneficiaries in the IAM Plan.

Other Benefits (eligibility requirements apply)

You, your eligible spouse, eligible children, or other eligible designated beneficiaries may also receive:

- Christmas Benefit
- Resettlement Benefit
- Major Medical Supplement*
- Death Benefits
- Disability Benefits

* For retirees who have a minimum of 10 years of Credited Service, the Major Medical Supplement is a monthly benefit of U.S.\$3 per year of Credited Service under the IAM Plan (up to 20 years) if you are not married, or U.S.\$6 per year of Credited Service under the IAM Plan (up to 20 years) if you are married.

Questions? Please call a Client Services representative at +1 (866) 802-6333, Monday to Friday, 8:30AM to 8:00PM ET. Please let us know if you need an interpreter, and we can make one available to assist you with your call.

Please note that this document is only a high-level summary of the IAM Plan and eligibility requirements and other conditions may apply to the benefits described herein. This material is provided for informational purposes only and should not be viewed as investment, tax or other advice. It does not constitute a contract or an offer for any products or services. In the event of a conflict between this material and the official plan documents or insurance policies, the official plan documents or insurance policies will govern. IAM retains the right to amend, terminate, or modify the terms of any benefit plan described in this material, subject to the approval of CPF at any time, for any reason, and, unless otherwise required by law, without notice. In case of a conflict between the English version of this material and any of the Spanish versions, the English version will govern.