

2026 PREPARING FOR LIFE AFTER 60 IN AGWM

Statuses, Medicare, Social Security, and
Emotional Preparedness

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RETIREMENT STATUSES

When an appointed career worker who is head of household (HOH) reaches the age of 67 under Appointed General (AG), Appointed Special (AS), or Appointed Evangelist (AE) status, he or she will transition to one of the following statuses:

- **Senior Active Work Agreement (RS)**—Continued active service under contract. If the worker desires to continue active service and receives the required approvals, the worker’s status will be changed to RS with an administrative minute and signed contract before his or her 67th birthday.
- **Retired on Assignment (R9)**—Retired but still serving part-time. Stateside or traveling back and forth. Requires an RD invitation.
- **Retired (RM)**—Fully retired. If the worker or the Executive Committee opts for the worker’s retirement, the status will be changed to RM with an EC minute.
- **Early Retirement (RM)**—Retirement taken between the ages of 62–66, modified benefits.

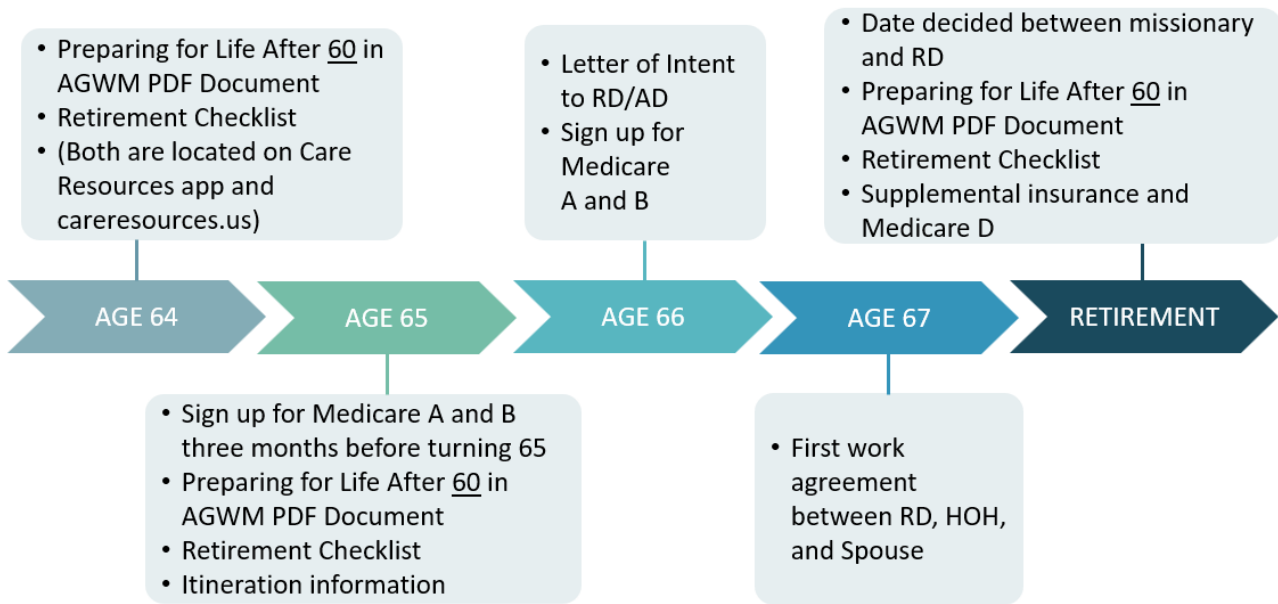
Status Comparisons

The worker will choose which status works best for him or her, with regional leadership approval. Please see the comparison table below and subsequent sections for more information.

Statutes	RS	R9	RM	RM
Description	Active	Retired but Serving Part-Time	Full Retirement	Early Retirement
Approval	RD/EC	RD/EC with Invitation	RD/EC	RD/EC
Age	67+	67+	67+	62–66
Work Agreement	12 Months	12 Months	None	None
Itineration	4 Months Every 2 Years	None	None	None
Transition Allowance Received	No	Yes	Yes	Yes
IMG	Medicare Part D Until Ended	Does Not Retain	Does Not Retain	Does Not Retain
Medicare	65+	65+	65+	65+
Account	Open	Open	Only (09) Offerings	Only (09) Offerings
Post-Retirement Short-Term Travel	None	None	\$5,000 ADP from (00) to (40)	\$5,000 ADP from (00) to (40)

Retirement Timeline

AGWM Retirement Timeline



Senior Active Work Agreement (RS)

An appointed career worker who will reach the age of 67 during his or her term *and wishes to remain active beyond the current term* may do so under the following conditions:

1. The worker indicates his or her intention to remain active by submitting a letter to the RD/EC member with a copy to the AD.
2. The AD and/or RD/EC member recommend RS status.
3. An annual work agreement is approved.
4. The decisions are recorded in the EC member's administrative minutes.
5. The personnel status is changed from AG, AS, or AE to RS.

First-Time Work Agreements

The first-time work agreement process is initiated by Member Care six weeks prior to the HOH's 67th birthday. The process is completed through the financial reporting website (financialreporting.agwm.com).

The screenshot shows the login page for the AGWM Financial Reporting website. The URL in the browser is <https://financialreporting.agwm.com/Home/Login?ReturnUrl=%2f>. The page title is "Financial Reporting" and it includes a "Login" link. The main heading is "Sign in with AGPassport" and it prompts the user to enter their username and password. Below the heading, there is a note: "Please enter your username and password. If you do not remember your username and password, click [Forgot Login](#) to receive an email. The email will be sent to the email address that AGPassport has on file and will allow you to recover your username and reset your password." The login form consists of two input fields: "Username*" and "Password*", each with a placeholder text. The "Username*" field has a placeholder "Username (usually your 6 digit account number)" and the "Password*" field has a placeholder "Password". There is a "Login" button below the fields. At the bottom, there is a small note: "*Fields marked with an asterisk are required."

Annual Work Agreements

Work agreements are required annually for all appointed career workers aged 67 and older who wish to remain active, have been approved to do so, and have had a yearly evaluation. If an annual work agreement is not renewed, a worker's retirement will be entered into EC minutes and the status changed to RM, effective with the end date of the agreement.

Appointed career workers may choose to retire while a work agreement is in effect and can communicate that desire to their RD/EC member, to be approved by the EC.

Work agreements are processed through Member Care and the worker's regional office starting in January of each year and must be completed by **March 1**. They are completed online through the financial reporting website.

Itineration

The itineration cycle for RS personnel and for SA/SP personnel on work agreements is up to four months every two years under the following conditions:

- The last full-year itineration cycle will be completed before or at the age of 67.
- A worker who takes a full one-year itineration cycle prior to reaching RS status is obligated to complete two years on assignment before being eligible for the four-month itineration cycle.
 - Eligibility for each subsequent four-month itineration cycle requires two years of field work.
- Only one month of vacation can be attached to a four-month itineration cycle.
- Itineration is contingent on renewal of the work agreement.

Additional conditions may be determined in consultation with the RD/EC member and the Mobilization and Development director.

Retired (RM)

An appointed career worker who will reach the age of 67 or full retirement age during his or her term and who wishes to retire at that time should discuss that decision with the AD and RD/EC member prior to retirement to ensure continuity of the work on the field/assignment.

- The RD/EC member's office will advise the worker concerning retirement status and approved date of retirement.
- Other arrangements—such as disbursement of last check and equipment disposition—will be processed by the appropriate departments with EC oversight.

Assigned career workers with SA or SP status who wish to remain active will complete annual work agreements beginning at the age of 67 or the next assignment completion after the age of 66.

Return Trips to the Field

If funds are available at the time of retirement, the RM account may be allowed to retain up to \$5,000 for one approved return trip to the field. The money will be transferred to class (40) until used.

All subsequent trips must be approved and processed through the respective regional/IM office and funded in the same manner as other credentialed people making short-term trips (STMAs).

All additional funds are to be processed directly through the organization. The personnel status will remain RM.

SA/SP Retirement

Career personnel who retire from SA and SP statuses will be shown as RM status only if they have served a minimum of eight continuous years of service with the organization from the time of approval until retirement and have EC approval.

Class (51) Funds—Transition Allowance

The current policy permits a transition allowance to accumulate in class (51) at a rate of **\$1,000/year** for a maximum of 30 years of service (\$30,000). A mandatory ADP transfer (\$83.33/month) is made from (00) to class (51).

- A “catch-up” lump sum transfer is allowed with RD/IMD approval to help reach an amount equal to \$1,000 annually for years of service, up to the maximum.
- The balance in class (51) will be disbursed the month after retirement (ADP, taxable income) subject to clearance of all overdrafts in the account.
- Class (51) is a transition allowance separate from the MBA 4 Pension transfer and any personal contributions to the worker’s retirement account.
- One term must be completed to qualify for disbursement of transition funds from class (51).

The transition allowance ADP transfer is required for all appointed and assigned SA personnel accounts. Those with SP status are not eligible for class (51) funds unless the contract specifically identifies the transfer from funds raised. Questions concerning the computation or the balance of funds in class (51) should be directed to the respective regional director/EC member.

All SA/SP personnel who wish to defer class (51) funds into the AGFinancial 403(b) Retirement Plan (MBA) at retirement should contact Brandy Nearn, bnearn@ag.org, in Divisional Accounting for appropriate paperwork. Deferral paperwork should be completed as soon as possible once retirement is minuted by the regional office. See additional notes below under Option 1.

For AGFinancial questions, the contact information is 866-621-1787 or clientservices@AGFinancial.org.

Options for Transition Allowance

- Under the AGFinancial 403(b) Retirement Plan (MBA), a credentialed minister can request to defer compensation into a deferred account. **Elective deferral limits (pre-tax and Roth after-tax):***
 - Under age 50:** \$24,500 (up from \$23,500 in 2025)
 - Age 50 and over:** \$32,500 (basic limit + \$8,000 catch-up)
 - Age 60-63:** \$35,750 (basic limit + \$11,250 “super” catch-up under SECURE 2.0)
- Any existing deferrals to MBA may affect how much transition allowance can be deferred based on the annual limit.
- MBA disburses retirement funds as minister’s housing, nontaxable.

2. *Workers may request to apply funds to their budget reporting (89) deficit from their regional accountant.*
3. *Workers may request to have the entire amount disbursed to them.*
 - a. The recommendation is to arrange a 30% deduction of the disbursement amount to cover income tax and self-employment tax.
 - b. The regional accountant can set this up and notify Divisional Accounting.

Final Check, IMG, and Insurance Termination

The last check from the organization will be issued on the 10th of the month the retirement becomes effective, and the medical/dental/life program policy with International Medical Group (IMG) and other insurances will terminate on the date the person changes to an inactive status. For example, those retiring December 31 would receive their last check December 10.

Retired on Short-Term Assignments (R9)

To continue serving in a part-time capacity past the age of 67, a worker needs an invitation and approval from his or her regional director to become R9 status.

Similarities to RS Status	Similarities to RM Status
<ul style="list-style-type: none"> • Work agreement (1 year) • Open account 	<ul style="list-style-type: none"> • No iteration cycle

Early Retirement (RM)

If the Executive Committee approves early retirement (ages 62 to 66), the worker may be changed to RM status. However, the following need to be considered:

- The worker would not remain on the medical program.
- The worker is eligible to receive, ADP, the balance of class (51) funds.
- The worker is not eligible for Medicare since it is not available until the age of 65.

USM Status

Retired workers cannot apply for USM status until one year after their retirement date.

MEDICARE

Eligibility (Age 65)

Medicare benefits become available at the age of 65 whether career personnel are retired or still working (if they worked the minimum number of quarters). Although the age for full Social Security retirement benefits is increasing each year until it eventually reaches 67 years, the age for Medicare A and B eligibility remains 65 years.

Disabled individuals who have worked the minimum number of quarters may become Medicare-eligible at the age of 62.

Career personnel should sign up for Medicare as soon as they are eligible.

Applicant Age (Age 64, Three Months Before 65)

The HOH and spouse must each apply for Medicare three months before the age of 65.

- If an individual applies for benefits with the Social Security Administration, the applications for Medicare Parts A and B are automatically included.
- Those who do not wish to receive Social Security benefits at the age of 65 should **at least** apply for Medicare Parts A and B ([medicare.gov](https://www.medicare.gov)) and indicate they seek Medicare coverage only. Failure to do so can have a negative impact on the insured's IMG medical insurance benefits. For questions regarding benefits, the number to call is 1-800-MEDICARE.
- Workers must have a stateside address where a responsible person will receive their Medicare card and first bill. After this, they can set up an automatic payment with their bank or make other arrangements for Part B premiums.
- For more information on Medicare Parts A, B, and D, workers may wish to investigate Medicare and Medigap coverage options.

Those who do not qualify for Medicare on their own work record may qualify based on their spouse's work record, provided the spouse is at least 62 years old and applies for coverage.

A spouse claiming benefits based on HOH earnings cannot file online but must call 1-800-772-1213 and schedule a phone appointment, when the HOH can be present, to register for Medicare Parts A and B.

Enrolling for Medicare Parts A and B

Regardless of any advice received from friends, family, embassy, or local Social Security office, workers need to enroll in Medicare Parts A and B.

After turning 65, for any visit to the United States—even temporarily—IMG serves only as secondary coverage.

If enrolled in Medicare, it will typically pay 80% of covered expenses in the United States, while IMG pays the remaining amount, per plan limits and exclusions.

If not enrolled in Medicare Parts A and B, IMG pays for its part of the claim as if the worker had Medicare Parts A and B. This means workers will be responsible for the 80 percent that could have been covered by Medicare.

Applying for Medicare Online

Workers should gather personal information in preparation for completing the application. The SSA provides a checklist for online Medicare, Retirement, & Spouses Applications, which can be accessed [here](#). Remember to identify as *self-employed* and not as employees.

The following are screenshots from the [Sign up for Medicare](#) page on the Social Security website.

1. Click the *Apply online* button.

Social Security Benefits Medicare Card & record ES Español [Sign in](#)

[Home](#) > [Medicare](#) > Sign up for Medicare

Plan for Medicare

Sign up for Medicare

Sign up for Part B only

Request to lower IRMAA

Apply for Part D Extra Help


Manage Medicare benefits

Sign up for Medicare

Medicare is our country's health insurance program for people age 65 or older. You'll sign up for Medicare Part A and Part B through Social Security, so you can make both retirement and Medicare choices and withhold any premiums from your benefit payments.

If you're under age 65, you may be eligible for Medicare if you have [permanent kidney failure](#) or if you receive Disability benefits. Supplemental Security Income (SSI) does not qualify you for Medicare on its own. Even if you receive SSI, you must meet one of the other requirements to qualify.

Information you'll need to provide +



Sign up for Medicare

If you're 65 or older, you can enroll online for Parts A and B, or Part A only. You can delay Part B if you're already covered through an employer group health plan.

The application is for retirement benefits and Medicare, or Medicare only.

[Apply online](#)

2. This should bring up the following screen for choosing to start the application. Check the box for “I understand and agree to the above statements”; then click *Next*.



Social Security

The Official Website of the U.S. Social Security Administration

Apply for Benefits

Benefits Application Terms of Service

I understand that I am entering a U.S. Government System to file a benefit application with the Social Security Administration. I understand that I need to provide the Social Security Administration information to process the benefit application. I understand that failing to agree to the statements below will result in my inability to file a benefit application online, which may prevent the Social Security Administration from making an accurate and timely decision about eligibility for benefits.

I understand that:

- the Social Security Administration will validate the information I provide against the information in Social Security Administration's systems.
- my activities may be monitored within this site.
- any person who knowingly and willfully tries to obtain Social Security benefits falsely could be punished by a fine or imprisonment, or both.
- I am authorized to file a claim on my own behalf or on behalf of someone else with the Social Security Administration.

I understand and agree to the above statements.

Information about Social Security's Online Policies

We are committed to protecting individual privacy and securing the personal information made available to us when you visit our website, SSA.gov. Our [Internet Privacy Policy](#) explains our online information practices.

Next

Exit

3. You will be brought to the following page. Clicking *Start a New Application* begins a process where the worker needs to complete each screen.



Social Security

The Official Website of the U.S. Social Security Administration

Apply for Benefits

Please Note:

We will ask you to create or sign in to your *my Social Security* account when you start the application. You will receive an additional Terms of Service if you need to create an account.

If you are unable to create or sign into your *my Social Security* account, you may continue to file an online application but you may need to visit a local Social Security office to provide an unexpired government issued photo identification.

Apply Online for Retirement/Medicare Benefits



Getting Ready

Before you start your application, we recommend that you take a moment to prepare yourself by reviewing a few items:

1. Make sure you meet the requirements to apply online for [Retirement/Medicare](#);
2. Gather all of the information you need to complete the application process.



Apply & Complete

After signing in to your *my Social Security* account, applying for Retirement/Medicare may take between **10 to 30 minutes** to complete depending on your situation. You can save your application as you go, so you can take a break at any time.

or




Follow Up

Once you have submitted your application, a representative may contact you with updates or questions about your application. You may check the status of your online application by signing in to *my Social Security*.



Video Introduction

 Helpful hints for applying online

1 minute

More Information

-  [When to Start Receiving Retirement Benefits](#)
-  [Other Ways To Apply for Benefits](#)
-  [Your Right to Representation](#)
-  [Information in Other Languages](#)

OMB Number

Social Security Insurance Benefits:
0960-0618, [Paperwork Reduction Act](#)

Privacy Act Statement

Collection and Use of Personal Information

Sections 202, 205, 223, 226, and 1631 of the Social Security Act, as amended, allow us to collect this information, which we will use to determine eligibility for, and entitlement to, Social Security and Medicare benefits, and Supplemental Security Income payments. Providing this information is voluntary, but not providing all or part of the information may prevent us from making an accurate and timely decision on any claim filed. As law permits, we may use and share the information you submit, including with other Federal, State, and local agencies, contractors, employers, and others, as outlined in the routine uses within System of Records Notices (SORN) 60-0059, 60-0089, 60-0090, 60-0103, and 60-0321, available at www.ssa.gov/privacy. The information you submit may also be used in computer matching programs to establish or verify eligibility for Federal benefit programs and to recoup debts under these programs.

4. In the application, workers should answer the following questions with the provided responses.

Do you wish to sign up for Medicare only? YES

Other Health Care Coverage: Is [name] covered under a Group Health Plan? NO

Is [name] covered under a Group Health Plan through your own current employment? NO

Since the answers are **NO**, workers do not answer the questions about employment information that provides group health plan insurance or health insurance information. The Medical Fund is **not** a group health plan insurance nor an employer plan, and it is not health insurance by Medicare definitions.

5. The worker should then:
 - a. Print a screenshot of the submission summary.
 - b. Save for later access.
 - c. Verify the information is accurate.
 - d. Title the saved file with the completion date of application.
6. The final step to accept the agreement and sign the application for Medicare is clicking *SUBMIT NOW*.
7. The worker should print and retain the receipt and will receive further information.

Late Enrollment

Failure to apply for Medicare Part B at the age of 65 and/or pay the monthly premium can result in a penalty, permanently raising monthly Medicare premiums 10% higher than the basic premium for each 12-month period the person could have been enrolled but was not.

- For those who sign up for Medicare Part B after the age of 65, enrollment is only available January–March, and coverage would begin in July of that same year.
- Those who sign up late and have a higher premium will only be reimbursed for the basic premium.

There is no premium for Medicare Part A, provided there are enough quarters' credit.

Medicare Part A—Hospital Insurance

Medicare Part A pays some of the costs of hospitalization, limited skilled nursing home care, home health services, and hospice care.

Medicare Part B—Medical Insurance

Medicare Part B primarily covers physicians' services, most outpatient hospital services, and certain related services. Long-term nursing home care is not currently covered.

The Medicare Part B premium paid by each career worker can be reimbursed from (00) by including the cost and receipt on a Career Expense Report. Such reimbursement will be accumulated as income.

If premiums are deducted from Social Security benefits, a monthly disbursement may be available by request from Divisional Accounting.

Medicare Part C—Medicare Advantage Plan

Medicare Part C includes health maintenance organizations, preferred provider organizations, private fee-for-service plans, special needs plans, and medical savings accounts.

Medicare Part D—Prescription Drug Coverage

Those covered by the IMG Career Plan will not have to purchase Medicare D, since the IMG prescription drug coverage is considered creditable coverage, meaning it is expected to cover at least as well on average as Medicare D plans.

However, when IMG coverage ceases, those who do not contract for a Medicare D prescription plan within 63 days may see a permanent increase to the premium for Medicare D prescription drug coverage, at least 1% per month of the delay.

The annual creditable coverage disclosure statement (sent each fall to all career personnel over 64 years old) is the documentation needed to abate this penalty. Personnel should keep a copy of the disclosure statement in their permanent files. A copy is also available on the team website.

A list of Creditable Coverage letters is on the team website: [Notices](#).

Cost of Medicare

- Part A (hospital insurance) is included at no cost.
- Part B (medical insurance) has a **monthly cost of \$202.90** for 2026.
 - This amount is paid to Medicare on a quarterly basis until the worker reaches full retirement age. At that time, the monthly Medicare premium will automatically be deducted from the monthly Social Security benefit.
 - The Medicare Part B premium paid by career workers participating in both Medicare and the IMG Career Plan can be reimbursed from their (00) by including the cost and receipt on a Career Expense Report. Such reimbursement will be accumulated as taxable income.

Only the standard Medicare premium is reimbursable. No late-filing or other penalty expenses will be reimbursed.

RS Self-Employment

Senior active career personnel are sometimes asked questions relating to their self-employment status and Medicare when applying in person, on paper, or on the website.

All career personnel are self-employed. The IMG Career Plan is not an employee group health plan and therefore is not subject to employer regulations. It is a pooled medical fund.

As self-employed individuals, career personnel are not compensated but rather raise their own support. Self-employed personnel do not qualify for the Special Enrollment Period, which applies only to employee medical plans.

Here are some usual questions and the appropriate answers:

Q. Are you actively employed, or are you currently working (full- or part-time)?

A. I am a self-employed, 1099, credentialed worker doing work both in the United States and overseas.

Q. Are you covered under an employee's group health plan, or does your current employer provide any health coverage?

A. Since I am not an employee, the answer is *no*. However, I am covered under a pooled medical fund maintained by the association to which I relate. It is their intent to pay supplemental benefits to any existing coverage I may have.

Q. Does your employer employ 20 or more employees, or since reaching the age of 65 have you worked for a firm that employs 20 or more people?

A. This question does *not* apply to me since I am a self-employed credentialed worker.

In completing the Social Security Administration questionnaire, career personnel should *not* mark any yes or no answers after answering the question about whether they will be working. They should write their answers as suggested above in the margin or, if necessary, on a separate sheet.

Medicare and IMG Coverages

Both HOH and spouse who fail to enroll in Medicare when eligible should know that will extremely limit IMG benefits. IMG only covers the portion of medical costs within the plan that Medicare would not cover; thus, the worker would be personally responsible for costs not covered. In the unusual situation when the spouse does not qualify for Medicare because of the HOH's age, he or she should contact the insurance coordinator.

IMG Career Plan and Medicare

Three months prior to turning 65, personnel will want to enroll in Medicare A and B. The following applies to those who are Medicare-eligible and enrolled in IMG Career Plans:

Overseas Claims

Overseas claims should be filed with IMG since Medicare does not cover outside the States.

Stateside Claims

Medicare is primary for stateside claims, and IMG pays secondary. All stateside claims should

be filed first with Medicare, then the remaining portion with IMG/UHC as secondary. When admitted to a hospital or treated by a medical professional in the States:

- Workers should always submit their Medicare card as primary and their IMG plan as a supplement.
- All claims need to go to Medicare first and then to IMG.

Dental Care and URx Prescriptions

IMG will continue to pay primary for dental and URx prescription coverage whether personnel are overseas or stateside. For those who fail to sign up for Medicare A and B, IMG will only pay what Medicare would not have paid when in the United States.

Excluded Medicare Coverage

Medicare provides basic protection against the prohibitive cost of illness but will not pay for all health care expenses. Some services and supplies not covered by Medicare are:

1. Custodial care (help with bathing, eating, and taking medication)
2. Eyeglasses
3. Hearing aids or examinations to prescribe or fit them
4. Personal comfort items, such as a phone or TV in your hospital room
5. Dentures and routine dental care
6. Prescription drugs, patent medications (except as covered by a separate Medicare Part D)
7. Services outside of the United States
8. Routine physical checkups and related tests

Supplemental Insurance

Numbers 5–8 above are covered by IMG as a Medicare supplement, while numbers 1–4 are personal expenses. After retirement, supplemental insurance to Medicare is a major consideration since Medicare is not meant to cover all medical costs.

The Social Security Administration gives tips for purchasing supplemental insurance on the Medicare website ([medicare.gov/supplements-other-insurance](https://www.medicare.gov/supplements-other-insurance)). Personnel can also call 1-800-MEDICARE in the United States.

Before obtaining supplemental insurance, workers should be careful to:

- Not purchase duplicate coverage.
- Check for preexisting condition exclusions, the right to renew, and waiting periods.
- Compare the maximum benefits.
- Keep the agent's and company's name, address, and telephone number.
- Take their time, research the information, and think through the decision.

Spouses Under the Age of 65

At the time the HOH retires, if his or her spouse has not reached the age of 65, that spouse is eligible to remain on the medical plan for up to one year or until his or her 65th birthday (whichever comes first)

if (00) funds are available. The monthly transfer to the medical fund will be accumulated to the spouse's taxable income (78). (No Social Security assistance is given.)

If no (00) funds are available for payment of the medical fund transfer upon the HOH's retirement, he or she may arrange to pay the cost of medical coverage from personal funds to the work account for as long as he or she is eligible. Failure to meet the premium will result in termination of coverage.

HMO Option

Another medical option available in some areas of the country is a health maintenance organization (HMO). Some HMOs are exceptionally good. A few are experimental programs with no monthly premium, while others require a premium that is normally less than Medicare supplemental insurance. Although rates are cheaper and there are no forms to complete, there are some disadvantages:

- They are not available in many locations.
- Choices of doctors and medical facilities are limited and only in specified locations.
- They tend to be less personal.
- Some have gone bankrupt, leaving people without coverage.

Those interested in an HMO should research it first. Some supplemental policies like HMOs charge a small premium and have a better record. Anyone who will travel overseas after retirement should secure coverage for overseas medical emergencies that would not be covered by Medicare.

Replacing IMG Plan at Retirement

Medicare has several supplement plans offered by many insurance companies. These plans vary in benefits and coverage. Consider which best meets your needs with a cost you are comfortable paying.

It is recommended that workers find an insurance representative that specializes in Medicare plans. An office of senior aging can help.

A letter from the organization will be sent to the worker at retirement, certifying that IMG coverage will end on the last day of the month of retirement.

Workers should obtain a Medicare supplement to replace IMG prior to their retirement date.

Enrolling for Medicare Part D

The monthly premium for Medicare Part D is in addition to the Medicare Part B enrollment premium. Enroll at least 30 days **prior** to retirement because upon retirement, your IMG coverage will end.

1. Workers should obtain a letter from the AGWM Missionary Services insurance coordinator noting that they have had creditable prescription coverage since they turned 65.
 - a. IMG prescription drug coverage is considered creditable coverage.
2. Workers should provide a copy of this letter when they apply for Medicare Part D.
 - a. Failure to provide a copy of this letter will result in a penalty being added to the monthly premium for every month being delayed.

3. The government contracted several prescription drug insurance companies to service the Medicare Part D program. Different prescription drug plans are available at the time of enrollment. The worker should choose the plan that best suits his or her current and future medical needs.

If workers are not satisfied with their plan or provider, they have the opportunity to change their coverage between October 15 and December 7 each year.

Coverage always becomes effective January 1.

Contact Medicare

[medicare.gov](https://www.medicare.gov)

1-800-633-4227 (toll-free)

1-877-486-2048 (TTY users)

SOCIAL SECURITY

Social Security FAQ



Nine out of ten people ages 65 and over receive Social Security benefits.



For 21% of married couples, Social Security is 90% or more of their income. For 50%, it is more than half of their income.



In 2026, the maximum monthly benefit for retirees at full retirement age is \$4,152.

Eligibility

To qualify for Social Security benefits, most people must have earned **40 quarter credits (10 years)** of work. One credit is earned for each \$1,810 of annual earnings up to a maximum of four credits per year. Yearly earnings are adjusted for the cost of living and averaged together, and a formula is applied to obtain a benefit rate.

The retired (RS) HOH must notify their Financial Services regional accountant when their Social Security benefits begin. The work agreement will reflect this, and their allowance will be ADP.

Full Retirement Age (FRA)

FRA for Social Security depends on the birth year. For people born 1943–1954, FRA is 66 years. After that, it increases by two months per birth year, maxing at an FRA of 67 for those born in 1960 and later. More information is available at ssa.gov/planners/retire/agereduction.

- Before the age of 70, the worker should decide when to begin receiving Social Security benefits.
- If the workers delay receiving benefits until age 70, their benefit will increase 8% a year for years 66 to 70 or 32% higher.
- If workers have not chosen to receive benefits before 70, they will start automatically at that age.

The FRA for Social Security is gradually rising to age 67, but the Medicare eligibility age is still 65.

Account and Website

Workers can create a free Social Security account at ssa.gov/myaccount to estimate, plan, and manage their benefits online.

The SSA website (ssa.gov) is a quick and straightforward way to get access to Social Security tools and information on a wide variety of areas, such as:

- Disability
- Supplemental Security Income (SSI)
- Retirement
- Medicare
- Application status

When to Contact Social Security

Workers should contact the Social Security office **before** reaching the **age of 65** to inquire about Social Security benefits and to obtain Medicare Parts A and B. If they will **not** be applying for Social Security benefits at the same time as Medicare, they should **inform the Social Security Administration**.

Six months before filing for Social Security benefits or at the age of 65, workers should contact their local Social Security office:

- If the U.S. Embassy in the country of assignment cannot manage the application for Medicare at the age of 65, personnel are responsible to apply for Medicare in the United States.
- This could involve a personally paid trip to the United States, so planning is critical.
- Personnel may be able to apply for benefits at secure.ssa.gov/iClaim/rib when the time comes.

Three months before workers wish to start benefits or Medicare, they should file an application with the Social Security Administration **even if they don't plan to retire from global service**:

- If they are not initiating Social Security benefits but only Medicare, they must request "Medicare Only" on the application to the Social Security Administration or at ssa.gov/benefits/medicare.
- If a spouse is claiming benefits based on HOH earnings, he or she cannot file online, but must call 1-800-772-1213 with the HOH present and set up a phone appointment to register for Medicare Parts A and B.

Workers should **keep records of all application-related correspondence** with the Social Security Administration or their U.S. Embassy, including a dated copy of the actual application.

They should also read the Medicare section above **carefully**, so they know how to reduce personal liability for medical expenses and avoid permanently higher premiums.

How to Apply

Because proof of identity is required, the organization cannot apply for benefits on behalf of career personnel, nor does the organization have application forms. In the United States, personnel may be able to apply for Social Security by phone or at [ssa.gov](https://www.ssa.gov).

The following are needed when applying for Social Security benefits:

- Social Security card
- Proof of age (generally a certified birth certificate)
- Evidence of recent earnings (last year's tax return, including Schedule SE)
- Marriage certificate (filing for spouse's benefits based on one work record)
- Bank name and account number so benefits can be directly deposited

Notifying the Organization

When the HOH begins receiving Social Security benefits, he or she should notify the appropriate RD/EC member and regional accountant upon receiving his or her first Social Security check.

Finances may remain the same; however, Senior Active personnel become ADP when receiving Social Security benefits. In some cases, career personnel may elect a modified allowance package to reflect receipt of Social Security benefits.

Annual Report Verification

The Social Security Administration may send an annual Social Security report, but the information is available online at [ssa.gov](https://www.ssa.gov) with a "my Social Security account." Personnel should compare their Social Security record to their tax returns for accuracy, submitting any corrections to the Social Security Administration along with copies of related earnings records.

Social Security is required by law to go back only three years to correct most errors. They may go back further but are not always able to.

Spouse Benefits

For married couples, the organization begins providing income to spouses starting with their second term. Each spouse will receive his or her own 1099-NEC, and self-employment taxes will be reported through necessary tax filings.

Social Security and Medicare

When applying for Social Security benefits (including Medicare), spouses may use their own earnings records or the HOH's earnings record (after the HOH has applied for benefits), whichever results in the larger payment. It may be more advantageous for the spouse to apply based on the HOH's earnings. The spouse's retirement benefit is paid in addition to the HOH's full benefit.

Death of a Spouse

Upon the death of one spouse, the survivor will receive 100% of what the HOH was receiving, if the

survivor is also of full retirement age. If a spouse claims benefits before reaching FRA, the amount is reduced, depending on age at the time of claiming.

Retirement Benefits Qualifications

To qualify for retirement benefits, personnel must be fully insured; that is, they must have earned the required number of Social Security credits. Most workers need 40 quarter credits (10 years) to qualify. At FRA, the benefit to the non-compensated spouse could be an additional 50% of what the HOH's benefit would be.

If the spouse chooses retirement earlier, a lesser percentage of the Social Security benefit will be paid for the life of the spouse. To qualify for spouse Social Security benefits, the worker with the credits must file for and receive Social Security benefits.

If the spouse does not have enough Social Security credits on their own:

- When a worker becomes entitled to Social Security retirement benefits, his or her spouse may also be eligible for benefits on the HOH's earnings record ("family benefit").
- The spouse must begin his or her benefit before it's possible to collect benefits on his or her record.
- To qualify, the spouse must have been married to the HOH for at least one year or be the parent of the HOH's child.

Benefits Before and After Full Retirement

If workers apply for Social Security benefits before full retirement age and continue to work, their earnings are limited by Social Security to a prescribed amount until they reach full retirement age. FRA can be calculated at ssa.gov/benefits/retirement/planner/ageincrease.html.

Those younger than FRA throughout 2026 can earn **\$24,480** without Social Security limitation. If the earnings limit is exceeded in 2026, the following will be withheld from Social Security benefits:

- One dollar for every two dollars earned **above \$24,480** for people who are over the age of 62 but who are not going to reach FRA in the benefit year.
- One dollar for every three dollars earned **above \$65,160** in the calendar year before the month of attaining the FRA.

No reduction of Social Security is made for excess earnings for people who are FRA or older. In fact, benefits are increased by a certain percentage for each month a worker delays starting benefits beyond FRA. The benefit increase stops when the worker reaches the age of 70. More information is available at ssa.gov/benefits/retirement/planner/delayret.html.

Earned-Income Declarations

If asked to make an earned-income declaration, workers should include all self-employment taxable income, such as the following:

- Housing allowance (other than from AGFinancial)
- Disbursement allowance
- Special-personal offerings
- Any other taxable compensation from organization
- Any other employment income

Since compensation deferred into AGFinancial retirement accounts (see below) is not reported on Schedule SE for self-employment tax purposes, deferred income is not included on the report of earnings to the Social Security Administration.

Deferred Compensation at AGFinancial

Under the AGFinancial 403(b) Retirement Plan (MBA), a credentialed minister can request to defer compensation into a deferred account.

Elective deferral limits (pre-tax and Roth after-tax):

- **Under age 50:** \$24,500 (up from \$23,500 in 2025)
- **Age 50 and over:** \$32,500 (basic limit + \$8,000 catch-up)
- **Age 60–63:** \$35,750 (basic limit + \$11,250 “super” catch-up under SECURE 2.0)

Deferred funds and interest are **not taxable until withdrawn**. Personnel must request deferrals through Divisional Accounting.

The salary reduction into the AGFinancial 403(b) as tax-deferred compensation may reduce the worker’s eventual Social Security check at retirement since Social Security benefits are calculated on salary.

Spouses are eligible to defer to the AGFinancial 403(b) once they begin receiving compensation. The deferral amount is limited based on their compensation and generally equals half of their total compensation. Divisional Accounting can provide a calculation of the exact amount.

Tax on Social Security

Up to 85% of Social Security benefits may be taxable to personnel if the combined income plus 50% of the Social Security Benefit received exceeds \$25,000 for single or \$32,000 for a married couple filing jointly.

The One Big Beautiful Bill Act allows taxpayers who are 65 or older to claim an additional \$6,000 deduction on their 2026 federal tax returns. For a married couple where both are 65 or older, this amounts to a \$12,000 deduction. The foreign-earned income exclusion does not exclude the organization income from this test.

When Benefits Are Paid

Social Security benefits are paid in the month **after** the benefit is due (for example, a worker would receive the January benefit in February). Benefits are paid the second, third, or fourth Wednesday of each month, based on the worker's birthday.

Bank Deposits

At the time of application, personnel will designate a bank to which their Social Security payments will be deposited. Amounts for husband and wife are usually deposited to the bank together, except when both have an earnings record.

Receiving Benefits While Living Abroad

U.S. citizens can receive Social Security benefits nearly anywhere in the world but should notify Social Security of their current residence—even if benefits are directly deposited to a U.S. bank account.

For those who receive Social Security benefits while living abroad, the Social Security Administration (SSA) will periodically send a questionnaire ([SSA-7162](#) or similar) for personnel to confirm continued eligibility. This is the primary recertification requirement. Failure to complete and return the form promptly can result in the suspension of payments.

Contact the Social Security Administration

ssa.gov

1-800-772-1213 (toll-free)

FINANCIAL BENEFITS

From the Organization

As noted above, retiring eligible personnel may receive up to \$30,000 ADP as funds are available in their class (51) for transition allowance.

- The transition allowance disbursed will be the balance in (51) minus funds needed to clear any account overdrafts.
- This transition allowance is not a gift and will be accumulated to taxable income (80).
- It is not based on any expectation of future services, nor is it compensation for past services rendered.

Financial Services may disburse this allowance the month after retirement. Any personnel wishing to defer this income to an AGFinancial retirement account must complete an application through Divisional Accounting in advance.

Final Shipment Costs

The cost of a final shipment (not to exceed 570 cubic feet per couple or 428 cubic feet per single) to the United States from the foreign field for retirement may be covered from the worker's (00), ADP, taxable. Retirement moves qualify for tax assistance from the (00), ADP.

Christmas Deposits

If applicable, Christmas deposits are accumulated to taxable income on their 1099-MISC box 3.

From AGFinancial

The organization has been contributing a standard amount from workers' (00) accounts each month to their AGFinancial tax-deferred 403(b)(9) retirement account (MBA). The funds in the account are governed by AGFinancial within IRS regulations.

MBA as Housing Allowance

Upon request, MBA funds can be disbursed as a minister's housing allowance, which is not taxable. The plan's housing allowance, when spent for housing, is not considered self-employment-taxable or income-taxable.

The current MBA plan identifies the disbursement for retired credentialed personnel as estimated housing; those retirees must appropriately account for the actual retired housing allowance on their personal tax return.

The housing allowance for retired credentialed personnel is a benefit that cannot be received from any other annuity program. Because of IRS regulations, the housing allowance for a credentialed person is only applicable to the funds earned by that person. AGFinancial cannot give that housing benefit from funds inherited by the spouse, even when the spouse maintains credentials.

Personnel may contact AGFinancial for more information about the housing allowance.

Through Offerings

Retired personnel may continue to receive special-personal (09) offerings through their account but are not to solicit them:

- The (09) offerings **must** be sent to the General Council, designated as (09) by donors, and cannot be received directly by retired personnel.
- All special-personal offerings must be received by the General Council for the donor to receive tax credit.
- Any special-personal offering designated as (09) and received by the General Council will be disbursed to the retired worker as taxable income, up to \$12,000 per couple or \$10,200 per single per year.

Any funds received into retirees' (00) will be applied to the Retired Worker Fund. Donors can designate funds to an individual RM account class (40) if the retiree has an approved assignment.

The organization will mail a list of the special-personal offering cash receipts to the address on record for the retired worker. Other than that, the retiree will no longer receive copies of cash receipts or account statements.

Retired personnel are discouraged from sending newsletters to former supporters. At retirement, the organization will contact the workers' supporters regarding the retirement and give suggestions for transferring commitments.

Resources

- Social Security Administration (ssa.gov)
- Medicare & You 2026 (medicare.gov/medicare-and-you)
- [Social Security Guide](#)
- [Social Security If You Are Self-Employed](#)
- [AGFinancial 403\(b\) Retirement Plan \(MBA\)](#)

EMOTIONAL PREPAREDNESS

Finishing Well: Retirement Skills for Ministers

“Transition is a phase at which events and environment alter our roles, relationships, routines, and assumptions. Although ministerial life involves many transitions, *retirement transition* significantly alters the roles, relationships, routines, and assumptions for almost every minister, especially for [career personnel] and chaplains. The minister’s identity may remain unchanged, but his or her roles, relationships, routines, and assumptions may change greatly.”—Nathan and Beth Davis

Leaving well can impact the retirement experience. Being intentional helps personnel navigate this process in a healthy way. Although preparing to leave the known is unsettling, taking certain steps makes the transition easier and more productive:

- Thinking ahead.
- Recognizing potential problems.
- Determining areas of adjustment that need to be made.
- Making decisions about how to handle the situations and areas of adjustments.

How to Build a RAFT

Proper farewells are a vital part of preventing bitterness. David Pollock’s article “Exit Right—Enter Right” lists four important pre-departure (pre-retirement) elements, using the RAFT acronym.

1. **Rconciliation**

One big cause for bitterness is unfinished business. It is easy to board the plane without having asked for forgiveness or giving it. Straighten out any broken relations before leaving.

2. **Affirmation**

Workers should deal with this and the first element as soon as possible. It is tempting to put them off until “later.” Later often never comes. Those who played a significant part in a worker’s life should be thanked, encouraged, affirmed, and commended. This not only affirms the recipient but also helps cement good memories.

3. **Farewells**

Short-circuiting this step means having to give extra attention later to dealing with issues and grieving losses. The importance and health of saying goodbye is often neglected. It’s important to say proper goodbyes not just to people, but also places, pets, and possessions.

4. **Thinking Ahead**

People often go into new situations (like returning to the States for retirement) and never stop to think about what they expect life, ministry, friends, etc., to be like. Are their expectations realistic? too high? too low?

Resources

- Books
 - *Finishing Well: Retirement Skills for Ministers* by Nathan and Beth Davis
 - *Managing Transitions: Making the Most of Change* by William Bridges
- Articles
- Podcasts
- Counseling