

# Real Stories About Ministerial Retirement

## Companion Resource

Curated by Gene Roncone

Too many pastors get to the last chapter of their careers and are not prepared for a future outside of full-time ministry. According to a 2017 survey conducted by Grey Matter Research and Consulting for the Assemblies of God on Ministers and Finances, 40 percent of senior pastors have under \$10,000 of retirement savings, 37 percent of ministers under the age of 45 have no retirement savings, and the median retirement savings of AG lead pastors is \$20,000.

Failing to adequately prepare for retirement as a young minister is why many pastors stay in full-time ministry past their prime and often feel stuck. Additionally, stress over retirement and finances is a leading cause of ministers leaving the ministry.

Few people have a better line of sight to the disappointing, encouraging, and transparent stories about ministerial retirement than regional denominational leaders. From the top of the mast they can see patterns and trends that cause them concern about the future. While writing the book ***Minister Retirement: Bringing Clarity to Retirement Planning***, Darren Mullenix and I asked regional executives to share stories about retirement that reflect their experiences as denominational leaders. Their stories are below.

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## **TWO GOOD PEOPLE WITH DIFFERENT STORIES**

By Danny Olivarez  
Superintendent, Central District

Diving into ministry, my first surprise came in a meeting where we were told that Jesus would return soon; therefore, we should file IRS Form 4361, an irrevocable declaration to opt out of Social Security. The philosophy was based on the reasoning that our churches were small and we needed the money now. They failed to mention how this could distress our children if we passed early or the devastation of insufficient resources upon retirement.

Abel pastored four small churches over a period of 40 years. He enrolled in the 403(b) retirement fund for ministers and was disciplined with a modest monthly contribution. He and his wife struggled as they learned to manage their income, but after the children were old enough for school, his wife entered the world of employment as a certified teacher for the local school district. Today, they are retired with a monthly income from retirement accounts and Social Security. Their discipline also allowed them to pay off their mortgage, which made them more independent and able to live where they want. Small amounts over many years and compounding interest add up.

Others fail to plan for the future. Mike has been in ministry since the late 1950s and has worked many part-time jobs. I do not think his wife was ever employed outside the home. For 53 years, Mike failed to purchase a house or contribute to a retirement account. Now in his mid-80s, he is still in full-time ministry, paying a mortgage, and is easily irritated about his financial state. A person cannot make it on just a Social Security check.

These stories are real and depict two men close in age and years of ministry. Neither of them ever pastored a church over a hundred people. One couple realized that financial sacrifices would be their way of life unless they did something about it. The other did not.

I have had conversations with those who shared their frustrations of giving their whole life to the ministry but failed to heed voices about preparing for retirement.

When a minister stays in his church for 20 or more years, our district suggests that the church contribute \$1,000 per year of service to their retirement account. This also serves as an incentive for the pastor to grow his church so they can continue to contribute financially.

Church Extension Plan offers a very competitive retirement plan that is geared to a minister's needs. They also provide other ways to make our money work for us and our churches. I encourage you to review their website and learn how CEP can resource you with important information about ministerial retirement and church finances.

God teaches management but leaves the choice to us. Today's choices determine the lives we will live tomorrow. The minister must study and research how best to prepare for retirement. Central District teaches that it is acceptable for pastors of small churches to secure employment

that provides health benefits, including the family. Pastors of small churches always desire to be employed solely by the church, but if their church cannot provide the necessary benefits to properly care for the family, they should not quit their job until they can.

### **PLAYING CATCH-UP**

By Dave Phillips

Superintendent, Montana Ministry Network

I began my full-time ministry in a small rural town. While I was considered full-time, my family barely made ends meet.

At the time, a CPA encouraged me to consider filing for an exemption from Social Security. He felt the program would be bankrupt by the time I retired, so his advice was to put the same amount I would be paying Social Security into a 403(b) retirement account.

I was excited about his recommendation, mainly because I thought it would give me more money to live on. While my intent was to set aside funds, it never happened. It always seemed there was never enough left over after caring for my family's needs.

The only bright spot in this picture was my commitment to invest in real estate. I discovered early on that if you are married and live in your primary residence for two or more years, you can avoid paying capital gain taxes on profits up to \$500,000. I took advantage of this tax break and continued to trade up to increase the equity I had in a home.

Twenty years later, I realized that I was falling way behind and would never have enough funds to retire, but I always had an excuse for not investing in a 403(b). The truth was that whenever my salary increased, so did my standard of living. The thought of trying to retire with no Social Security and no 403(b) was not only unrealistic but also irresponsible on my part.

I committed to setting aside 25 percent of my income for retirement. At first, this seemed like an unrealistic goal, but it was attainable with my children now out of the house. After meeting that goal for a few years, I adjusted the figure to 50 percent to help make up for lost time.

I have discovered that without intentionality and sacrifice, you will always believe you cannot afford to invest in your future. For the past 22 years, I have diligently had the maximum amount allowed for a 403(b) withheld from my paycheck. In addition, I send in the maximum amount allowed for a traditional IRA. Both investments also provide immediate tax benefits by lowering my taxable income.

Today, I advise ministers to open a 403(b) account if they do not have one and invest even a small amount each month. They can then decide if they want to receive a fixed interest rate on those funds or if they would like to have them invested in the stock market. If they choose the stock option, I encourage them to talk to an investment advisor before making any changes.

Proverbs 21:20 says it best: *Precious treasure and oil are in a wise man's dwelling, but a foolish man devours it* (ESV). Let's be wise men and women by not devouring all we have. Instead, let's set aside a portion for ourselves and our families.

### **PREPARING FOR EVERYTHING BUT RETIREMENT**

By Bret Allen

Superintendent, Northern California & Nevada

My heart hurt as I heard his story. I sat in a pastor's office listening to decisions made years ago that had made today's event nearly impossible. My mind raced through options and resources to resolve his difficult situation. I thought, "If only we could have talked 20 years ago..."

It is an old story. He invested in education. He invested in ministry assignments. He invested in others. Yet, he failed to invest in his retirement. Why save? Why plan? Why invest in my tomorrow? His concerns were for immediate ministry demands—not tomorrow. Now, it is "tomorrow." His health is failing; he ministers alone, and his options for retirement or life after ministry leadership have faded.

This is just one more story that includes unnecessary difficulty because pastors think planning is not necessary, spiritual, or may even be possible within their financial realities. However, they serve the same God who provided 109 messianic prophecies in the Old Testament written at least 400 years before Jesus's birth—some as early as 1,200 years prior, and Jesus fulfilled them all. My point? God is not intimidated by our planning ahead because He is a planner. For hundreds of years, God planned and declared His plan for Jesus's incarnation. How can we think God is not interested in our planning ahead for our "tomorrows"?

I left the office saddened that day. I had spent time but helped very little. I am purposed to advocate for ministers to plan and prepare themselves for retirement. Young ministers, middle-aged ministers, ministers of large churches, and ministers of small churches—all need planning for the "tomorrows" of ministry. This article is one more effort in that commitment to advocate for them.

### **LEADING YOURSELF**

By Rich Guerra

Superintendent, Southern California Network

Retirement. It is a word that, when you are young, seems so far away that you do not want to think about it, but the closer you get to retirement age, you realize you should have thought about it more.

As Superintendent of the SoCal Network, I have seen far too many ministers who have yet to prioritize retirement planning throughout their ministry. Then, when they reach retirement age, they realize they cannot retire because they did not invest in a retirement plan.

I had a young minister in my office talking about all the wonderful ways God was using him to reach his community. During our conversation, he said, "I don't know why people save for retirement. I'll be preaching when I'm old and grey!" I looked at him and said, "Well, that's great! But what will you do if, by the time you reach retirement age, you can no longer continue to lead a church or the church decides they would like someone younger? What will you do then?" He had such a look of surprise on his face—like he had never thought that would even be a possibility. I continued, "We all need to live like Christ is coming back today, but we need to plan and save like we'll live to be 100."

Perhaps a few of the steps I shared with the young minister will help guide you to simple retirement planning.

**Step 1: Start!** The younger you begin, the more time you have for compounding to work in your favor, but whatever your age, **START NOW!** It is not necessarily the amount that matters most but *consistency*. A manageable amount *consistently!* Every dollar saved is a dollar (plus a compounded return) you can spend someday. Church Extension Plan (CEP), which I use, has made retirement planning something you can accomplish on your own!

Step 2 is to produce a simple retirement budget. What will be your monthly income? Where will it come from? What non-negotiable expenses will you have? What "extra" expenses would you like to plan for? This will allow you to realistically see what your savings will be used for someday and whether you are saving enough to reach your goals.

The next few steps might seem complicated, but they are very simple and have helped me as I strive to meet my family's needs when I retire.

- Develop a good balance between mutual funds and savings.
- Diversification is key! Spread those savings between different types of mutual funds. Check to see what mutual funds are offered within the CEP 403(b) plan and then look up the same funds on "Morningstar," and you will have a free resource to assist you.
- Avoid the danger of trying to time when the stock market is good or bad. No expert knows what it will do, and neither do you!

I have seen too many people who have not planned for retirement. I have also seen those who have planned and used common sense be ready. With God's help, so can you.

## FIVE RETIREMENT REVELATIONS

By Aaron Hlavin  
Superintendent, Michigan Ministry Network

When a pastor in our Network called me, I could sense a measure of angst in his voice. Over the next hour, he began to unpack the seriousness of his financial situation.

He shared about the financial decisions he had made over his many decades as a pastor in various churches. While he loved serving and leading as a pastor, he neglected to think about his retirement and stated, “Retirement was something pastors just didn’t think about . . . I mean, you work until you die.”

This wonderful man of God now found himself wanting, needing, and dreaming about retiring but did not have the financial ability to do so. What broke his heart was the reality that his church also knew he needed to retire. The evidence was noted in the decline of the finances and attendance, deteriorating facilities, and the lack of younger generations in the church. The reality that the lack of planning for his financial future had not only reduced the life he would be able to live in his later years but also hurt the church he led because he held on too long was jarring. Now, the church was out of money, and he had no options. Social Security was not going to be enough. It was heartbreaking to hear the weight of the burden he carried.

As I reflected on this conversation, I came to five realizations:

1. As a young minister, I tended to think about the moment before me—not the future ahead of me. I must not lose sight that there is life beyond ministry, and I need to be prepared to live it.
2. Caring for myself and my future is a spiritual discipline that honors the third part of the command in Luke 10:27, *You shall love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind, and your neighbor **as yourself*** (ESV emphasis added).
3. No one will do this for me . . . I must plan. When using a map (old school or digital), I must know where I *am* and where I *need to go*. No one will plot my course for me. I must start now.
4. My financial future may affect the people I serve. I never want to be in a situation where my financial limitations hurt the church or ministry I serve. I must love it enough to be able to leave when it is time. My lack of planning cannot be the reason I stay too long.
5. The longer I wait, the worse it gets. The earlier I start, the better off I will be.

I now regularly tell pastors to learn the lessons of my friend so they do not have to pay his price.

### **LITTLE STEPS TO AVOID GREAT PAIN**

By Phil Schneider

Superintendent, Illinois District Council

Bob and Cindy had a fruitful ministry. At 55 years of age, they had raised two children and served three churches, the last one a church of 200 people. They had always planned to start saving for retirement once the children were out of the house so over the next ten years, they saved \$500 a week—almost \$25,000 yearly. It made their last ten years somewhat difficult as they had to scrimp for all that time. At retirement, their investment had grown to \$387,000. With a 4 percent withdrawal rate, they could only take \$15,000 a year out for retirement expenses.

The Andersons had a wonderful ministry as well. Early on, a deaconess in the church had given them some excellent advice. She counseled them to put \$25 a week into a retirement plan. When the church gave them a raise the following year, she encouraged them to take half of it and continue saving for retirement. It was not a lot of money; but in the second year, they were saving \$50 a week. Since half of that money came from half of their first raise, they never really missed it. At the start of their third year, their first child was born and expenses grew, but they kept their retirement savings at \$50 a week and continued to do so until age 50 when they began to think about retirement. They were very concerned because they only had \$255,000 saved. They shared that information with a financially astute leader in their church who assured them they were in a great position and urged them to continue their \$50 a week investment, telling them, “The money you have saved so far is a seed that will produce a bountiful harvest over the next 15 years.”

They thought about increasing their retirement savings but decided to enjoy their last few years of ministry and invest in the kingdom and continued to put \$50 a week in their retirement account. At retirement, they were surprised to find that they had just over \$900,000 in savings. At a 4 percent withdrawal rate, they could take out \$36,000 a year for living expenses.

By starting early and saving a little, they never felt the pain that Bob and Cindy experienced; and in retirement, they could continue to live comfortably and invest in the kingdom of God as they felt led.

### **INSPIRING DISCIPLINE**

By Don Ross

Superintendent, Northwest Ministry Network

I first met “J” about ten years ago. He was a remarkable young man who was serious about his ministry goals and fully dedicated to his marriage and ministry. He was articulate and clear and had developed a personal strategy in various areas—one of which was finances.

In a recent conversation, he and I were discussing retirement. Even though he was nearly 30 years younger than I, I asked him how he was doing. At first, he was reluctant to share with me but finally confided that he was doing well. He had completed his doctorate, which was fully paid for, his wife's education was fully paid for, and they had enough money in the bank to pay off their home mortgage. All this was in addition to having emergency funds set aside.

I stated that this was a remarkable accomplishment. He had served as a youth pastor and in other ministry positions and had never been highly paid. Although his wage was about average, his discipline was well above average. To have accomplished this level of investing at 40 years of age was outstanding.

I serve in an Assemblies of God network that is noted for having more ministers involved in MBA retirement than any other network in our Fellowship. This is because we require a 100 percent tithe from all our credentialed ministers and then take 20 percent of that tithe and send it to their personal MBA retirement account. This is both good and bad. The good news is that everyone has a retirement account. The bad news is that many pastors are not actively involved in their retirement because they believe the network will take care of them. They fail to recognize that although 20 percent of their minister's tithe is sent to their retirement account, in most cases, that is only 2 percent of their total income. They should put 15 percent of their income into a monthly retirement account.

Many young ministers need to understand that a monthly investment of \$50 now equals a monthly investment of \$200 a decade from now and a monthly investment of \$500 a decade after that. When a minister is young, time is their friend. "J" recognizes this and has taken wise measures to prepare for his family and future. I hold him in very high esteem.

#### **FOUR INGREDIENTS TO RETIREMENT GROWTH**

By Darryl Wootton

Superintendent, Oklahoma District

Saving for retirement is both challenging and rewarding. We make necessary sacrifices in the present to obtain a preferred future. Saving for retirement is very similar to diet and exercise. Who would not choose a juicy burger over a healthy salad? Who would not like a day in a hammock over a few hours in the gym? However, we train ourselves to sacrifice what we want in the now so we can better enjoy the future.

Over the years, I have heard many excuses for why ministers fail to save for retirement.

1. "I did not realize how fast time flies." Whatever age you are, you are closer to retirement than ever before.
2. "When I pay off all the bills, I will start saving for retirement." The bills will never be paid off or stop coming. I promise. Place some amount in your retirement savings each month.

3. "The rapture will precede my retirement." If the Lord returns, you will not care that you leave a healthy retirement fund behind. If the Lord tarries, you will be thankful for every dollar you save.
4. "Social Security will take care of me." Just ask anyone who is retired if Social Security is keeping up with the cost of inflation.
5. "I don't know what to do." Everyone starts at this point. Just do not stay there.

One of our ministers used nearly every one of these excuses and never started saving. This disappointed pastor approached our Director of Finance for advice. We learned he was in his 70s with failing health, had never owned his own home, had opted out of Social Security at a young age, had no children, and his wife had never worked outside the home, and his church had never contributed to his retirement. He was tired and wanted to retire. With tears in his eyes, he asked what his options were. Sadly, he had to keep working.

Another one of our ministers, named Bret, retired a few weeks before turning 57. Over the years, most of his income increases would be used to fund a 403(b) and a Roth IRA. If he received a tax refund, a Christmas bonus, or an honorarium, he used it to fund his Roth IRA. If he received a raise, he usually asked that it be sent to his 403(b) account.

There are four essential ingredients to growing a retirement account:

1. Making regularly scheduled contributions.
2. Leaving the money invested even when the market seems unpredictable or is non-performing. Think long term, not short term.
3. Choosing investments and the interest rate they pay is a significant factor.
4. Selecting investment funds with lower operating costs and management fees is crucial for growing retirement funds.

Plan for your future and your family. Start saving now.

### **BALANCING FAITH & PLANNING**

By Steve Harris

Superintendent, Arizona Ministry Network

It seems like just a little while ago that I started full-time ministry as a youth pastor for my father-in-law. I made \$110 a week, and the church provided a place to live. I supplemented our income by driving a school bus. We were living high and having the time of our lives. I honestly never thought about retirement because it seemed so far away; but I have found out that it is just around the corner and comes sooner than expected.

I began saving for retirement when I heard someone say that I could retire at 33 years of age with almost a million dollars if I saved \$25 a week. While that was not precisely the truth, I began saving nonetheless.

I eventually learned that the more I saved for retirement, the less taxes I would pay and the more funds I would have at retirement. I also learned that if inflation continued, additional funds would be imperative; consequently, I needed to save more than I had thought necessary. I can assure you that most people who get to retirement age say to themselves, “I wish I had saved more!”

Until late in life, I did not realize that I needed to put more into my retirement account than I was doing. This may seem like a “well, duh” comment; but when you and your employer both contribute to your retirement account through a matching fund, you pay less taxes and compound your 403(b) retirement savings account. Unfortunately, I have paid a lot more to the IRS than I should have when I should have been paying that money to myself in preparation for retirement.

It has been only in the last five years that I sought out a financial advisor who encouraged me to put the maximum into my 403(b). At first, I believed I could not live without that money; and it was difficult at first. However, at age 71, I am incredibly thankful I took his advice. It has been an incredible blessing as I look retirement in the face.

Many ministers do not save for retirement because they believe they do not make enough money to save, but that is an incorrect way to think about it. We should pay ourselves just like we pay our tithes. No one will put retirement funds in an account for us. We must do it ourselves, and it is definitely worth it.

Many ministers do not plan for retirement because they feel they are “trusting God to take care of them.” I also trust the Lord with all my heart; however, He expects us to use wisdom in preparing for the future—either until He returns or we pass away. God is a rewarder of those who diligently seek Him, but it makes good sense to plan for the future. In planning for retirement, trust God by putting money in your retirement account. Keep trusting God and express more faith as you save for retirement.

### **THREE KINGDOM CONSEQUENCES**

By Nick Fatato

Superintendent, Southern New England Ministry Network

After 17 years of working with ministers in Southern New England, my leadership role has given me a unique view concerning retirement preparation. A lack of retirement planning significantly impacts the minister, their ministry, and the network as a whole.

I will leave the strategies of solid retirement planning to the professionals; however, I would like to make three observations concerning the consequences of inadequate retirement planning.

- 1. Limited options.** When a minister gets to retirement age and needs to make life adjustments regarding their ministry assignment, a lack of retirement planning limits

their options. The minister often wants or needs to pull back from the full weight of pastoral ministry yet is unable to do so because of financial limitations. This results in a slow decline in ministry effectiveness and a deep personal frustration about being stuck. Also, this often results in the minister's being pushed out by the church or the church's ceasing to be viable.

2. **Diminished impact.** A church led by a minister with no retirement options quickly comes to a place of missional ineffectiveness. The church has usually declined and, consequently, cannot transition to a new leader. The church may also have a deep loyalty to the pastor and cannot fathom pushing them out. The church is forced to be a passive passenger as their pastor coasts across the finish line. This results in the arrested development of the church with its impact becoming nonexistent.
3. **Kingdom dilemma.** If a minister neglects retirement planning, they can place their network in a lose-lose situation. If the network works to transition the minister out, the church has already become unsustainable and will, in many cases, close. This removes the only revenue stream the pastor has, no matter how small it may have been. When it comes to the kingdom of God and the network, both scenarios are not preferred and usually result in a lose-lose situation.

The minister, church, and network are deeply impacted by a minister's lack of retirement planning. It is imperative that every minister have and contribute to a retirement plan. Their church should also participate by offering a program, and both should utilize the retirement planning resources provided by their network.

As a network leader, I am grateful for the work of Church Extension Plan. They are an invaluable option for anyone needing to start, restart, or update a retirement plan as they are ministry-focused, fiscally sound, and provide easy access.

<p><b>LEARNING BY OBSERVING</b> <b>BY Klayton Ko</b> <b>Superintendent, Hawaii District Assemblies of God</b></p>
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Having faith is not an excuse for not having a financial plan.

I am a strong advocate for every minister to have not only life insurance but also a retirement plan. My conviction stems from my experience of witnessing my pastor and spiritual father's health decline to the point of being forced to retire. Having embarked on a building project, our church had a story familiar to many with challenges such as selling the old property, acquiring a loan for millions of dollars to purchase land and build, renting temporary facilities, construction delays, and internal divisions. While the original plan and financial projection seemed perfect before launching, it did not account for division within the church or the pastor's diagnosis of Parkinson's disease. Needless to say, the project took a toll on him. It was difficult to watch his

health decline to the point of being forced to retire, but it was even harder to see him without a retirement plan in place. The board of directors, of which I was a part, had to make the difficult emotional decision of how to retire a pastor who still had a mortgage and no retirement plan.

Thankfully, the board decided to provide him with a modest pension and organize a special offering to help pay down his mortgage so he could retire in Hawaii until the Lord called him home.

The rest of the story is that in 1994, I was elected as the senior pastor to succeed him and continue the vision of building the church. During this time, God sent a brother in Christ to give me valuable advice as a young minister. He did the most loving thing for my wife and young children, which was to have a financial plan in case I passed away unexpectedly. He emphasized that having strong faith should never be an excuse for not planning for the unexpected. Taking his advice to heart, I took out a life insurance policy to ensure my wife would not have to worry about finances if I were to die. Furthermore, having experienced the challenges in our church, I asked the board to consider opening a 403(b) retirement plan for all our pastors and employees. Every year, the church contributes a certain percentage to their retirement plan, and the employees can personally contribute as well. We are also exploring the possibility of implementing a group life insurance plan. Pastors should be encouraged to think about the security of their families and churches by having a plan for the unexpected future.

Our church has experienced significant growth and operates multiple campuses and church plants worldwide. In addition, we operate a school and employ nearly a hundred staff members. Despite the current success that God has given us, it is essential to have a plan in place to deal with unforeseen circumstances.

Having faith is not an excuse for not planning.

### **NOW THAT WE ARE RETIRED**

By Jim and Judi Braddy

Retired Superintendent, Northern Cal/Nevada District

The excitement of our first ministry position in Southern California in 1967 was real! Judi and I were in our early 20s, newly married, and ready to tackle the world. Then, one day, in front of us sat a financial planner, a member of the church, talking to us about setting aside money for retirement. To be honest, it was in one ear and out the other. After all, our whole lives were ahead of us, and Jesus was coming soon!

Now, at age 78, I wish I had listened to his wise advice. Only at age 48 did I seriously begin planning for retirement. At that stage, it was a game of catch-up. So, for the last 30 years we have been working tirelessly to set aside funds to ensure our retirement would be comfortable and carry us until Jesus called us both home.

I use the word “both” because retirement is not only about me but also about my spouse and partner in ministry. If I were to pass away first, I wanted to ensure she would have sufficient funds to live comfortably and without worry.

Consequently, the questions were: Where and what should our retirement plan be? Two options were available: an IRA or 403(b) program. I chose the 403(b) as it permitted my church and me to invest a portion of my paycheck while reducing my taxable income. At retirement, I could then draw from my account and claim most of my withdrawal as housing allowance. I also chose to invest with Church Extension Plan as they offered a good return as well as flexible plans, and I loved their investment in ministry and churches. I then decided to put aside the maximum allowed by law to “catch up” on my failure to invest earlier in my ministry. Was it a sacrifice? Yes, to some extent, but choosing to have the money taken out automatically each month so that we never saw it helped us to budget better.

The key is: DON'T WAIT! The sooner you begin, the less impact it will have on your monthly income. You can contact an AG Financial or Church Extension Plan specialist to guide you and your church on your investment.

Following are a few practical words from Judi's point of view:

I will be the first to admit that I am not the most disciplined person when it comes to saving money. Over the years, Jim and I have had more than one “discussion” about finances. It was especially difficult during the child-rearing years when we were pastoring small churches, and our sometimes-meager income was stretched thin. Like many young couples, we fell into the credit card trap. Eventually, I saw that if we were to put money aside for retirement, I could help by better managing our indebtedness. How? We eliminated the small credit cards and transferred large balances to 0 percent interest lines of credit. Without the interest added on, we were able to pay off our debt more quickly. As a result, our retirement has been one of the most fulfilling and productive times of our lives.

Remember that ministry does not end at retirement. Though we started late, we have had the funds to live comfortably and accept some fantastic ministry opportunities at home and overseas because of discipline and sound money management. I am grateful today that my husband chose to be such an excellent financial steward. Our family has not only benefitted but also the churches and organizations we shepherded. Ultimately, it truly is an investment in God's eternal kingdom.

## MORE RESOURCES

In addition to this resource, we have authored two additional books on ministerial retirement.

1. *Minister Retirement: Bringing Clarity to Retirement Planning* can be accessed at <https://a.co/d/a60gAhD>
2. *Stewarding the Future: Church Boards and Pastoral Retirement* can be accessed at <https://a.co/d/6CR7Sti>