

Descriptions of Frequently Used Terms

#

- 311** A reference to the group life insurance benefit provided to all eligible clergy under The Church Pension Fund Clergy Life Insurance Plan.
- 401(a)** In CPF's case, this is a type of defined contribution retirement plan that holds contributions on a tax-deferred basis. One of the Lay DC Plans is a 401(a) plan, and it holds after-tax employee and employer contributions.
- 401(k)** A type of defined contribution retirement plan where an employee can make contributions from his or her paycheck either before or after-tax, depending on the options offered under the plan. A 401(k) plan is also a type of 401(a) plan. Neither of the Lay DC Plans nor the RSVP is a 401(k) plan.
- 403(b)** A type of defined contribution retirement plan offered by certain tax-exempt organizations, like CPF. One of the Lay DC Plans and the RSVP are 403(b) plans, and both plans hold employee salary deferrals as well as employer contributions.

A

- A138** A resolution from the 2009 General Convention titled "Amend Canons I.8.1 and I.8.3 to Establish a Mandatory Lay Employee Pension System." Please refer to [The Episcopal Archives](#), [The Acts of Convention](#) for more information.
- A147** A resolution from the 2006 General Convention titled "Study the Costs and Issues of Healthcare Benefits for All Clergy." Please refer to [The Episcopal Archives](#), [The Acts of Convention](#) for more information.
- A177** A resolution from the 2009 General Convention titled "Amend Canon I.8 to Establish a Denominational Health Plan." Please refer to [The Episcopal Archives](#), [The Acts of Convention](#) for more information.
- A181** A resolution from the 2015 General Convention titled "Study Costs of Pension Benefits in Foreign Dioceses." Please refer to [The Episcopal Archives](#), [The Acts of Convention](#) for more information.
- ACH Automated Clearing House**; an electronic funds transfer system that deals with payroll, direct deposit, tax refunds, consumer bills, tax payments, and other such payments.
- ARC Administrators' Resource Center**; please refer to www.cpg.org/arc for more information.

B

- BCES** **Benefits Conference for Episcopal Schools;** sponsored by CPG to provide education for administrators and other church leadership of schools who participate in CPG sponsored-benefits. Please refer to the [ARC](#) for more information.
- BPC** **Benefits Partnership Conference;** sponsored by CPG to provide education for administrators and other church leadership. Please refer to the [ARC](#) for more information.

C

- CDHP** **Consumer-Directed Health Plan.** A type of health plan, also known as an HDHP (high-deductible health plan), and typically includes an HSA. Please refer to [Plan Types](#) for more information.
- CIC** **The Church Insurance Companies.** Please refer to [Church Insurance](#) for more information.
- CLIC** **Church Life Insurance Corporation.** Also referred to as “Church Life”. Please refer to [Church Life Insurance Corporation](#) for more information.
- COLA** **Cost-of-Living-Adjustment**
- CPF** **The Church Pension Fund.** Please refer to the [Church Pension Fund](#) for more information.
- CPG** **Church Pension Group.** Please refer to [Our Lines of Business](#) for more information.
- CPI** **Church Publishing Incorporated.** Please refer to [Church Publishing Incorporated](#) for more information.
- CPPR** **Clergy Pension Plan Revisions.** Revisions to The Church Pension Fund Clergy Pension Plan and related plans, effective January 1, 2018. Please refer to [Clergy Pension Benefits](#) for more information.
- CREDO** Conferences and resources for eligible clergy provided by CPG. Please refer to [CREDO](#) for more information.

D

- DB; DB Plan** **Defined benefit plan.** A traditional pension plan that provides a benefit based on a specified formula, taking into account factors such as the participant’s salary, age, and the number of years worked. The plan sponsor assumes the investment and longevity risks.
- DC; DC Plan** **Defined contribution plan.** A retirement plan in which the employee and/ or the employer contribute to the employee’s individual account under the plan. The participant assumes the investment and longevity risks.
- DFMS** **Domestic and Foreign Missionary Society.** The corporate and legal entity of the national Episcopal Church.
- DHP** **Denominational Health Plan;** administered by CPF with healthcare benefits provided by The Episcopal Church Medical Trust.

E

- EBAC** **Episcopal Business Administration Conference**; sponsored by CPG to provide education for administrators and other church leadership. Please refer to [ARC](#) for more information.
- ECCC** **Episcopal Camps and Conference Centers**
- ECD** **The Episcopal Clerical Directory**; published every two years by Church Publishing Incorporated; includes biographical information about Episcopal clergy.
- ECCEBT** **The Episcopal Church Clergy and Employees' Benefit Trust**; the VEBA that holds the plan assets for the medical plans offered by the Medical Trust.
- ECMT** **The Episcopal Church Medical Trust** (Medical Trust) is the sponsor of the medical plans offered to the Church. This is the same entity as Church Pension Group Services Corporation, an affiliate of CPF, but it is authorized to do business as The Episcopal Church Medical Trust. Note that this entity is **not** a trust. The trust that holds the assets of the plans sponsored by the Medical Trust is called the ECCEBT. Please refer to [The Episcopal Church Medical Trust](#) for more information.
- ER** **Employer Roster**; the ER is a secure, web-based application that has three main functions: employee management, pension management and institution management. The ER works in tandem with the Institutional Roster (IR). Please refer to [Employee Roster](#) for more information.
- E&W** **Education & Wellness**; division of CPG that provides our clients with educational opportunities for understanding, accessing, and utilizing pension and healthcare benefits and services, in addition to sharing ways to plan for a healthier financial future and strategies for supporting physical and emotional well-being.

F

- FLSA** **Fair Labor Standards Act**. Please refer to the [Department of Labor](#) for more information.
- FMLA** **Family and Medical Leave Act**. Please refer to [Department of Labor](#) for more information.
- FSA** **Flexible Spending Account**; an arrangement offered by an employer to allow its employees to deduct a portion of their salary on a pre-tax basis or eligible health and/or dependent care expenses that are not covered or reimbursed by other benefit plans.

H

- HAC** **Highest Average Compensation**, which is used to determine pension benefits provided by CPF. Please refer to [A Guide to Clergy Benefits](#) or [A Guide to the Lay Defined Benefit Plan](#) for more information.
- HIPAA** **Health Insurance Portability and Accountability Act**. Please refer to the [Department of Health and Human Services](#) for more information.
- HSA** **Health Savings Account**; works in tandem with a CDHP. Please refer to [Plan Types](#) for more information.

IBAMS **Integrated Benefits Account Management Services.** A CPG business unit that provides business to business personalized and high quality account management and training support to CPG's employee benefit clients.

IR Institution Roster; the first phase of the CPG web-based registration system that helps employers comply with the resolutions establishing the lay employee pension system and the denominational health plan. The IR helps CPF confirm and collect relevant information about employers in every diocese. Works in tandem with the Employee Roster (ER).

Lay DC Plan **The Episcopal Church Lay Employees' Defined Contribution Retirement Plan (403(b)),** which holds both employee (pre-tax and after-tax) and employer contributions, and **The Episcopal Church Lay Employees' Defined Contribution Retirement Plan (401(a)),** which holds after-tax employee and employer contributions. Depending on when an employer adopted the Lay DC Plan, it may have adopted both plans or only the 403(b) plan.

Listbill ID Medical Trust-designated account number for a diocese or large group

LPS **Lay Employee Pension System.** See A138 for more information.

MLPS **Medical Life Participant System;** online system that group administrators use to add or terminate members in group medical, life, dental, and disability benefits and to change member information; automatically feeds into the transactional system in Medical Trust and Church Life.

MSHP **Medical Supplement Health Plan** offered by the Medical Trust.

MSHP Subsidy **Medical Supplement Health Plan Subsidy.** A monthly post-retirement health subsidy provided by CPF to eligible retired clergy and their eligible spouses or surviving spouses; can only be used toward an MSHP and/or a dental plan offered by the Medical Trust.

MSP SEE **Medicare Secondary Payer Small Employer Exception.** Please refer to [Medical Plans](#) for more information.

NAO **New Administrator Onboarding;** training curriculum that covers the plan, products, and systems needed to administer employee benefits provided through CPG. Please refer to [ARC](#) for more information.

P&C **Property & Casualty;** insurance offered by CIC to Episcopal churches and institutions. Please refer to [Property & Casualty Insurance](#) for more information.

PCP **Primary care physician;** a healthcare provider who practices general medicine.

PFW **Planning for Wellness Conference;** provides members financial planning and education along with a focus on physical and psychological well-being. Please refer to [Planning for Wellness](#) for more information.

PHI **Protected Health Information;** a class of personal information relating to health as defined in the *Health Insurance Portability and Accountability Act of 1996 (HIPAA)* Please refer to [Department of Health and Human Services](#)

for more information.

POA **Power of Attorney**; the authority to act for another person in specified or all legal or financial matters.

PSW **Plan Sponsor Webstation**; Fidelity's online tool for employers to transmit contributions electronically for the Lay DC Plan and RSVP. Please refer to [Contribution Remittance](#) for more information.

Q

QDRO **Qualified domestic relations order**; a court order that has been approved by CPF that is used to divide your retirement plan benefit with an alternate payee (usually your former spouse). Email qdro@cpg.org for more information.

R

Red Book Also known as *The Episcopal Church Annual*; provides a list of churches and dioceses and their contact information, a listing of clergy, church-related organizations, and other useful information.

RSVP **The Episcopal Church Retirement Savings Plan**; a 403(b) plan that holds both employee and employer contributions.

S

SCP **Simplified Contribution Platform**; Fidelity's online tool for employers to transmit contributions electronically to the Lay DC Plan and RSVP. Please refer to [Contribution Remittance](#) for more information.

T

TAC **Total Assessable Compensation**, which is used to determine assessments payable to CPF. Please refer to *A Guide to Clergy Benefits* or *A Guide to the Lay Defined Benefit Plan* for more information.

V

VEBA **Voluntary Employees' Beneficiary Association**; a tax exempt trust under Internal Revenue Code section 501(c)(9). The VEBA that holds the Medical Trust plan assets is called the ECCEBT.