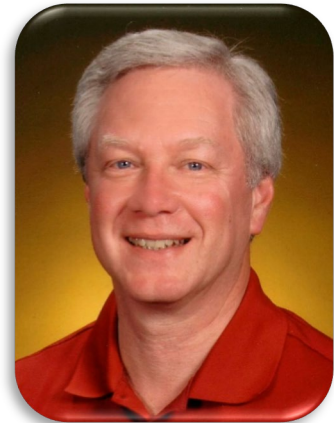


Benefit Resources, Inc.
Board of Directors
Report to the 40th General Assembly



Ron Horgan
Chairman

EPC BRI's principle vision is to improve the physical and financial well-being of pastors, their families, and eligible lay employees in Christian ministry in order that they would be better equipped to fulfill their callings. Our mission encourages plan participants to improve their health, wellness, and retirement security. To that end, we provide a complete suite of benefits that meet participants' needs at a competitive cost and are portable, convenient, and consistent with EPC values and EPC BRI fiduciary responsibilities. Our goal is to implement this mission and vision by providing competitive benefit plans, creating plan stability, encouraging effective wellness programs, and providing flexible and above-benchmark-performing retirement plans, all through a structure of efficient and cost-effective premiums and expenses that are less than comparable market charges. We also seek to create high member support, participation, and satisfaction.

In pursuing the mission of EPC Benefit Resources, Inc., we humbly submit the following report of the plans, activities, and results for the last year:

Highlights 2019-2020

Health and Wellness:

- Enrollment in our Medical plans remained fairly stable during 2019 and into 2020, which is encouraging. However, 26% of EPC congregations (about 165) do not participate in the Medical benefit plan. Expanded participation would enable the body to spread risk over a much larger base.
- Implemented rare disease pharmacy care and cost management program, providing added care to affected participants and saving the plan \$834,000 in 2019.
- After identifying that our Medicare supplement benefit was incurring escalating costs and that publicly available Medicare plans subsidized by government funding

could be purchased for lower premiums, this benefit was phased out as of December 31, 2019. Participants and churches were supported by BRI during the 2nd half of 2019 in finding new coverage, which resulted in premium savings to churches and participants, and projected savings of approximately \$153,000 to the EPC plan in 2020.

- Third-party actuarial and consulting fees were reduced by \$32,400.
- Restructured and negotiated new stop-loss coverage, resulting in savings of \$67,000. The policy protects our plan from unusually high and unexpected claims.
- A prescription drug copay relief program was implemented in August 2019 for members who require expensive specialty medications. This saved participants \$29,000 in 2019 and will save them \$69,000 for the full year of 2020. This program also saved the EPC plan \$86,000 in 2019 and will likely save the plan close to \$200,000 in 2020.
- Health Savings Account administration is provided free of charge by BRI, including the ability for participants to invest their savings and grow their balance to meet future needs. Approximately 127 individuals from 77 churches participate in the program.
- Through our membership in the Church Benefits Association, we achieved a jointly negotiated 30+% reduction in Highmark BCBS medical program administration fees, resulting in savings of \$54,000 in 2018 and \$151,500 in 2019. More reporting transparency requirements were also added.
- In total, BRI realized \$1.05 million in savings in 2019 as a direct result of management efforts to continually examine and implement strategies to lower the cost of care and plan administration, while also looking for ways to enhance benefit offerings to the EPC membership. The Board greatly appreciates this effort made by its Executive Director and staff.
- Engagement in the EPC Wellness Program remains low—4% of eligible members. This means that the health-risk profile of our membership has opportunities for improvement to enhance health and well-being and to better control health expenses in the long term.

Retirement

- Negotiated a reduction of Fidelity’s record-keeping fees from 15 to 10 basis points. This represents an estimated annual savings of \$72,000 spread over all plan participants.
- Approved offering Fidelity’s Personalized Planning & Advice Service to retirement plan participants.
- Focused communications on avenues of increasing participants’ financial knowledge and well-being.

Administration and Communications

- Continued improvement in content and distribution of the “For Your Benefit” newsletter, a recurring church administrator and participant communications channel with distribution to approximately 2,800. In April 2020 a twice monthly “Health & Wellness” newsletter was introduced.
- Continued to improve our comprehensive database to effectively reach benefit participants, benefit administrators, and non-participating churches.

- For Benefit Administrators we maintain and continuously update an Administrator Handbook and website resources. We created an EPC Benefits welcome package to assist with onboarding new churches.
- Cathy Flores joined the BRI staff as Benefits Administrator. Rebeca Santana (former Benefits Administrator) and Caroline Swanson (Benefits Assistant) continue in part-time roles. They, along with Executive Director Bart Francescone, are committed to providing excellent care and responsiveness to our health and retirement plan members and their churches.

Recommendations to the 40th General Assembly:

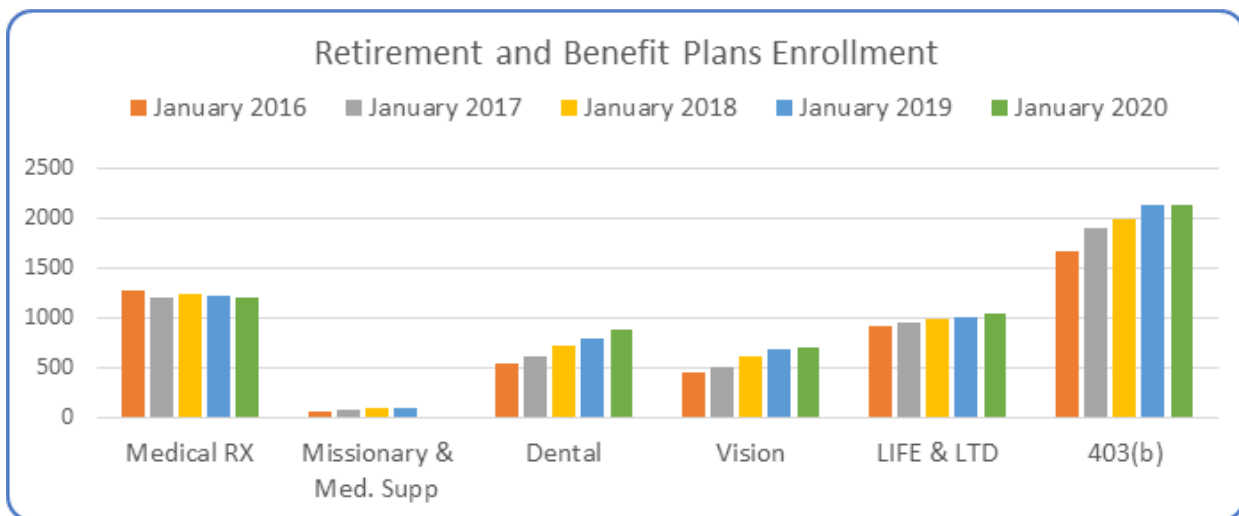
Recommendation 40-32:

That ordained ministers drawing retirement income from the EPC 403(b)(9) Defined Contribution Retirement Plan be allowed to designate up to 100% of their retirement income for housing allowance as permitted by applicable regulations adopted pursuant to the Internal Revenue Code.

Grounds: To do so permits retired, ordained ministers to take advantage of this significant tax benefit in retirement, thereby making more of their retirement income available for living expenses. Adopting this recommendation on an annual basis provides retired ministers with a readily available reference if asked by tax authorities.

EPC Benefit Resources, Inc., Executive Summary:

As we moved into 2020, total enrollment in our five medical/Rx plans remained steady while participation in all other benefit plans and the retirement plan saw increases. The chart below shows five-year trends in employee enrollment.



EPC Benefit Plans

Medical/Rx Health Plans

During 2019, initiatives with EPC World Outreach (WO) and review of the EPC Medicare supplement benefit yielded strategic changes to the delivery mechanism of both benefits.

In a joint study with WO, BRI evaluated a medical benefit plan designed specifically for missionaries serving abroad that included enhancements such as evacuation services. Transitioning our missionaries to the economies achieved through the combined service package of that program resulted in savings to our missionaries with added value benefits.

A comprehensive study of premiums charged and benefit levels available through government-subsidized Medicare supplement programs showed that both our churches and Medicare-eligible participants could save premium dollars and maintain their benefits level by moving out of the EPC plan. This led to a decision to transition our Medicare supplement members out of our plan at the end of 2019. As a result of these planned actions, approximately 85 participants in these two plans transitioned out of the EPC medical program effective December 31, 2019. Member and dependent population in our five plans remained strong at 3,356 participants. Comparative 2019–2020 enrollment is illustrated below.

Insured Benefit Offerings

Enrollment in the dental, vision, and life/disability plans all increased in 2020. The dental plan enrollment increased by 10.9% adding 86 participants, vision plan enrollment increased 3.9% adding 26 participants, and life/disability and supplemental life participation increased by 2.9% adding 29 participants.

Health & Medical Plan Offering Enrollment
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Plan	2019	2020	Change:
Platinum	142	127	-15
Gold	747	711	-36
Gold HDHP	184	201	17
Silver	139	150	11
Bronze HDHP	4	11	7
Missionaries	20	4	-16
Medicare Supplement	65	0	-65
Total Enrollment	1301	1204	-97

Plan	2019	2020	Change:
Dental Plan	786	872	86
Vision Plan	674	700	26
Basic LTD/Life	1012	1041	29

** The 2020 enrollment total reflects the planned transfer of overseas missionaries and Medicare supplement participants to non-EPC plans and the departure of churches from the denomination. The departures totaling 109 participants was offset by new enrollment actually reflecting a gain of 12 participants for 2020.

Overall EPC Participation and Engagement

While the 2020 increases in benefit plans enrollment are encouraging, the percentage of EPC congregations participating in the health and benefit plan remains a modest 74%, with more than 165 EPC congregations not participating in plan offerings and approximately

26% of eligible staff not covered by the EPC plan. The EPC strongly encourages all member congregations to reconsider participation in the health and benefit plan offering of the EPC as part of the covenant relationship with the church body, where we can all join and benefit from strength in numbers (Acts 2). To this missional connection with the EPC body, several benefits of participation include:

- Covenant Connection. EPC members share a common faith connection. BRI is fully committed to serving congregations' health and benefit needs in a manner that is consistent with our faith and dedicated to enhancing and providing the most economical plan possible. In 2019, a few members of our plan experienced high claims. It was fortunate that they were able to rely on the resources of our whole group to meet their high medical expenses.
- True to Our Faith. Coverage through our EPC plans prevents you from paying for medical and Rx services that run counter to our beliefs as evangelical Christians.
- Strength in Numbers. While in any given year members may hear of less-expensive health plan options, the larger the EPC plan enrollment, the more members participate in shared risk and the less vulnerability we experience regarding future cost increases.
- plan Portability. The EPC plan is "portable," so coverage and annual deductibles are unaffected after a mid-year, out-of-town move or change in call.

The BRI team continually and faithfully serves our members and seeks alternative strategies to lower cost and improve health.

Continued Trend to Enrollment in Lower Cost Plan Offerings

Enrollment in medical/Rx plans continues to migrate to less-rich and high-deductible health plans with health savings accounts. The chart below shows 2013 enrollment levels compared to current 2020 and the addition of new offerings by the EPC to accommodate this trend.

Employee Participation within Medical/Rx Plans

Plan	2013		2020		2013 - 2020 Change
Platinum	211	24.36%	127	10.55%	-84
Gold	543	62.70%	715	59.39%	172
Gold HDHP	112	12.93%	201	16.69%	89
Silver	0	0.00%	150	12.46%	150
Bronze HDHP	0	0.00%	11	0.91%	11
Total	866	100.00%	1204	100.00%	338

Medical Plan Claims Experience in 2019

We are pleased to report that the EPC medical plan continues to be stable and well-funded through a combination of premium collections and reserve funds. As a self-insured health plan, overall health claim risk is shared over the 3,356 member and dependent population. The more EPC members who participate in the plan, the more the risk of unexpected medical claim experience is mitigated.

Favorable medical claims in 2019 coupled with management's cost-reduction initiatives allowed BRI to make a modest 6% premium rate increase for 2020. The increase was lower than the 7.6% national medical/Rx cost trend forecasted by our actuary. While our medical reserve fund grew, BRI is well-positioned with adequate resources to cover those unexpected medical events of our members.

For 2019, total medical/Rx claim expenses were \$17.2 million. Of that total, \$7.4 million (43% of claim costs) were incurred by 51 high-cost claimants who experienced a medical event or treatments during the course of the year that cost more than \$50,000. Let's thank God that the resources of the EPC plan were there for these members.

BRI management has continued to execute on a continuous strategy of discovering and bringing new value to participating EPC congregations through various proactive actions to reduce administrative and claims cost. This has resulted in plan savings exceeding \$1.05 million in 2019, with an additional \$400,000 in projected savings anticipated for 2020. Management continues to provide the BRI Board of Directors with recommendations to build strength in our health plan so that members will continue to receive exceptional benefits at the lowest possible cost.

We are keenly aware of the expense impact on church budgets of providing strong competitive healthcare coverage to staff and pastors, as well as the employee premium share that support this plan. We value your participation in the plan and are dedicated to continuing to add value and keep annual increases as low as possible.

Impact of COVID-19 on the Health Plan

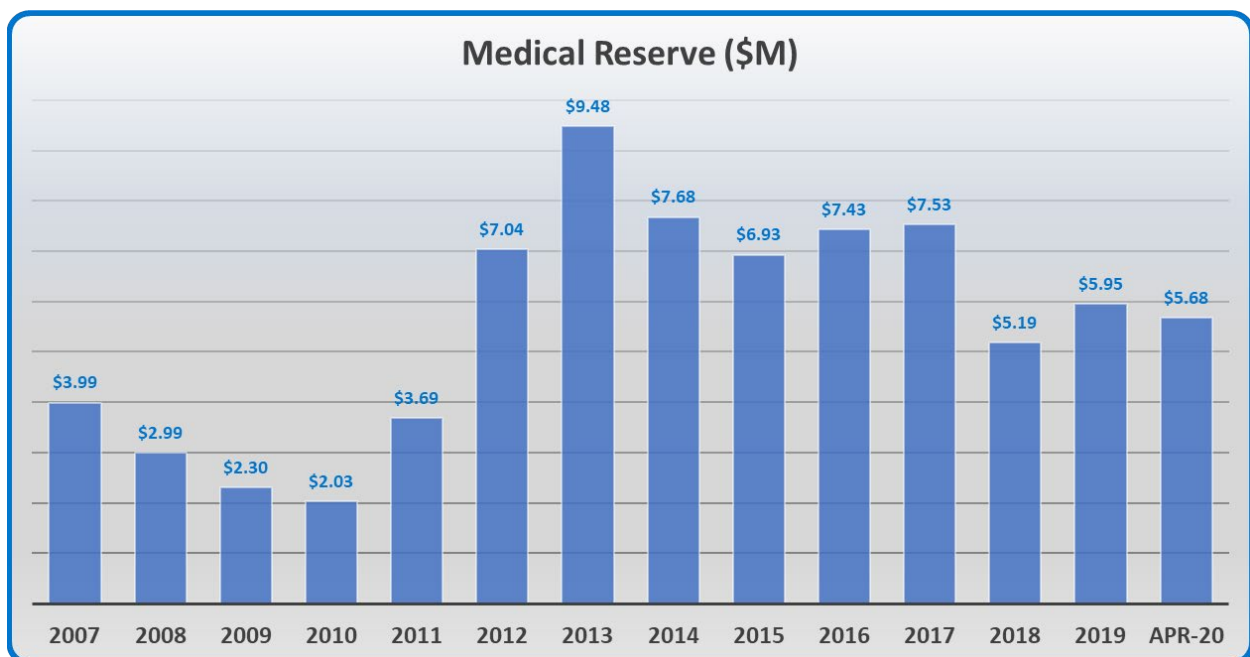
There is continuing uncertainty on how the pandemic events of March 2020 and beyond will impact our medical plan claim experience. Early indications for Q2 are that overall medical claim costs will be lower than normal due to the suspension of elective surgery, virtual closing of health system ambulatory outpatient facilities, and lower utilization of emergency room and urgent care services. However, once health care operations come back online, there remains uncertainty if consumers will have comfort for the safety of health care services until such time that a vaccine or treatment for COVID-19 has been discovered and released.

In the meantime, EPC plan members are encouraged to continue to use telemedicine services to access physicians and other healthcare providers. With the addition of the 98point6 service in Q1 2020, EPC members now have 24/7 access *at no cost* to licensed physicians to assess medical situations and determine the best course of treatment. We encourage all EPC members to utilize this option for immediate, non-emergency care access.

For the balance of calendar 2020, we will be monitoring the impact to our health plan and service access as the economy continues to evolve and come back into full operation.

Medical Reserve Fund

The EPC Medical Reserve Fund, along with our stop-loss insurance coverage, provides a dual safety net for the health plan to cover high-cost claim experiences due to unforeseen medical events of our members. As of December 2019, the reserve fund balance was \$5.95 million, and at the end of April 2020 remained at \$5.68 million—including the decline in fund values due to the COVID-19 adverse economic events. (See historical balance chart on page 7.) In the fall of 2019, the Board had taken proactive steps to reduce equity exposure to reflect best practice investment policy of medical reserve funds. As a result, the fund has only seen a reduction of 4.6% through April, while general market losses were much more severe.



Other Medical and Health Plan Enhancements

Several enhancements were implemented to the EPC health and medical plan during 2019 to add value to EPC members.

98point6—Text-Based Primary Care Virtual Telehealth Service

To provide 24/7 access to medical care at a lower cost than Teledoc, this program was implemented in mid-March with the anticipation of care access needs with COVID-19. The program is a significant enhancement from the current Teledoc service, which is being discontinued. Each member and dependent can use the service up to 36 times annually. There is no copay if enrolled in our PPO plans, and a \$5 copay if enrolled in one of our two HDHP plans. Currently due to COVID-19, all copays are waived by BRI. This saves HDHP members \$40 per encounter, and PPO members \$10 compared to the prior service model.

Specialty Pharmacy Program Enhancement

Beginning January 1, 2019, dispensing of specialty medications were only covered when dispensed through a division of Express Scripts called Accredo, where our plan received preferred pricing and patients received clinical counseling. This assured a higher level of patient case management and care. Expense reduction due to this change in the 2019 plan year saved our program \$834,000 in annual savings to the plan. This was a substantially greater savings than originally forecast.

Dental Benefit Enhanced in 2020

BRI enhanced the dental benefit plan offering by partnering with Delta Dental. Delta provides a much larger national network, with more than 1,250 participating dentists—240 more than covered under the prior plan offering. Participants now receive in-network benefits and lower copays, and for those searching for a new dentist there will be many more in-network dentists from which to choose. Benefit levels for core diagnostic, preventative, and treatment services will continue into 2020 with enhancements such as the SmileWay wellness program that provides additional cleaning, scaling, and other services to pregnant enrollees and those with certain chronic medical conditions such as diabetes and heart disease. Even with these enhancements, the partnership provides slightly lower rates for the Low Plan and a 12.9% rate reduction to the High Plan that are guaranteed through 2021.

Supplemental Life Insurance Option Added

An additional benefit offering of supplemental life insurance was provided beginning in 2020, with an initial membership enrollment of 128 participants. Additional life insurance may be purchased up to \$150,000 for covered employees, \$75,000 for spouses (not to exceed 50% of employee coverage), and a fixed \$10,000 for dependent children. Benefits are reduced for those 65 and older. Spouse and dependent coverage can be purchased at the group rates if the employee purchases supplemental life insurance. No evidence of insurability or medical exam was required to enroll.

Medicare Supplement Plan Discontinuation Success and Savings

BRI discontinued the sponsored Medicare supplement plan, effective December 31, 2019. With the variety of more affordable, federally subsidized Medicare supplement plans available on the market, it was clear that members and churches could receive comparable coverage and reduced premium costs. By no longer subsidizing the cost of Medicare supplement coverage, the EPC is projected to save \$153,000 in 2020. BRI staff worked diligently in 2019 to assist members during the transition to alternative insurance products for 2020.

Medical Plan Provider Administrative Fee Reduction

Last year we reported that a negotiated fee reduction with our medical plan administrator supported through our membership in the Church Benefit Association would result in savings over our prior fees. Actual savings realized were very close to our estimates. December 2018 fees were waived, saving us \$54,000. Total savings in 2019 due to reduced fees amounted to \$151,500. This reduction is one of many strategies continually examined by BRI management to improve the overall cost competitiveness of the EPC plan.

2019 Stop-Loss Insurance Coverage Costs, Recoveries and 2019 Savings Realized

As a self-insured plan, BRI engages a third-party insurer to cover high-cost claims over a certain deductible threshold, referred to as “stop-loss.” This “tail” insurance protects the EPC from catastrophic medical claim cases should they occur. The BRI Board, upon recommendation from management and careful examination of historical claim experience and in consultation our actuaries, approved an increase in the dollar threshold for this insurance product. The actual 2019 net savings to BRI as a result of this change was \$67,000.

How Healthy Are EPC Members?

During 2019, Highmark BCBS provided deeper insight to the health of the EPC membership. While several indicators noted that the EPC indicators are healthier than the national averages and the majority of members live relatively healthy lifestyles, there are several indicators and trends of concern to highlight. We care deeply about the health and well-being of EPC pastors and staff, and seek to encourage a mindset of wellness for many vital reasons.

- Care. We seek to have every EPC member lead a life of joy, happiness, and good health for when this happens, all of God’s glory can be revealed.
- Ministry. When our pastors and staff are in good health, there will be energy to build upon the Lord’s calling for ministry. *“Don’t you realize that your body is the temple of the Holy Spirit, who lives in you and was given to you by God? You do not belong to yourself, for God bought you with a high price. So, you must honor God with your body” —1 Corinthians 6:19-20 (NLT).*
- Cost. When our members are healthy, the overall cost of healthcare decreases.

Health Care Cost

EPC’s five- and three-year cost trend is somewhat higher than the national trend, driven primarily by a higher prescription drug cost trend within our program.

High Cost Adverse Events

High-cost claimants clearly influence a substantial amount of spending, with intervention taking place during the episode or thereafter. Of total medical claims, high-cost events (\$50,000 or greater) accounted for 43% of total health care claims. The proportion of high-cost claimants has grown over the last several years, pointing to a growing number of members with hidden health risks and a growing need for preventative measures to be taken by our members.

Disease Prevalence

The EPC membership has a number of potentially controllable health risks of concern to future health if left unmanaged.

- 31% (1,279) have one chronic condition and are vulnerable for additional conditions.
- 25% (1,033) have high cholesterol/hypertension, an indicator of heart disease.

- 14% (578) are clinically obese, a primary leading indication of heart disease and rising musculoskeletal/back pain/orthopedic conditions.
- 16% (656) are diabetic, with potentially another 670 being pre-diabetic.

Not Engaged in Health

Being engaged with a primary care physician is essential to keeping current on your health. For the EPC, 17% of our members have no engagement with the health care system or a family physician. And 63% did not get an annual physical. We strongly encourage all members to engage with a primary care physician and be mindful of personal care and wellness activities to stay healthy. Lack of engagement in one’s own well-being, especially for those with chronic conditions, increases the likelihood of incurring potentially catastrophic health events.

Chronic Conditions

30.9% of members are managing one chronic condition, up from 29.8% the prior year. Many are managing multiple chronic conditions. Without intentional actions to reduce personal risk, lifestyle related conditions can progress to more complex, costly conditions.

Annual Preventive Services

While EPC rates of compliance with annual testing are better than the national averages, the ratio of compliance is of concern to overall health:

- | | |
|---|-----|
| • Annual PCP (Primary Care Physician) visit | 37% |
| • Diabetic Compliance | 60% |
| • Mammogram | 66% |
| • Colorectal Screening | 71% |

Wellness Engagement

As noted in the section below, EPC’s wellness benefit offering has low participation, with only 4% of total eligible members engaged and participating.

Wellness Plan—Sharecare

It is our goal to encourage, educate, and provide accountability to our participants for their physical, spiritual, and financial well-being. Our Sharecare wellness program supports preventative care compliance and identifies emerging health risk within our population. For those who participated in our first year 2019, wellness rewards program objectives were supported by its participants having above-average compliance rates with preventative cancer screenings at 74%, and much-improved utilization of our free annual physical exams at 43.8%, compared to 35.2% the prior year. 2019 participation results:

- 88 completed the program (4.1% of total eligibility)
- 62 left in progress with points accumulation
 - 250 points – 32 members
 - 500 points – 29 members
 - 750 points – 12 members
- Of the 340 non-medical enrolled TEs we invited to join, 11 TEs participated but did not complete the program.

Our Sharecare wellness program is available to all enrolled in our medical plan and to Teaching Elders not currently enrolled in the EPC medical plan. It's "real age" test gives participants an opportunity to compare their "age" based on their current health condition versus their biological age. It then engages them to be proactive about their health and wellbeing awarding participants who meet their goals with a \$75 incentive.

The BRI team will continue to promote its programs and provide other resources such as our Health & Wellness newsletters to help our members manage their health conditions, make preventative care a habit, and to achieve a healthier lifestyle. For more information on our wellness program or our other benefit programs, see www.epc.org/benefits.

EPC Retirement Plan

Retirement Plan

As of December 2019, there were 2,167 active participants in our Defined Contribution Retirement Plan, an increase of 41 over the prior year.

There appears to still be about 20% of EPC churches that do not have any pastor or staff participating in our 403(b)(9) plan. That may be because they feel they have their employee's retirement funding taken care of in some other way, or it may be because the employees and pastor are part-time or simply feel they cannot afford it. We encourage the leadership of those churches to re-consider.

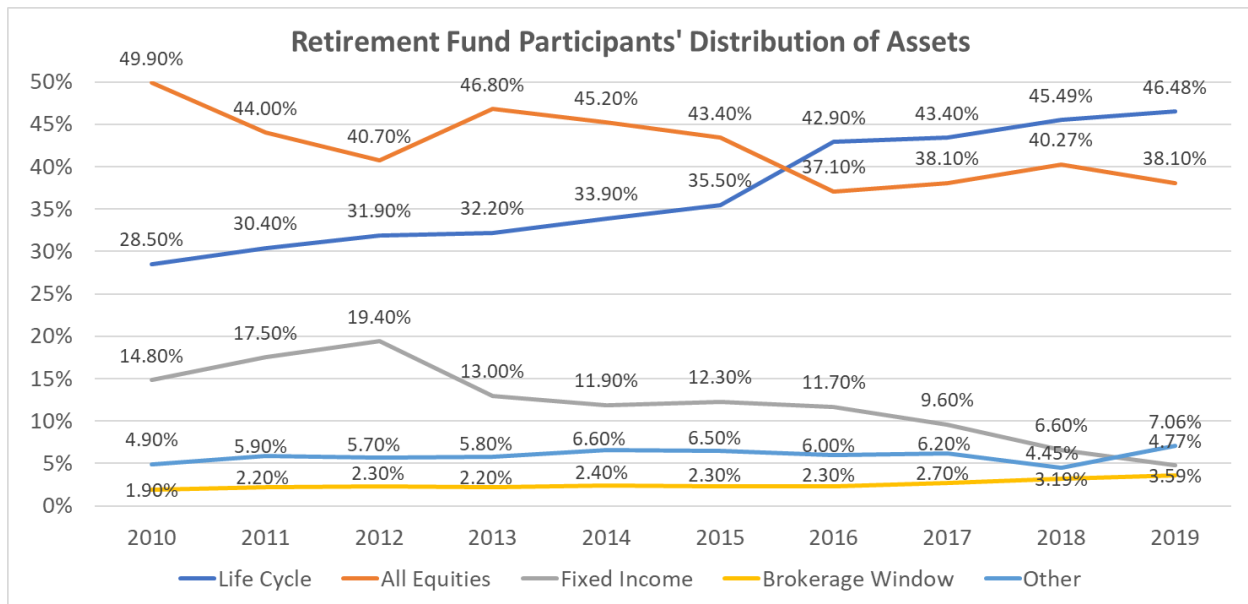
- In order for a pastor to take advantage of the housing allowance in retirement, the plan must be a 403(b)(9) plan, like the EPC's plan. It cannot be simply a 403(b) plan.
- Part time employees are eligible to participate in the EPC plan. It is a good tax-advantaged way for them to save for their retirement.
- The future financial cost of a pastor's or staff member's retirement years is a real cost that should be provided for while they are working. We believe that a church that is not considering this cost now and not helping the pastor/employee set aside retirement funds now is being shortsighted. Our plan offers 22 carefully selected investment options, a brokerage window that adds a virtually unlimited array of additional investment choices, and free investment guidance.

Retirement Plan Review

The equity markets enjoyed a positive year in 2019. Our plan participants were able to reap some of those benefits in their retirement investments. However, with the COVID-19 virus effects on the economy, our plan has suffered some of the losses experienced in the overall markets.

The 2,167 accounts that make up our plan held \$155 million at the end of 2019, or an average balance of about \$71,500 per participant. As of late April, the economic effects of COVID-19 have contributed to a 7% decline in the overall plan assets. As can be seen in the chart below for 2019, 46.48% of the value of members' accounts were invested in Retirement Target Date (life-cycle) funds. These products automatically and gradually reduce members' exposure to investment risks as they approach retirement. The increasing use of these funds is a positive trend.

The remainder of members' retirement savings is invested in various equity funds (38.10%), fixed income funds (4.77%), or money market (other) funds (7.06%) offered by the plan. In addition, members have chosen to invest 3.59% through the plan's brokerage window, which allows direct investment in virtually any market listed security. Pastors and all eligible employees have the opportunity to invest in many additional securities and are able to "roll over" current retirement investments and 401(k) funds. Contact BRI at benefits@epc.org or 407-930-4492 to better understand how to execute this entry into the EPC retirement plan and to learn the personal advantages by doing so.



There have been legislative changes impacting retirement plans. The SECURE Act (late 2019) changed the age for required distributions from age 70½ to age 72. It also requires post-death distributions to be made within 10 years. The CARES Act (April 2020) allows 403(b) participants to withdraw up to \$100,000 penalty-free if they were affected directly by COVID-19 (withdrawn funds are still subject to income tax liability). That Act also allows those already taking Required Minimum Distributions to pause this action for the year.

Investment markets enjoyed a good year in 2019, but many were hit hard by the economic headwinds from COVID-19 in early 2020. The MSCI World Equity Index was up 27.6% for the year but lost 21% in the first quarter. The Barclays U.S. Aggregate Bond Index was up about 8.7% and 3.15%, respectively. In U.S. equities, the Standard and Poor's 500 Index was up almost 31.5% for 2019 but off by 12.35% this past quarter. As a whole, the investors in the EPC 403(b)(9) plan experienced returns of 22.99% in 2019.

The BRI Investment Committee meets quarterly with our retirement plan consultant to evaluate the performance, cost, and risk profile of each of the investment options offered under the EPC 403(b)(9) plan. During 2019, 15 of the 23 funds in our plan equaled or exceeded the performance of other similar funds in the marketplace. In fact, 95% of our funds outperformed their peers on a 3, 5, and 10-year basis. Twenty-two of our funds had lower fund expenses than their marketplace counterparts. The average all-in expenses paid by participants in our plan is about .5%.

Because the EPC retirement plan is a 403(b)(9) plan, ordained pastors retain the ability to claim up to 100% of their annual retirement withdrawals as income-tax-free housing allowance.

A positive change for our participants this past year is a negotiated reduction in fees deducted quarterly from their accounts by Fidelity—from 15 basis points to 10 points, reducing overall fees charged to participants by about \$72,000 annually.

Another initiative for the plan is Fidelity's Personalized Planning & Advice Service. Participants already have been able to call Fidelity for a free look at their investment choices within their 403(b) plan. The new service offers more precise, personalized planning, tracking, and update services that can incorporate advice about other retirement funds the participant may hold. There is a modest fee deducted from a participant's account for this voluntary added service. If a participant does not need this level of planning and advice, they can choose not to subscribe to it. But this service will assure that a participant's asset investment choices are appropriate for one's age and goals.

Finally, we take this opportunity (as stated above) to remind participants of the availability of advisors to assist in reviewing portfolios should you so desire. We suggest that, at least annually, each participant contact Fidelity at 800-642-7131 to make an appointment with an investment advisor for a free review of their portfolio, its relative performance, and determine whether there might need to be a change in investment philosophy that could lead to changes in investment choices among the 11 Vanguard Target Retirement Date Funds and 11 additional recommended funds spanning a range of asset classes allowing a wide variety of investment strategies.

The Future

The EPC's benefit plans are in a solid position to provide care and support for our members. Our plans are designed to be a partnership with our members, so we encourage you to take these steps over the next year to ensure our joint success in your health, wellness and retirement security:

- If your church does not participate in the EPC benefit plans, put that option in front of your leadership by contacting BRI at benefits@epc.org or 407-930-4492.
- Make it a personal goal for you, your family, and your staff to get your annual medical checkup (including bloodwork).
- Follow up with your physician to complete all the recommended health studies/screenings (mammogram, colonoscopy, lung screenings etc.).
- Commit to regular exercise and maintaining a healthy weight.
- Set a goal to put 15% of your income away for your retirement. This can be through a combination of church contributions (10% for pastors required by Acts of the Assembly) and personal payroll deducted contributions.

It is a privilege to serve on the BRI Board, because the health and retirement plans we oversee are for the benefit of those who serve Christ in the EPC. I want to thank my fellow Board members for their dedicated service.

Board Members:

TE Ron Horgan (Chairman), Presbytery of the Mid-Atlantic
RE Randy Shaneyfelt (Vice-Chairman), Presbytery of the Great Plains
RE Michael Busch (Benefits Committee Chairman), Presbytery of the Alleghenies
TE Bill Reisenweaver (Investment Committee Chairman), Presbytery of Florida and the Caribbean
RE Robert Draughon, Presbytery of the Central South
RE Jim Lewien, Presbytery of the West
Michael Moore, Presbytery of the Central South
TE Erik Ohman, Presbytery of the West
Sandy Siegfried, Presbytery of the Great Plains

Board Meeting Dates:

February 26-27, 2019—Orlando, Florida
June 11, 2019—Video Conference
September 12, 2019—Orlando, Florida
November 20, 2019—Video Conference
December 18, 2019—Video Conference
February 27, 2020—Orlando, Florida
June 9, 2020—Video Conference

Respectfully submitted,



Ron Horgan, Chairman

September 2020