RPB provides high-quality retirement and insurance products tailored to the financial needs of modern Reform Movement clergy, professionals, and staff. As one of the Reform Movement’s cornerstone institutions, RPB’s offerings help congregations to attract and retain top talent and ensure those who serve their communities can have a dignified retirement.

Highlights

- **Reliable.** Established in 1944, RPB has a long track record of offering a competitive retirement plan to Reform Movement participants. RPB has no shareholders to please or revenue goals to meet. We work only and always in the best interest of our plan participants and their employers. Today, participants have the added security of Fidelity Investments, the Plan’s recordkeeper.

- **Quality.** RPB’s investment strategy and selection of funds are guided by today’s best practices in retirement planning and by Reform Jewish values. Plan participants have three tiers of funds to choose from to meet their unique needs. (See the Investment Choice Guide for more details and the RPB Fund Performance Summary for historical fund performance.)

- **Convenient.** RPB acts as the plan sponsor and takes on fiduciary responsibility for the Plan.

- **Streamlined.** RPB provides a single plan that congregations can offer to all their employees who work at least 18 hours a week.

- **Economical.** RPB’s retirement plan is free to Reform Movement organizations.

- **Accessible.** RPB provides high-touch, NYC-based support for all participants and employers. Participants also receive free investment advice from licensed retirement planners and educational materials (available in English and Spanish) through Fidelity.

**PRODUCTS OFFERED**

- 403(b) retirement plan
- Non-qualified deferred compensation plan (Rabbi Trust)
- Group term life insurance
- Long-term disability insurance (LTD)
- Retirement contribution insurance
- Loans and hardship withdrawals
- Parsonage benefit in retirement
- Congregational investing

**REFORM PENSION BOARD (RPB)**

**Founded:** 1944  
**Legal construct:** Nonprofit trust  
**Founders:** URJ and CCAR  
**Auditor:** RSM LLP  
**Investment advisor:** NEPC LLC  
**Legal Counsel:** Nixon Peabody LLP

Reform Pension Board  
355 Lexington Avenue  
5th Floor  
New York, NY  
10017-6603

askus@rpb.org  
(212) 681-1818

rpb.org

Invested in your future
## RPB 403(b) Retirement Plan Details

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Non-ERISA 403(b)(9) Church Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Plan Sponsor</strong></td>
<td>RPB</td>
</tr>
<tr>
<td><strong>Fiduciary</strong></td>
<td>RPB</td>
</tr>
<tr>
<td><strong>Recordkeeper</strong></td>
<td>Fidelity Investments</td>
</tr>
<tr>
<td><strong>Assets Under Management</strong></td>
<td>$1 billion+</td>
</tr>
<tr>
<td><strong>Active Employers</strong></td>
<td>~600 (As of 12/31/22)</td>
</tr>
<tr>
<td><strong>Active Participants</strong></td>
<td>~1,675 (As of 12/31/22)</td>
</tr>
<tr>
<td><strong>Total Participants</strong></td>
<td>~3,250 (As of 12/31/22)</td>
</tr>
<tr>
<td><strong>Inbound Rollovers</strong></td>
<td>Allowed</td>
</tr>
<tr>
<td><strong>Loans</strong></td>
<td>Yes, available to all participants.</td>
</tr>
<tr>
<td><strong>Hardship Withdrawals</strong></td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Vesting</strong></td>
<td>No vesting schedule. All participants are immediately 100% vested.</td>
</tr>
<tr>
<td><strong>Mandatory Employer Contributions</strong></td>
<td>No</td>
</tr>
<tr>
<td><strong>Universal Employee Participation</strong></td>
<td>No. The employer does not have to offer the Plan to all employees.</td>
</tr>
<tr>
<td><strong>Nondiscrimination Requirement</strong></td>
<td>None</td>
</tr>
<tr>
<td><strong>Payroll Service Integration</strong></td>
<td>No</td>
</tr>
<tr>
<td><strong>Portability</strong></td>
<td>Yes. Participants’ accounts move with them to any qualified Reform Movement employer.</td>
</tr>
<tr>
<td><strong>Beneficiaries</strong></td>
<td>Managed online through the MyRPB for Participants web portal.</td>
</tr>
<tr>
<td><strong>Non-spousal Primary Beneficiaries</strong></td>
<td>Spousal consent required.</td>
</tr>
<tr>
<td><strong>Qualified Domestic Relations Order (QDRO)</strong></td>
<td>Yes</td>
</tr>
</tbody>
</table>

### Contributions

**TYPES**  
Employees: Pre-tax and Post-tax Roth  
Employer: Discretionary  

**LIMITS (2023)**  
No minimum contribution  
Maximum contribution (as determined by the IRS) cannot exceed:  
- $22,500 in elective salary deferral contributions.  
- $7,500 in catch-up elective deferral contributions for participants ages 50 and over.  
- $66,000 in total contributions. ($73,500 for ages 50 and over.)

### Withdrawals

**TYPES**  
- Automatic recurring withdrawals (monthly or quarterly)  
- Single withdrawal (as needed)  
- Outbound rollover  
- Annuity

**TAX IMPLICATIONS**  
- Potential 10% tax penalty on withdrawals by participants younger than 59.5 (excluding outbound rollovers)  
- No tax penalty on withdrawals by participants younger than 59.5 who retire after turning 55  
- Parsonage tax benefit on withdrawals for clergy

### Participant Fees

- ~0.22% of account balance annually for administrative fees  
- $75 one-time loan set up fee (if applicable)  
- $25 annual loan maintenance fee (if applicable)  
- $25 overnight mail fee (if applicable)  
- $25 single withdrawal (excluding required minimum distribution) and outbound rollover fee  
- No deferred sales charges (commissions) on withdrawals