

MINISTRY MATTERS

a newsletter for employers and ministry leaders who administer the Servant Solutions Retirement Plan

IMPROVING EMPLOYER REMITTANCE WITH PLANPOINT360

Servant Solutions is excited to share an important improvement to our employer remittance process. In the coming months, we will be transitioning to a new ACH contribution system through PlanPoint360, designed to make managing retirement contributions simpler, faster, and more efficient for churches and ministry organizations.

With PlanPoint360, employers will be able to add, update, and manage employee contributions through a clean and intuitive online interface. Instead of relying on manual forms or outdated processes, remitters will have access to a secure portal where contributions can be tracked, adjusted, and submitted with confidence.

Online ACH systems also help reduce administrative burden and the potential for error. By presenting accurate and relevant information in one place, PlanPoint360 will



improve clarity for employers and reduce confusion, leading to fewer questions and a smoother experience for everyone involved.

We will be sending a series of emails ahead of this change with step-by-step instructions and guidance to help you make the switch easily. This is also the perfect opportunity for any organizations still submitting contributions by paper check to update their processes and take advantage of a more streamlined approach.

Thank you for your partnership as we continue improving the tools that support those who serve.

ACH stands for Automated Clearing House, a secure electronic network used to transfer funds directly between bank accounts. ACH has been securely facilitating electronic payments in the United States for over 50 years.



**Before-tax or after-tax?
Employer or employee
decision? Understanding
these contribution types
helps ensure accurate
reporting and protects your
employees from potential tax
issues down the road.**

MAKING SENSE OF CONTRIBUTION TYPES

– Carol Bull

If you have ever felt unsure about which type of retirement contribution to report for your pastor or employees, you are not alone. The terms “before-tax” and “after-tax” can be confusing, but the distinction matters for your employees and how their contributions are reported.

Servant Solutions accepts contributions under four classifications:

- **Church/Employer Contribution**
- **Participant Before-Tax Contribution**
- **Participant Roth 403(b) Contribution**
- **Participant After-Tax Contribution**

The first two types are both before-tax (*tax-deferred*) contributions. This means the money is not treated as taxable income for the employee in the current year.

Church/Employer Contributions (#1) are funds the church sends directly to the employee’s retirement account as part of their compensation package. These contributions are not reported on the employee’s W-2.

Participant Before-Tax Contributions (#2) are often called salary reduction contributions. In this case, the employee elects to have a portion of their salary contributed to the retirement plan before taxes are calculated. The reduced salary amount is what appears

as taxable income in Box 1 of the employee’s W-2. These contributions are also listed in Box 12 (Code E).

While both types are before-tax, the distinction matters because the IRS places a separate limit on how much an individual can defer from their salary each year. Check out the IRS 2026 Contribution limits [here](#).

The third category, Participant Roth 403(b) Contributions (#3), reduces the participant’s net paycheck, but the participant’s entire salary is still fully subject to all applicable tax withholding requirements. This option is reported on the W-2 Form in Box 12 (Code BB) and included in Box 1 as a part of wages. For non-ordained (lay) employees, this amount would still be reported and taxed as a part of Social Security Wages and Medicare Wages in Boxes 3 and 5.

The fourth category, Participant After-Tax Contributions (#4), includes contributions that are typically sent in with a personal check. Because taxes have already been paid on this money, these contributions do not reduce taxable income.

If you would like additional details on contribution types or current IRS limits, please visit servantsolutions.org and review the resources under the Plan Information section.

SECURE 2.0 UPDATE

ROTH CATCH-UP CONTRIBUTIONS FOR HIGHLY COMPENSATED EMPLOYEES

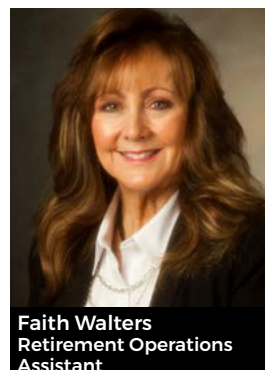
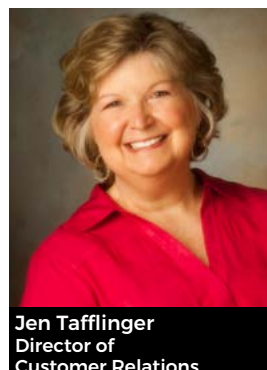
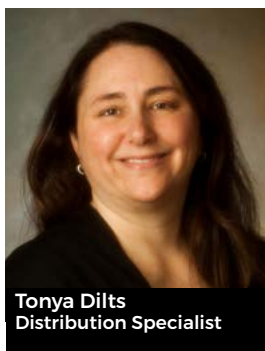
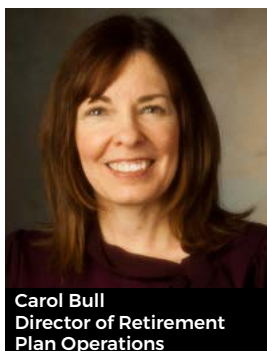
– Heidi Lindley

If your ministry has highly compensated employees age 50 or older, Secure 2.0 brings an important change you'll want on your radar. Under this provision, any employee who earned more than \$150,000 in FICA wages in the previous year, a threshold that is indexed for inflation, is considered highly compensated. For these individuals, all age-50+ catch-up contributions must now be made as Roth contributions. *(A catch-up contribution is the extra amount the IRS allows those age 50 or over to contribute above the standard \$24,000 limit.)*

Because Roth catch-up dollars are contributed after taxes, employees may notice a shift in their take-home pay. Payroll systems also need to be updated to ensure these contributions are correctly coded and withheld.

At Servant Solutions, we exist to help servants of the Church retire well. Our team is ready to walk with you through these Secure 2.0 adjustments, answer your questions, and help ensure your plan remains both compliant and supportive of your employees' long-term financial health.

HERE TO SERVE YOU



TRUE COST OF A PAPER CHECK



Check is manually
written and mailed.



Each check must be
reviewed and manually
keyed into the correct
account based on the
type of contribution.



Checks must then be
scanned and submitted
for deposit.



The bank must verify
the check and approve
the transaction before
funds are released.



After funds clear, staff must
complete a final transfer step
to ensure contributions are
properly credited to Principal.



Every manual touchpoint adds labor
cost. Paper checks often require
5-7 handling steps before funds are
invested. US DOL estimates \$4-\$7 per
paper check total processing cost.

Serving those who serve takes a dedicated team working behind the scenes. Our Operations team supports members every day through customer service, distributions, and account support. We work every day to ensure pastors, ministry staff, and employers receive the guidance and care they need at every stage of their retirement journey. [Contact us](#) any time you have questions or need assistance.

ONE FORM THAT MAKES A BIG DIFFERENCE

– Julie Killion

A beneficiary form is a document that allows retirement plan members to decide who will receive the funds in their account after their death. For participants in a church retirement plan such as a 403(b), this form is especially important because it puts members in control of what happens to the retirement savings they have worked hard to build. By completing a beneficiary form, members clearly direct the plan provider on who should receive their account balance.

Many people assume their will determines where retirement funds go, but retirement accounts are distributed according to the beneficiary form on file with

the plan provider. This makes the form one of the most important documents connected to a retirement account.

If a beneficiary form is missing or outdated, it can create confusion and delays for loved ones during an already difficult time. Reviewing and updating the form after life changes helps ensure your wishes remain clear and your retirement savings support the people you care about most. If you experience a life change—such as a change in marital status, the birth of a child or are uncertain if you have a beneficiary form on file—please contact us so we can help you review and update your beneficiary information.



SAME MISSION, NEW LOCATION

Servant Solutions has officially relocated to our new office in Fishers, Indiana, and we are settling in and getting comfortable in this new space. Located just fifteen minutes from our previous office, this move allows us to better support growth and collaboration while remaining closely connected to the Church of God movement.

Our new address is **13300 Olio Rd., Suite 110, Fishers, IN 46037**, and this will now serve as our

primary address for all correspondence. As Rev. Monté L. G. Dillard, Sr., General Director of Church of God Ministries, shared, *“Though we will now work from two different locations, our hearts and mission remain firmly aligned.”*

Our 800 number (800-844-8983) remains the same, along with our trusted team and ongoing commitment to serving pastors, churches, and ministry staff with excellence and care.