



CONTRIBUTION TYPES

Church/Employer Contribution

- Tax-deferred
- Paid and remitted by the church/employer as a fringe benefit (i.e. above and beyond the employee's salary or regular wages).
- Not reported to the employee as income on the annual Form W-2.

Participant Before-Tax Contribution

(Requires a signed salary reduction agreement on file with the church/employer)

- Tax-deferred
- Paid (via salary reduction) by the participant and remitted by the church/employer based on a salary reduction agreement between the employer and employee.
- The salary reduction agreement, which must be kept on file by the employer, allows the participant to reduce currently taxable income and, therefore, current tax liability.
- Reported on the W-2 Form in Box 12 (Code E), but **NOT** included in Box 1 as a part of wages. For non-ordained (lay) employees, this amount would, however, be reported and taxed as a part of Social Security Wages and Medicare Wages in Boxes 3 and 5.

Participant Roth 403(b) Contribution

(Requires a signed salary reduction agreement on file with the church/employer)

- After Tax
- Paid (via salary reduction) by the participant and remitted by the church/employer based on a salary reduction agreement between the employer and employee.
- The salary reduction agreement, which must be kept on file by the employer, reduces the participant's net paycheck, but the participant's entire salary is still fully subject to all applicable tax withholding requirements.
- 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.