



NATIONAL CHRISTIAN CHURCHES & MINISTRIES NETWORK

CLERGY RETIREMENT PLAN

PLAN DESCRIPTION

January 01, 2019

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INTRODUCTION

National Christian Churches & Ministries Network and Your Employer have established this 403(b) retirement plan, National Christian Churches & Ministries Network Clergy Retirement Plan (the Plan) to assist you and other Employees in saving for retirement. The Plan is governed by the Plan document, which is a complex legal contract that contains all of the provisions required by the Internal Revenue Service (IRS) that Your Employer must follow when administering the Plan. This document follows specific federal laws and regulations that apply to retirement plans. The Plan document may change when new laws or regulations take effect. Your Employer also has the right to modify certain Plan features from time to time. When these changes occur, you will be notified about any changes that affect your rights under the Plan.

This document is a Plan Description (PD). It summarizes the important features of the Plan document, including your benefits and obligations under the Plan. If you want more detailed information about specific plan features or have questions about any of the information in the PD, you should contact your Employer via the methods outlined in this PD. You can also request a copy of the Plan document from your Employer.

You will notice that certain terms in the PD are capitalized. These are important terms to understand and they are defined in more detail in the DEFINITIONS section of the PD. Although the purpose of this document is to summarize the more significant provisions of the Plan, the Plan document will prevail in the event of any inconsistency. In addition, the terms of the Plan cannot be modified by written or oral statements made to you by the Plan Administrator or other personnel.

The Plan was effective January 01, 2019.

The following special effective dates apply to some features of the Plan: Effective date for salary deferrals is May 1, 2019.

ELIGIBILITY FOR PARTICIPATION

Am I eligible to make Elective Deferrals?

Once you meet the eligibility requirements below, you will be eligible to make Elective Deferrals.

What eligibility requirements do I have to meet to make Elective Deferrals?

You will be eligible to make Elective Deferrals immediately upon the day you meet the following requirements.

- You attain age 21.

Am I eligible to receive Matching Contributions?

Once you meet the eligibility requirements below, you will be eligible to receive Matching Contributions.

What eligibility requirements do I have to meet to receive Matching Contributions?

You will be eligible to receive Matching Contributions immediately upon the day you meet the following requirements.

- You attain age 21.

Am I eligible to receive Non-Elective Contributions?

Once you meet the eligibility requirements below, you will be eligible to receive Non-Elective Contributions.

What eligibility requirements do I have to meet to receive Non-Elective Contributions?

You will be eligible to receive Non-Elective Contributions immediately upon the day you meet the following requirements.

- You attain age 21.

CONTRIBUTIONS - EMPLOYEE

Does the Plan allow me to make Elective Deferrals?

Yes. Provided you have met the eligibility requirements and passed the entry date as specified in the section titled "Eligibility for Participation" you may contribute Elective Deferrals to the Plan.

Do I pay taxes on any Elective Deferrals I make?

No. All Elective Deferrals you make will be taken out of your pay before taxes are withheld. Generally, you will pay taxes on this amount when you take it out of the Plan.

How do I make or change the amount of the Elective Deferrals being withheld?

You may make or change your deferral election by returning a deferral election form to the Plan Administrator.

Once I make a deferral election, how often can I change, stop, or re-start the election?

You may change or re-start your deferral election once each pay period. You may stop your deferrals at any time.

What are the limits on Elective Deferrals?

Your Elective Deferrals are subject to the following limits:

- Federal law limits the amount you may elect to defer under this Plan and any other retirement plan permitting Elective Deferrals (including both other 403(b) and 401(k) plans). You are limited to contributing \$19,000 (for 2019) during any calendar year.
- If you are age 50 or over, you may defer an additional amount, called a "catch-up contribution", of up to \$6,000 (for 2019).
- The maximum amount you can defer is 100% of your compensation.

The Plan Administrator may establish additional rules you will need to follow when making your deferral election. Your deferral election is only effective for compensation you have not received yet. The Plan Administrator may also reduce or totally suspend your election if they determine that your election may cause the Plan to fail to satisfy any of the requirements of the Internal Revenue Code.

CONTRIBUTIONS - EMPLOYER**Will Your Employer make Matching Contributions to my account under the Plan?**

If you meet the requirements to receive Matching Contributions, Your Employer may make Matching Contributions to your account under the Plan. Whether or not the Matching Contribution will be made and the amount of the Matching Contribution will be determined by the Plan Administrator each year in their sole discretion.

Which of my contributions will be matched?

The following contributions will be included in determining the amount of your Matching Contributions:

- Elective Deferrals
- Age 50 catch-up contributions

Will Your Employer make Non-Elective contributions to the Plan?

Yes. Your Employer may make a Non-Elective Contributions to the Plan. Whether or not the Non-Elective Contributions will be made and the amount of the Non-Elective Contributions will be determined by the Plan Administrator each year in their sole discretion.

What portion of the Non-Elective Contributions will I receive?

If you meet the requirements to receive Non-Elective Contributions, you will receive a pro rata portion of the Non-Elective Contributions for the Plan Year. This means that all eligible Participants will get an equal share of the Non-Elective Contributions as a percentage of their Compensation.

Non-Elective Contributions will be contributed to your account after the end of the Plan Year.

Can Your Employer make Qualified Non-Elective Contributions?

Yes. Your Employer has the discretion to make a Qualified Non-Elective Contributions. The Plan Administrator will determine each Plan Year if this contribution will be made, how much it will be and which Participants are eligible to receive the Qualified Non-Elective Contributions. If you are eligible to receive this contribution you will receive a pro rata portion of the allocation based on your Compensation. This means that all eligible Participants will get an equal share of the Qualified Non-Elective Contributions as a percentage of their Compensation.

Can Your Employer make any other type of contributions to the Plan?

Yes. Your Employer may have the discretion to reallocate any forfeitures and to make other contributions as necessary to comply with the IRS' non-discrimination requirements.

What are the limits on total contributions?

Your total contributions are subject to the following limits:

- The total amount that may be contributed to the Plan on your behalf in any year may not exceed the lesser of 100% of your compensation or \$56,000 (for 2019).

Can I move money I have in another retirement plan to this Plan?

No. The Plan does not accept rollovers from other plans.

Will I receive contributions when I am not working at Your Employer due to my performing qualified military service?

If you are re-employed by Your Employer after performing qualified military service you may be able to make up missed employee contributions and to receive make-up employer contributions. Additionally, if you meet all of the requirements the time you spend on qualified military service may count as Years of Service under the Plan. You can receive more information about your rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA) from the Plan Administrator.

What happens if I die or become disabled while performing qualified military service?

If you die or become disabled while performing qualified military service Your Employer will treat you as if you returned to work on the day before you died and then terminated on the date of death or disability when determining any of your benefits under the plan except for contributions.

VESTING

Do I need to work a certain amount of time to keep my Elective Deferrals, Matching Contributions and Non-Elective Contributions?

No. You will always be immediately 100% vested in your Elective Deferrals, Matching Contributions and Non-Elective Contributions.

How is my service with Your Employer measured to earn a Year of Vesting Service?

You will earn a year of vesting service when you are still employed on the day before the anniversary of the date you first performed service for Your Employer (your hire date).

DISTRIBUTIONS - AFTER TERMINATION FROM SERVICE

Can I take a distribution of my account balance after my employment terminates?

Yes. You can take a distribution of your account balance after the end of the plan year in which your employment terminates.

What form can my distribution after termination from service be taken in?

You can take your distribution after termination from service as a cash distribution.

Your distribution can be taken in a lump sum distribution, as installment payments and as a continuous right of withdrawal.

How soon after my death does my Beneficiary have to take distributions?

Your Beneficiary must take distributions as required by the IRS.

What form can the distributions after my death be taken in?

Your beneficiaries can take distributions as a cash distribution.

Your beneficiary's distribution can be taken in a lump sum distribution, as installment payments and as a continuous right of withdrawal.

Who gets my assets in the Plan if I don't designate a beneficiary?

If you die without designating a beneficiary, your Account will be payable to your spouse, or if you do not have a spouse, to your estate.

Can Your Employer ever force me to take a distribution from the Plan?

The Plan Administrator will force a distribution of your account balance when you reach your Required Beginning Date (see below for what your Required Beginning Date is).

Is there ever a time when I have to take a distribution from the Plan?

Yes. Once you reach your Required Beginning Date you must start taking distributions from the Plan. These distributions are called Required Minimum Distributions. Failure to take these payments can result in an IRS penalty tax of 50% of the amount that should have been distributed. Your Required Beginning Date is when you actually retire or age 70 1/2, whichever is later.

DISTRIBUTIONS - IN-SERVICE

Can I take a distribution of my account balance if I am still working when I reach normal retirement age?

Yes. You can take a distribution of all of your fully vested account balances when you reach normal retirement age (age 65) while you are still working.

Can I take a distribution of my account balance when I reach age 59.5?

Yes. You can take a distribution of all of your fully vested account balance when you reach age 59.5.

Can I take a distribution of my account balance while still working if I incur a hardship?

Yes. You can take a hardship distribution of your fully vested account balances while still working if you incur a hardship.

Under the IRS rules certain assets cannot be taken out in a hardship distribution. These include certain earnings on Elective Deferrals, Matching Contributions to the extent they are held in a custodial account and Non-Elective Contributions to the extent they are held in a custodial account.

Are there requirements I must meet to take a hardship distribution?

Yes. In order to receive a hardship distribution from your accounts eligible for hardship withdrawal you must have an immediate and heavy financial need that cannot be satisfied by other available resources. This determination is made by the Plan Administrator. The following are the only financial needs considered immediate and heavy:

- expenses incurred or necessary for medical care, described in Code section 213(d), for you or your spouse, children, dependents, or Primary Beneficiary;
- the purchase (excluding mortgage payments) of a principal residence for the Participant;
- payment of tuition and related educational fees for the next 12 months of post-secondary education for you or your spouse, children, dependents, or Primary Beneficiary;

- the need to prevent the eviction of you from your principal residence (or a foreclosure on the mortgage on your principal residence);
- payments for burial or funeral expenses for your deceased parent, spouse, children, dependents, or Primary Beneficiary;
- expenses for the repair of damage to your principal residence that would qualify for the casualty deduction; or
- expenses incurred on account of a federally declared disaster.

Effective January 01, 2019, in order to have the hardship satisfy an immediate and heavy financial need, the following must be true:

- You have obtained all distributions, other than hardship distributions, under all plans maintained by Your Employer.
- The distribution is not in excess of the amount of an immediate and heavy financial need (including amounts necessary to pay any federal, state or local income taxes or penalties reasonably anticipated to result from the distribution).
- You have represented in writing or by an electronic medium that you have insufficient cash or other liquid assets to satisfy the financial need.

Can I take a loan from the Plan?

No, loans are not available under the Plan.

What form can my in-service distribution be taken in?

You can take your in-service distribution as a cash distribution.

Your in-service distribution can be taken in a lump sum distribution, as installment payments, as a continuous right of withdrawal and as an annuity payment.

INVESTMENTS

Can I direct how my account balances will be invested?

Yes. You can direct how your entire account balance will be invested from among the different investments offered under the Plan.

You may make or change your investment elections by returning an investment election form to the Plan Administrator.

How often can I change my investment election?

Subject to any additional restrictions placed on investment timing by the actual investment, you may change your investment elections daily.

What type of accounts can my account balance be invested in?

Your account balance can be invested in a Retirement Income Account.

How will my account balances be invested if I do not make an investment election?

If you do not make an investment election your account balances will be placed in investments selected by the Plan Administrator.

Does the Plan have a financial advisor that I can contact for more information about Plan investments?

Yes, you may contact the Plan's financial advisor at:

Name: Sara Meyer

Address: 950 S. Winter Park Dr. Suite 107, Casselberry, FL 32707

Phone number: 407-542-5161

Fax: 877-509-1743

Email: sara.meyer@thrivent.com

How often does the Plan Administrator determine how much my benefit in the Plan is worth?

The Plan Administrator will determine the value of each Participant's benefit under the Plan on the last day of the Plan Year. The Plan Administrator may also choose other dates to determine the value of each Participant's benefit under the Plan.

MISCELLANEOUS

Domestic Relations Orders

Under certain circumstances, a court may issue a domestic relations order assigning a portion of your benefits under the Plan to a spouse, former spouse, child or other dependent. The Plan Administrator will determine whether the order is a qualified domestic relations order ("QDRO"). If the Plan Administrator determines that the order is a QDRO, it will implement the terms of the QDRO and divide your Account accordingly. You may obtain, without charge, a copy of the Plan's QDRO procedures from the Plan Administrator.

Insurance

The Plan is not insured by the Pension Benefit Guaranty Corporation (PBGC) because it is not a defined benefit pension plan.

Administrator Discretion

The Plan Administrator has the authority to make factual determinations, to construe and interpret the provisions of the Plan, to correct defects and resolve ambiguities in the Plan and to supply omissions to the Plan. Any construction, interpretation or application of the Plan by the Plan Administrator is final, conclusive and binding.

Plan is Not a Contract of Employment

The Plan does not constitute, and is not to be deemed to constitute, an employment contract between Your Employer and any employee or an inducement or condition of employment of any employee. Nothing in the Plan is to be deemed to give any employee the right to be retained in Your Employer's service or to interfere with Your Employer's right to discharge any employee at any time.

Waiver

Any failure by the Plan or the Plan Administrator to insist upon compliance with any of the Plan's provisions at any time or under any set of circumstances does not operate to waive or modify the provision or in any other manner render it unenforceable as to any other time or as to any other occurrence, whether the circumstances are the same or different. No waiver of any term or condition of the Plan is valid or of any force or effect unless it is expressed in writing and signed by a person authorized by the Plan Administrator to grant a waiver.

Errors

Any clerical or similar error by the Plan Administrator cannot give coverage under the Plan to any individual who otherwise does not qualify for coverage under the Plan. An error cannot give a benefit to an individual who is not actually entitled to the benefit.

ADMINISTRATIVE INFORMATION**Plan Sponsor**

The Plan Sponsor is National Christian Churches & Ministries Network.

- Employer Identification Number: 472767029
- Address: 950 S. Winter Park Dr. , Suite 102, Casselberry, FL 32707
- Phone number: (407)535-7030
- Fax number: (321)445-9900

Plan Administrator

The Plan Administrator is a committee appointed by National Christian Churches & Ministries Network.

- Address: 950 S. Winter Park Dr. , Suite 102, Casselberry, FL 32707
- Phone number: (407)535-7030
- Fax number: (321)445-9900
- Email: rafael@nccmn.org

Plan Assets

Assets of the Plan are held in a Retirement Income Account.

Agent for Legal Service

The agent for legal service for the Plan is the President of the Board of National Christian Churches & Ministries Network.

- Address: 950 S. Winter Park Dr. , Suite 102, Casselberry, FL 32707
- Phone number: (407)535-7030
- Fax number: (321)445-9900

Plan Number

The Plan is a 403(b) plan. The Plan number is 001.

Plan and Fiscal Year

Your Employer's fiscal year and the Plan Year end on December 31.

DEFINITIONS**Account**

Your Account is the sum of all of your amounts in each of your different contribution accounts.

Beneficiary

Your Beneficiary is the individual who will get your benefit under the Plan upon your death. You have the right to designate one or more primary and one or more secondary beneficiary.

Compensation

Compensation is most of your taxable income received from the Other as specified in IRS regulations measured over the Plan Year. For any self-employed individual, Compensation will mean earned income.

For purposes of Elective Deferrals, Matching Contributions and Non-Elective Contributions, Compensation will include any amount you elect to defer on a tax-preferred basis to any benefit plan of Your Employer.

For purposes of Elective Deferrals, Matching Contributions and Non-Elective Contributions, Compensation will include payments of unused

accrued bona fide sick, vacation, or certain other leave that are paid to you after you terminate employment.

For purposes of Elective Deferrals, Compensation will include the following: Housing Allowance.

Compensation will include wages paid during any period in which you are performing service in the uniformed services while on active duty for a period of more than 30 days that represents all or a portion of the wages you would have received if you were performing service for Your Employer.

Disability

You will be considered Disabled when you are unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment that can be expected to result in death or which has lasted or can be expected to last for a continuous period of not less than 12 months. The permanence and degree of such impairment must be supported by medical evidence.

Elective Deferrals

Elective Deferrals are the amount of your Compensation that you chose to deposit into the Plan under a salary reduction agreement you complete with Your Employer.

Matching Contributions

Matching Contributions are contributions that Your Employer may make to the Plan on your behalf based on how much you contribute to the Plan.

Normal Retirement Age

Normal Retirement Age (NRA) is age 65.

Non-Elective Contributions

Non-Elective Contributions are contributions that Your Employer may make to the Plan on your behalf based on a formula specified in the "Contributions - Employer" portion of this document.

Plan Year

The Plan Year is the 12 month period ending on December 31.

Termination from Employment

You will be considered to have a Termination from Employment from Your Employer when you are no longer employed by Your Employer or on the day when Your Employer is no longer eligible to sponsor the Plan.

Transfer Contributions

Transfer Contributions are contributions that were transferred over to the Plan from another eligible retirement plan. This is typically done at Your Employer's discretion as part of a merger or related transaction.

VENDOR APPENDIX

Approved Vendors

An approved vendor is an organization who accepts ongoing Plan contributions directly from Your Employer. Subject to procedures established by the Plan Administrator you may be able to move your Plan assets between the approved vendors listed below:

- Thrivent Financial

FEES APPENDIX

Your Account may be charged for some or all of the costs and expenses of operating the Plan. Such expenses include the following:

- The Plan may charge affected Participants only for the expenses of receiving a distribution following termination of employment (if applicable to the Participant) in the following manner: \$50.
- The Plan may charge affected Participants only for the expenses of determining required minimum distributions (if applicable to the Participant) in the following manner: \$80.
- The Plan may charge affected Participants only for the expenses of receiving a hardship withdrawal (if applicable to the Participant) in the following manner: \$80.
- The Plan may charge affected Participants only for the expenses of processing a domestic relations order (if applicable to the Participant) in the following manner: \$100.

Fees listed above are subject to change. Please check with the Plan Administrator to be sure you have a current fee listing.