

# MINISTRY MATTERS

a newsletter for employers and ministry leaders who administer the Wesleyan Pension Fund Retirement Plan

EMPOWERED

15<sup>th</sup> GENERAL CONFERENCE  
of THE WESLEYAN CHURCH

## EMPOWERED TOGETHER GENERAL CONFERENCE 2026

We are looking forward to gathering with you at the 15th General Conference this May, a meaningful time when the Wesleyan family comes together for worship, connection, and discernment of God's direction for the Church. Centered on the theme Empowered, this gathering reflects a shared desire to be led by the Holy Spirit as we continue the mission of reaching every person and every community with the hope of Christ.

As you make your way through the conference, we invite you to stop by our table in the exhibit area. We would love the opportunity to connect with you, hear your story, and encourage you in your financial journey as you continue serving with purpose and faith.



## WORKING SIDE BY SIDE FOR THOSE WE SERVE

We are excited to share that Servant Solutions has officially moved into its new office space in the Wesleyan Investment Fund Building (*formerly TWC Headquarters*) marking an important step forward in its ongoing partnership with Wesleyan Pension Fund. We are especially grateful to now be sharing the same suite, creating a natural opportunity for closer collaboration and daily connection.

In addition, our new location places us in the same building as Wesleyan Investment Foundation and the Wesleyan Denominational Offices. This proximity strengthens our shared commitment to serve those who serve the Church, while allowing each organization to maintain its unique identity and mission.

While our roles and responsibilities remain distinct, being together in one space fosters greater communication, efficiency, and shared learning. It also enhances our ability to provide consistent, high-quality support to WPF members through aligned efforts and strong working relationships.

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**Before-tax or after-tax?  
Employer or employee  
decision? Understanding  
these contribution types  
helps ensure accurate  
reporting and protects  
your employees from  
potential tax issues  
down the road.**

## **MAKING SENSE OF CONTRIBUTION TYPES**

**If you have questions about Contribution Types or want help determining what is appropriate for your situation, please reach out. We are always happy to help you understand the options available to you.**

If you have ever felt unsure about which type of retirement contribution to report for your pastor or employees, you are not alone. The terms “before-tax” and “after-tax” can be confusing, but the distinction matters for your employees and how their contributions are reported.

Wesleyan Pension Fund accepts contributions under three classifications:

- Church/Employer Contribution
- Participant Before-Tax Contribution
- Participant Roth 403(b) Contribution

The first two types are both before-tax (tax-deferred) contributions. This means the money is not treated as taxable income for the employee in the current year.

Church/Employer Contributions (#1) are funds the church sends directly to the employee’s retirement account as part of their compensation package and are not reported on the employee’s W-2.

Participant Before-Tax Contributions (#2), often called salary reduction contributions, allow the employee to defer a portion of salary before taxes are

calculated. The reduced amount appears as taxable income in Box 1 of the W-2 and is also listed in Box 12 (Code E).

While both types are before-tax, the distinction matters because the IRS places limits on contributions. In 2026, total contributions cannot exceed 100% of compensation or \$72,000. Employee deferrals are limited to \$24,500, with catch-up options of \$8,000 for those age 50+ or \$11,250 for those ages 60–63 (*only one catch-up applies*).

The third category, Participant Roth 403(b) Contributions (#3), reduces the participant’s net paycheck, but the full salary remains subject to applicable tax withholding. This option is reported in Box 12 (Code BB) and included in Box 1 as wages. For non-ordained employees, it is also subject to Social Security and Medicare taxes (Boxes 3 and 5).

If you would like additional details on contribution types or current IRS limits, please visit [wesleyanpensionfund.com](http://wesleyanpensionfund.com). A helpful information sheet is available there for download.

## SIDE BY SIDE (cont.)

We see this move as more than a change in location. It represents a continued investment in the future of this partnership and the people we serve. We are thankful for the foundation that has been built and look forward to this next season of working side by side to support the financial well-being of ministry leaders.

If you find yourself in the area, we would love to welcome you. We invite you to stop by, meet the team, and see this new space that reflects our shared commitment to serving you well.



The team praying together for lunch on move in day and Jim Weinmann and Cindy Linder.

## SECURE 2.0 UPDATE

### ROTH CATCH-UP CONTRIBUTIONS FOR HIGHLY COMPENSATED EMPLOYEES

*If your ministry has highly compensated employees age 50 or older, Secure 2.0 introduces an important change that employers need to be aware of.*

Under this provision, any employee who earned more than \$150,000 in FICA wages in the prior year (a threshold indexed for inflation) is considered highly compensated for purposes of catch-up contributions. Beginning with the applicable effective date, these individuals must make any age 50+ catch-up contributions on a Roth (after-tax) basis rather than pre-tax.

Catch-up contributions allow employees age 50 and older to contribute additional amounts beyond the standard IRS deferral limit. While this continues to be a valuable benefit, the required shift to Roth contributions means those additional dollars will be included in the employee's taxable income in the year they are made.

For employers, this change brings important administrative considerations. Payroll systems must be able to identify eligible employees, apply the correct contribution type, and ensure accurate withholding and reporting. Coordination between payroll providers and plan administration will be key to maintaining compliance.

This change may also prompt questions from employees as they notice differences in take-home pay

or seek to understand how Roth contributions fit into their overall retirement strategy.

At Wesleyan Pension Fund, we are committed to supporting you as you care for your staff. Our team is available to help you understand how these Secure 2.0 changes apply within the plan, provide guidance on implementation, and assist in communicating these updates clearly to your employees.

If you have questions or would like assistance reviewing your processes, we encourage you to reach out. We are here to help you navigate these changes with confidence while continuing to support the long-term financial well-being of those you serve.



# ONE FORM THAT MAKES A BIG DIFFERENCE

A beneficiary form is a document that allows retirement plan members to decide who will receive the funds in their account after their death. For participants in a church retirement plan such as a 403(b), this form is especially important because it puts members in control of what happens to the retirement savings they have worked hard to build. By completing a beneficiary form, members clearly direct the plan provider on who should receive their account balance.

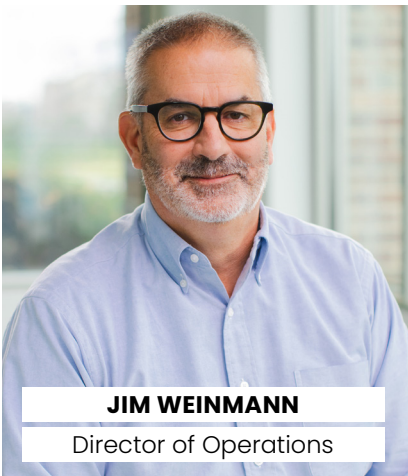
Many people assume their will determines where retirement funds go, but retirement accounts are distributed according to the beneficiary form on file with

the plan provider. This makes the form one of the most important documents connected to a retirement account.

If a beneficiary form is missing or outdated, it can create confusion and delays for loved ones during an already difficult time. Reviewing and updating the form after life changes helps ensure your wishes remain clear and your retirement savings support the people you care about most. If you experience a life change—such as a change in marital status, the birth of a child or are uncertain if you have a beneficiary form on file—please contact us so we can help you review and update your beneficiary information.



## HERE TO SERVE YOU



**JIM WEINMANN**

Director of Operations



**CINDY LINDER**

Executive Assistant

Wesleyan Pension Fund is a dedicated team working behind the scenes. We support members every day through customer service, distributions, and account support. It is our goal to ensure pastors, ministry staff, and employers receive the guidance and care they need at every stage of their retirement journey. Contact us any time you have questions or need assistance.

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