

# THE RETIREMENT SOLUTION

**A RESOURCE TO HELP YOU ADMINISTER YOUR SERVANT SOLUTIONS RETIREMENT PLAN**

*Welcome to the Retirement Solution Newsletter. Our goal with this annual employer newsletter is to bring you relevant information about issues that are important to you as a leader at your church or ministry organization. We will also highlight best practices from ministries who partner with Servant Solutions. It is an honor to work with you to help your ministry grow and thrive!*

## CHURCH SPOTLIGHT

**NEW LIFE CHRISTIAN CHURCH, CHANTILLY, VA**

*Servant Solutions turns the spotlight on member employers to highlight how they are making a difference and how they connect with Servant Solutions. Share your story! To be featured in The Retirement Solution, submit your story via email to [jhull@servantsolutions.org](mailto:jhull@servantsolutions.org).*



God builds the church. That's New Life Christian Church's ([www.newlife.church](http://www.newlife.church)) story. Started in 1993 by a small team of people with nothing but a dream to start a church that starts churches, their initial goal was to plant one church every year. They got off to a slow start, taking five years before birthing their first daughter church in Virginia Beach, VA. They sent two of their three staff members, as seed staff, which some might argue was a foolish decision, in obedience to God and to establish a culture of sacrificing for the Kingdom over the local church.

Since then, New Life has started 315 churches across the US and around the world. They've also been a part of starting over 100 international faith communities. That's more than they could have imagined, but that's the kind of God we serve.

Locally, New Life sacrificed by setting aside the normal draw to build a building that would serve their purposes and building one instead that would primarily serve the community. Not only did this mean delaying building until God gave the clear "Go", it meant committing to being a portable church even inside their own building.

Choosing basketball courts over theater seats and turf fields over a children's area, New Life built what their community could use seven days a week. As a matter of being good news to the community, being good stewards of their resources, and wanting to be a safe place for people to come learn about God and His love for

*continued on pg 4*

- New Life Christian Church in Chantilly, VA
- Average attendance: 1,100 (800 in person, 300 online)
- 20 staff. 4 of them are part-time
- History: Launched in 1993
  - Started first church plant in 1998
  - Started second campus in 2001
  - Founded a national church planting ministry in 2003
  - Opened our first 24/7 space in 2011 - Converted an Anheuser-Bush warehouse to a sports and fitness community center
  - Launched our 300th plant in 2022
- Brett Andrews is our Senior Pastor and launched the church in 1993
- New Life has been partnering with Servant Solutions for 2 years. They currently match 50% up to a match of 3%
- They currently have a full-time Executive Minister who has been on staff since 1996.



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# SECURE 2.0 ACT AND SERVANT SOLUTIONS

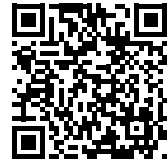
## WHAT YOU NEED TO KNOW

On December 29, 2022, the SECURE 2.0 Act was signed into law affecting and reshaping the retirement savings landscape. The Secure 2.0 Act has introduced a range of incentives and provisions aimed at enhancing retirement savings opportunities for both employers and employees. While some of these provisions are effective now, many of the changes will take place over the course of the next three years.

At Servant Solutions, we are committed to ensuring that the Secure 2.0 Act's benefits are accessible to our members. We are available to help you navigate this changing landscape, make informed decisions, and maximize your retirement savings potential.

To follow are key highlights from the SECURE 2.0 Act that specifically pertain to the Servant Solutions Retirement Plan:

Visit our website  
for more information



### **The required minimum distribution age increased to 73.**

An RMD is required if you have an employer-sponsored retirement plan (including 401(k) and 403(b) plans) or a Traditional IRA. No RMD is required for Roth accounts.

No changes have been made to RMD delays; if you are still actively employed for the entire year, you may continue to delay your RMD within that employer's plan.

Additionally, the penalty for not taking your RMD has been reduced from 50% to 25%.

### **Save more as you move closer to retirement.**

Beginning in 2025, employees ages 60-63 can make catch-up contributions up to the greater of \$10,000 (indexed) or 150% of the regular catch-up amount in 2025.

### **The Saver's Match will replace the Saver's Credit.**

Unlike the current law that provides for a tax credit for individuals who fall below a certain income level, SECURE 2.0 introduces a federal matching contribution into an IRA or retirement plan for those who are eligible, beginning in 2027.

The match is 50% of your IRA or retirement plan contributions, up to \$2,000 per individual.

### **A note about surviving spouses:**

Effective in 2024, surviving spouses may elect to be treated as the original account holder for RMD purposes (applies the uniform life table which allows for a smaller distribution).

### **An option for employers:**

Also effective in 2024, employers may elect to offer matching contributions on qualified **student loan payments** made by employees. Employers who wish to offer this benefit will need to amend their Eligibility and Participation Schedule to reflect the change, allowing employees to self-certify their student loan payments and receive a matching employer contribution to their retirement account. This is a practical and supportive way for employers to bless their workforce. We hope you'll take advantage of this opportunity to strengthen the financial well-being of employees and enhance the employer-employee relationship. Call or email us at [info@servantsolutions.org](mailto:info@servantsolutions.org) for more information.

## SECURE 2.0 ACT PROVISIONS APPLICABLE TO SERVANT SOLUTIONS RETIREMENT PLAN

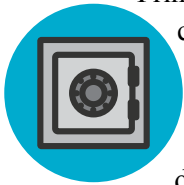
Provision	Effective date	Comments
107. Increase in age for required beginning date for mandatory distributions	Now	Required minimum distribution age increases to age 73 in 2023 for individuals who attain age 72 after 12/31/22 and before 1/1/33. Age increases to 75 in 2033.
325. Roth plan distribution rules	2024	Pre-death RMDs no longer required (follows existing IRA rules).
327. Surviving spouse election to be treated as employee	2024	Surviving spouse may elect to be treated as the deceased employee for RMD purposes (applies uniform life table to determine the distribution period). Gives surviving spouses the same flexibility as they have in an IRA.
109. Higher catch-up limit to apply at age 60, 61, 62, and 63	2025	Catch-up contributions increase to \$10,000 (indexed) or 50% more than regular catch up amount in 2025. Catch-up contributions must be made to Roth accounts for those earning >\$145,000.

# PROTECT YOUR EMPLOYEES FROM CYBERTHREATS

## TWO SIMPLE STEPS TO SECURE ACCOUNTS

In the digital age, safeguarding your financial future is more important than ever. The security of your employees' retirement accounts is a top priority, and it requires a collective effort to ensure their protection. Cybercriminals are becoming increasingly sophisticated, and the financial services sector is a prime target for their attacks.

Principal® (our plan recordkeeper) takes cybersecurity seriously and maintains a high level of protection. However, this security is most effective when members actively engage in securing their accounts. If they don't set up their online accounts, hackers may attempt to do it for them.



We urge all members to take two critical steps. First, **establish their initial login with Principal®**, and second, **enable two-factor authentication**. This extra layer of protection significantly bolsters their account's security.

Let's work together to ensure that our retirement plan members' accounts remain secure. Remember, if they don't act, a hacker might act for them.

Visit our website using this QR code for specific instructions on how to set up your account.



## 2024 CONTRIBUTION LIMITS

The combined annual contribution limit for employer and employee retirement plan contributions for tax year 2024 is **THE LESSER OF**



**\$69,000**

**OR**

**100% of the employee's "includible compensation"**

{ the housing allowance paid to a minister is NOT included, per the IRS }

It is important to note that "includible compensation" is defined by the IRS as follows:

Taxable compensation reported in Box 1 of Form W-2

**PLUS**

Salary reduction contributions to a 403(b) or 401(k) plan

**PLUS**

Elective deferrals to a Section 125 cafeteria plan

**PLUS**

Elective deferrals to a 457(b) plan

**PLUS**

Contributions to a qualified transportation fringe benefit plan

+ + + + + + + + + + + + + + + + +

A pastor receives \$30,000 in wages per year and claims housing allowance of \$10,000. The W-2 shows \$20,000 in Box 1 as regular wages and \$10,000 in Box 14 as housing allowance. His or her combined annual contribution would be capped at \$20,000 since that is the amount of includible compensation received.

## ANNUAL CONTRIBUTIONS CAN COME FROM FOUR SOURCES:

**1**

CHURCH/EMPLOYER CONTRIBUTIONS (PLAN CLASSIFICATION TYPE "D")

**2**

PARTICIPANT BEFORE-TAX CONTRIBUTIONS (PLAN CLASSIFICATION TYPE "A")

**3**

PARTICIPANT ROTH CONTRIBUTIONS (PLAN CLASSIFICATION TYPE "H")

**4**

PARTICIPANT AFTER-TAX CONTRIBUTIONS (PLAN CLASSIFICATION TYPE "G")

Each of these types is limited to \$23,000 for 2024 either individually or combined.

FOR ADDITIONAL INFORMATION ON THESE CLASSIFICATIONS, VISIT [SERVANTSOLUTIONS.ORG/2024-CONTRIBUTION-LIMITS/](https://servantsolutions.org/2024-contribution-limits/)

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**ADDRESS SERVICE REQUESTED**

## CHURCH SPOTLIGHT, (CONTINUED)

them, they built the nZone ([www.thenzone.com](http://www.thenzone.com)), an 83,000 square foot facility used by community members all week long.

The nZone features sports, fitness, afterschool programs, homeschool enrichment classes, and more. It's truly a unique expression of meeting the needs of their community. But it doesn't stop there. Their heartbeat is to make disciples who make disciple makers who start churches that start churches.

Simply being in proximity and starting conversations with the community is not enough. That's just the beginning. The entry point is where people hear the Gospel so they can begin a relationship with Jesus and become a disciple maker themselves. "Integrating disciple making

movement principles into a larger church isn't easy, but it is what God has called us to be," said Patrick Furgerson, New Life's Executive Minister. He continues, "Jesus commands us to go make disciples. And by 'us' I don't mean the paid staff. That's every believer."

Heavily influenced by discipleship gurus like Bill Smith and Curtis Sergeant, New Life views its role to equip every member to help people **discover God, develop spiritually, and deploy purposefully**. "It's subtle, but it means everything," Patrick continued, "it's not about helping our people discover, develop and deploy, but training and equipping them to help others discover, develop and deploy." That's the kind of Kingdom multiplication New Life is chasing after.

*Chantilly Campus  
Pastor and New Life's  
Executive Minister,  
Patrick Furgerson  
with his bride of 30  
years, Kim.*



### IN PERSON

8:00, 9:30, 11:00AM

@ THE NZONE

### LIVE ONLINE

8:00, 9:30, 11:00AM

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