

ALLIANCE OF REFORMED CHURCHES

RETIREMENT INTRODUCTION 2023





The Alliance Retirement Plan: Welcome

Step 1: Employer Adopts the Plan and Enrolls Participants

Step 2: Participants Setup Personal 403(b)9 Account

Introduction: Zeutenhorst Financial, Inc.

Introduction: Connie Buskohl CPA PC



Greetings in the Name of Jesus Christ, the Lord of the Church!

We are thankful to God for your partnership in the Alliance of Reformed Churches (the Alliance), a community of congregations who commit to live in an intentional covenanted community. We believe that through this partnership in the Gospel, the Alliance provides us with an opportunity to spur one another on in faith and mission.

As a way of ensuring that pastors are cared for and appropriately compensated, Alliance congregations and affiliated non-profits, as part of their covenant agreement with the Alliance, agree to provide certain benefits to Alliance-ordained pastors. Employers make promises to pay the pastor adequately; make contributions to the Alliance 403(b)9 retirement plan, provide certain insurance benefits, and offer financial support for professional development.

The Alliance covenant requires each church to provide toward the ordained pastor's retirement plan. We have chosen to partner with the advisory firm of Zeutenhorst Financial, Inc of Sioux Center, IA and Connie Buskohl CPA PC of Sioux Falls, SD for the design, implementation, delivery, and advisory consultation of our plan. Our plan is a 403(b)9 retirement plan, designed specifically for churches or those with a 501(c)(3) church status, making it ideal for clergy, missionaries, and ordained specialized ministers. We offer an excellent assortment of investment options as well as the resources to aid as your pastor transitions into the plan.

To get your church started with the 403(b)9 benefit plan:

Step 1: Employer Adopts the 403(b)9 Plan and Enroll Participants

Within approximately 30-60 days after the church's date of acceptance into the Alliance, the primary contact of the church will receive an email from the office of Connie Buskohl CPA PC. As the Employer, the Church must first adopt the plan and enroll the participating employees (pastor(s) and staff). Connie Buskohl CPA PC staff will provide the necessary documents and procedures for the employer to adopt the plan and enroll the participants. Connie Buskohl CPA PC staff will also work with the church to consolidate the payroll contributions to the plan.

Step 2: Participants Setup Personal 403(b)9 Account

Once enrolled by the Church, the participant will receive an email from Zeutenhorst Financial, Inc. within approximately 30-60 days from the date enrolled. The employee participant must setup an account in the 403(b)9. This includes assigning beneficiaries, evaluating any personal contribution to the plan, and selecting investment options. Zeutenhorst Financial is available to assist participants with their personal 403(b)9 account.

Both Zeutenhorst Financial, Inc. and Connie Buskohl CPA PC have been involved in the creation of this plan. They are committed to the implementation and servicing of your 403(b)9 plan. Their partnership is a great asset to the Alliance as they are both knowledgeable and experienced in their field and passionate about serving churches and pastors. Don't hesitate to reach out to either of them. They are aligned with us to help with your questions and any concerns that arise during this transition and in the future.

May God bless you as you begin your future with the Alliance of Reformed Churches.

A handwritten signature in black ink that reads 'Dan Ackerman'.

Dan Ackerman
Director of Organizational Leadership



Hello from Zeutenhorst Financial!

We are grateful to be a partner with the Alliance of Reformed Churches to help others retire with dignity. Our mission is to 'Empower others through life's journey, in His service.' We are a faith-centered financial services firm in Sioux Center, Iowa, helping our clients to and through retirement.

With over forty years of experience in financial industry, we holistically tailor our services to the needs of our clients. Most people don't realize the extent of their exposure to financial risk until they sit down with us and review their situation carefully and in detail. It's important to us that you know where you are financially and that you understand the steps you can take to prepare for the unexpected.

Zeutenhorst Financial is proud to offer industry leading financial solutions designed to help our clients plan, build, and achieve a more stable financial future for them and their loved ones. Our experienced professionals walk alongside our clients to identify priorities and assess risk exposure. We then provide clear recommendations and solutions to make the most of what they have earned and saved and to help meet their goals.

We understand that one of our clients' most pressing concerns is Social Security. Using our knowledge we help guide our clients in determining when to take Social Security, selecting how to take it, and understanding how to utilize the many beneficial options of Social Security strategies available.

Our team at Zeutenhorst Financial is a trusted partner in the Alliance of Reformed Churches 403(b)9 retirement plan, and we would love to be your trusted personal financial advisor. We are committed to offering the best service to our clients. We are confident in the advantages the 403(b)9 plan offers to members of the Alliance. During your enrollment, transition, or reallocation from a different plan, we are happy to meet one-on-one to serve your needs effectively. Please do not hesitate to reach out with any questions or requests for our financial planning services.

We will be in touch with each employee participant after their church enrolls them in the plan. For any questions on your 403(b)9 along the way, we welcome you to reach out to us arc@zfibenefits.com or (712) 722-3878.

Blessings,

A handwritten signature in cursive script that reads "Gretchen Zomermaand".

Gretchen Zomermaand, ChFC
President

Zeutenhorst Financial, Inc
1230 South Main Avenue
Sioux Center, IA 51250
(712) 722-3878



After years of helping clergy with tax preparation and retirement planning I was honored to be asked by The Alliance of Reformed Churches to be part of the team creating The Alliance retirement plan. It was a great opportunity to use my expertise to help create a retirement plan that will be favorable for clergy as they retire.

I started Connie Buskohl CPA PC forty-four years ago when I took over my mother's small bookkeeping and tax practice. Over the years I've learned to cherish that old-school philosophy where our relationships with our clients matter. I have been blessed to have a team of ten staff where *Christ-Centered Professional Care* is evident throughout our office. We are here not only to provide tax, payroll and accounting services, but more importantly to come alongside our clients through every stage and transition of their life.

Our role with The Alliance retirement plan is to facilitate getting the churches and participants enrolled in the plan as well as continuing to be the payroll consolidator gathering the funds contributed to individual accounts and overseeing their transfer to the financial institution (Empower Financial).

Here is the team that will be assisting you when you email retirement@arc21.org:

Lori Dickerson, our operations manager, will work with the church representative to make sure they have the appropriate forms, information, and schedule them an enrollment appointment.

Amy Alexander, our senior staff accountant, will meet with the church representative and oversee that the calculations, transition timing, and the ACH bank requirements for the funds are correct and set up to automatically transfer to The Alliance.

Julie Pease, our staff accountant, ensures that all the appropriate funds are transferred to the financial institution in a timely manner.

And of course, I am available for any planning or transition questions.

We look forward to working with you and will be available as we go forward to assist in additions and adjustments to your contributions within the retirement plan.

Connie Buskohl, CPA PC can be a resource for you in addition to our retirement plan involvement.

For churches

- Our payroll and accounting staff offer everything from full service payroll to those consulting questions on clergy W-2s at the end of the year. We know that when payrolls include clergy compensation it can be very challenging. We understand them and can help!
- Our accounting staff is well equipped to handle church accounting and reporting.

For clergy

- Close to 60% of our individual tax preparation clients are clergy from all over the country. With over twenty-five years of experience in clergy tax returns we can make sure that your return is filed correctly and that your compensation package is set up for your maximum benefit.
- We believe that part of being a good steward includes understanding and planning for your unique tax situation. We work with our clergy tax clients at every stage of their journey through tax strategies and planning. This includes new seminary graduates, navigating housing allowance, family building years, and of course retirement.

We are excited to partner with The Alliance and look forward to getting to know all of you.

In Christ, Connie Buskohl