



REFLECTIONS

A monthly source of information for
beneficiaries of the Adventist Retirement Plans.

Retirees Working

It is fascinating to me to realize how many of our retirees continue to contribute to the work of the Seventh-day Adventist Church and its many causes. Our studies indicate that nearly 500 of our retirees continue to work half-time or more for NAD Adventist employers.

There is one caveat to this. Our IRS-approved policies prohibit full-time employment for a participating employer. We draw the line at 75% of what a full-time employee would be expected to work. So if a retiree applies for employment with a denominational employer such as a conference or an academy, and is employed at more than 75% of full-time for that job type, the denominational employer is required to inform us and we are required to suspend monthly benefits including any healthcare, until such time as he or she retires again or drops back to or below 75% of full-time employment.

We get some very creative ideas on this. For instance, "I'm a school employee. I work full-time for a denominational school, but since I get the summer off and Christmas holidays and Spring Break, I'm at about 75%." Doesn't work. To us, 75% is 75% of what another ten-month contract education employee would work.

There is a legal loophole for this policy, but in order to qualify, the retiree would have to have turned age 70 ½ by December 31, 1997, which would put him or her in the 80's now. Remarkably we have a handful of retirees in this category working full-time!

If you have any questions, please contact your denominational employer. Remember, the prohibition is only for denominational employment. Retirees can work full-time for a non-church employer without any penalty. They can also work part-time, up to 75% of full-time. Finally, what you actually pay is not the issue, but what the work expectation is in hours or work load. If a retired employee is typically expected to work or actually works for a participating employer more than 75% of the hours a full-time employee would work, we must suspend the monthly and healthcare benefits.

“SHARP Corner”

A frequently asked question received by the SHARP office is “Do I have a look-back provision for Dental/Vision or Hearing services if I have extra expenses or haven’t used all of my benefits in previous years?” Here are a few simple guidelines to answer that question as well as other information you should take note of:

Dental: This benefit has a yearly limit for 2010 of \$2,200. The dental benefit does not require prior authorization. You may use the benefit of \$2,200 for your dental services as you choose, but only for non-cosmetic services. You may have two dental cleanings each year, and can be authorized for additional cleanings if requested in writing by your dentist. There is no look-back provision of any type for dental. We do not authorize you to use past, unused benefits and we do not allow you to use a future year’s benefits. Also, if you are participating in one of the medical coverage options, Base or MCx, you have available to you under these options one yearly dental exam/cleaning paid at 100%. This one exam does not track against your \$2,200 dental benefit.

Vision: This benefit has a yearly limit for 2010 of \$400. The vision benefit is for refractive services, glasses, contacts etc. There is no look-back provision for this benefit. We do not authorize you to use past, unused benefits and we do not allow you to use a future year’s benefits. If you have a medical vision service, such as eye surgery, it is not covered under this vision benefit. Medical eye services must be submitted to Medicare. However, if you have cataract surgery and Medicare pays its portion, which may include partial assistance on your first pair of glasses or contacts after surgery, this vision benefit can assist with expenses remaining after Medicare pays its portion for glasses or contacts only.

Hearing: This benefit has a yearly limit for 2010 of \$2,200. The hearing benefit is for a hearing test as well as the purchase and/or repair of hearing aids. It does not cover battery replacement. It does not require prior authorization. This benefit does provide a one year look-back provision. This would make available to you any benefit you did not use within the previous Plan year (i.e.: 2009).

Unfortunately some audiologists have bullied our retirees into ordering new hearing aids every year, once they become aware of the generous plan we have. A qualified and reputable audiologist will be able to inform you as to the continued effectiveness of your device. We have had audiologist who automatically ordered new hearing aids for retirees in nursing homes every year, and informed them “Your new hearing aid is here!” Please carefully review your hearing care needs and always be diligent in choosing reputable hearing care providers.

Maximums: Several times a month we receive an appeal from a retiree to provide benefits above the maximums provided in each section above. Sometimes these requests include elaborate care plans provided by a provider. Our governing committee has set the maximum payout each year, and has not authorized us to provide individuals with excess amounts. Very few church pension plans provide their retirees with any dental/vision/hearing assistance. We recognize that occasionally our annual limits may not always meet specific needs. We do not authorize payouts above the maximums. If possible, you may wish to have the work done over the year-end. If some dental work is done in December, and then some in January, you

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This Month: **July 27**

Next Month: **Aug. 27**

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Adventist Risk Management: 1-800-447-5002
Healthcare Claims Queries

SHARP: 301-680-5036
SHARP@nad.adventist.org
Healthcare Eligibility Queries

Submit all claims to:
Adventist Risk Management—SHARP
PO Box 1928
Grapevine, TX 76099-1928

Medco Health: 1-800-841-5396
Verify pharmacy participation with
Medco Health

Payroll: 1-888-838-8955
Bulletin Board of Payroll Information

NAD Retirement Department
Fax: 301-680-6190
12501 Old Columbia Pike
Silver Spring, MD 20904-6600

Barbara Yowell: 301-680-6244
Lost checks, direct deposits, 1099R,
tax withholding, change of address,
verification of benefits for loans,
housing, Medicaid

Retirement Reception: 301-680-6249
General Retirement Office Information

Chris Meier: 301-680-6192
Reporting a death, disability reviews



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have straddled the plan year and receive coverage for both calendar years. However the dentist is required to provide us the date of service. We cannot accept a billing in 2011 for work done in 2010 and apply it to 2011's maximum payout.

To read the full Plan description of the DVH Option, see pages 9 -10 of the SHARP documents and page 21 for the Schedule of Standard SHARP Benefits. You may access the full document at www.nadadventist.org/ret (Retiree, Downloads, SHARP Booklet)

100 Years of Retirement

One Hundred Years ago this year, the Seventh-day Adventist church began to 'do retirement.' One interesting resolution in the 1910 document says "That it be understood by the beneficiaries that the allowances from this fund are cheerfully made, and by a disbursing committees that the fund is the inheritance of the beneficiaries." I've read (and written) many policies during thirty three years of denominational service, but do not recall such a "cheerfully made" clause in any employee benefits policies. Perhaps the implication is that some would consider the benefits to be motivated by charity, and that this was not the case; benefits to career ministers and their families were to be considered the 'inheritance' of the beneficiary as much as the tithe in the Promised Land was the inheritance of the Levites. (Leviticus 10:8,9)

Subsequent issues of *The Advent Review and Sabbath Herald* appear to link the 5% of tithe sustentation funding provision with the push of the church to spread the Three Angels Message around the globe. The January 26, 1911 issue remarks that "Thirty-five

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conferences have now been placed upon the roll, the latest acquisitions being East Pennsylvania, voting five per cent of their tithes to the Sustentation Fund. . .” and lauds “Iowa which has decided to give five per cent for the Sustentation Fund, and twenty-five percent for foreign missions.”

The hope and optimism of church leaders is seen in Resolution 14: “That any surplus funds on hand, above \$5,000 be appropriated annually to the General Conference for mission fields.” Today, a pension fund manager would be horrified with the concept of raiding retirement contributions for a non-retirement purpose. (Neither would the U.S. Department of Labor or the Internal Revenue Service be pleased with such a resolution. According to one inflation calculator, the fund cap of \$5,000 in 1911 would be worth approximately \$150,000 in 2008.) However that obsession with global missions has resulted in a global church today. Some of our retirees have participated in that global reach, and some continue to do so to this very day.