



# Concordia Retirement Savings Plan 403(b)

## Options when leaving your employer

We thank you for your service to The Lutheran Church–Missouri Synod and wish you well. At retirement or wherever you're heading next, you have several options for your Concordia Retirement Savings Plan 403(b) account, which vary based on your account balance. Before making a decision about your CRSP balance, we suggest that you speak with either a tax professional or financial advisor.

### CRSP Account Balance Greater Than \$1,000

- Leave your funds with Fidelity in the CRSP and
  - > receive periodic payments in monthly, quarterly or annual installments from Fidelity, or
  - > simply maintain your account until minimum required distributions must begin at age 73 (or age 75 if born after 1959).
- Roll some or all of your CRSP account into the Concordia Retirement Plan (pension). You can roll over \$5,000 or more into the CRP at any time.
- Roll your CRSP account into an IRA or other eligible qualified plan.
- Receive a lump-sum cash distribution.

If you choose to leave your funds in the CRSP until a future date, no further action is required at this time. However, please make sure you have a beneficiary designation on file with Fidelity.

### CRSP Account Balance Less Than \$1,000

Under the provisions of the Plan, you will be required to take a complete distribution of your account. You will receive a letter with details on how to request a distribution. If no response is received within 60 days, Fidelity will process as a cash distribution.

### Ministers of Religion

If you are a minister of religion, you are allowed to exclude your eligible housing expenses from the distributions listed above, up to certain limits. However, a rollover distribution to an IRA or other eligible qualified plan will remove the opportunity for the housing exclusion of any subsequent distributions from that IRA or qualified plan.

### Distribution Requests

- To initiate a distribution, call Fidelity at **800-343-0860**.
- To roll over your CRSP 403(b) account into your CRP pension, call the CRSP Team at **888-927-7526** and request a "CRSP to CRP Conversion Rollover."

### Review Your Accounts

- To review your CRSP account, please visit **NetBenefits.com/atwork**.
- To review your CRSP benefits including estimating annuity options for CRSP to CRP conversion, please visit **RetirementConnection.ehr.com**.