

**NBUSA-Provided Insurance and Retirement Benefits for Active Service  
Effective January 1, 2024**

Position	Requirements			Insurance Benefits				Retirement Benefits (g)			
	(a) Cred	(b) FT/FL	(c) Hours	Base (e)		Supplemental (f)		Nazarene 403(b) Retirement Savings Plan			
				Survivor's	LTD	Survivor's	LTD	Contributions by			
								EE	ER	NBUSA	Rollover
<b>Local Church</b>											
Lead/Sr. Pastor	✓			✓	✓	✓	✓	✓	✓	✓	✓
Assoc Pastor	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓
Other Staff			✓			✓	✓	✓	✓		✓
<b>District Office</b>											
District Supt.	✓			✓	✓	✓	✓	✓	✓	✓	✓
DA Ministers	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓
Other Staff			✓			✓	✓	✓	✓		✓
Evangelists	✓	(d)		✓	✓	✓	✓	✓	✓	✓	✓

**Footnotes:**

- (a) Current credentials (district licensed or ordained) on file and in good standing with a local district which supports the NBUSA Fund
- (b) Full-time/Full-livelihood = at least 30 hours per week for at least 30 weeks per year; *and* deriving at least 50% of personal net income from the local church or district being served.
- (c) Works at least 30 hours per week.
- (d) No fewer than 30 Sundays or 26 revival events (as defined by the General Board Committee on the Interests of the God-Called Evangelist) in U.S. districts that support the NBUSA Fund
- (e) Requires local church annual payment of least \$1.00 to the NBUSA Fund
- (f) Additional coverage available for purchase
- (g) Ministers in service prior to 1996 may receive a portion of their retirement benefits from the Basic Pension Plan.

Survivor's = Life Insurance  
LTD = Long-term Disability Insurance  
EE = EmployEE  
ER = EmployER



Prepared October 4, 2023