

Ministers' Retirement Fund Recommendations

1. Denominational Plans and Recommendations:

- a) Mennonite Church USA recommends that the congregation contribute 8-10 percent of the pastor's compensation (including housing allowance) to a retirement plan.
- b) The Mennonite Church USA sponsored plan is Mennonite Retirement Trust (MRT), administered by Everence. MRT is available as either a 401(a) or 403(b) plan.
- c) In addition to the amount contributed by the employing congregation to MRT, pastors are encouraged to contribute additional personal savings for retirement either through MRT or through another retirement savings option. For more information about contributions limits and other information related to retirement plans, see [\[MRT Contributions Limits2018.pdf\]](#).
- d) Contributions to MRT (both congregation and pastor) are eligible to be designated as a housing allowance when funds are withdrawn at retirement. This is a unique feature that is generally not available outside of denominational plans like MRT.
- e) **Special note** - Contributions to MRT and other retirement plans cannot exceed the pastor's taxable income from the congregation (salary minus housing allowance). See [\[MRT Contributions Limits2018.pdf\]](#).

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