Dear Friends,

The mission of the Friends Church of North Carolina—to know God and make Him known—presents us with our greatest and most vital challenge, reaching the unchurched. To effectively meet this call, our pastors must be fully equipped, encouraged, energized, and engaged. When our leadership is supported, their calling is refreshed, directly impacting the vitality of our local meetings. Spirit lead disciples never let their success stagnate; they seek constant growth and discern a way forward.

However, professional growth and spiritual renewal require a foundation of security. For over one hundred years, our yearly meeting faithfully sustained a legacy of care, providing critical financial support for our aged pastors. In 2017, when the North Carolina Yearly Meeting was restructured this retirement benefit was unfortunately discontinued.

As Disciples of Christ, we must seek a modern way to support the pastors who give their lives to full-time service in our meetings. To ensure our leaders can focus entirely on the harvest field without the heavy burden of financial anxiety, we must look to the future.

Therefore, I prayerfully request that the Yearly Meeting prioritize restarting a 401(k) retirement plan for our pastors. Reestablishing this program honors our rich history of ministry support and fulfills our biblical duty to care for those who shepherd our flocks. By providing long-term retirement security, we show our pastors they are valued, helping them remain deeply engaged in our shared mission for years to come.

Thank you for your faithful leadership, your discernment, and your ongoing care for our church family.

In Christ's service,

Mike Fulp, Sr.

Proposal for Pastors' 401(k) Retirement (FCNC)

The Financial Strategy

By splitting the retirement contribution, we protect our pastors without placing a heavy financial burden on any single meeting. A retirement program can attract more pastors to fulltime work by offering strong contributions, portable benefits, and reliable financial counseling. These core features show pastors that their long-term security is valued.

Monthly Meeting Share: $200 per month

Yearly Meeting Match: $100 per month

Total Monthly Investment: $300 per month

20-Year Financial Growth Projection

Calculated using a conservative 7% average annual market return.

Timeline:

Total Cash Contributed	Compound Interest Earned Total	Fund Value
Year 5 $18,000	$3,601	$21,601
Year 10 $36,000	$15,894	$51,894
Year 15 $54,000	$40,364	$94,364
Year 20 $72,000	$84,278	$156,278

Key Takeaway for the Business Meeting

Over a 20-year span, the total physical cash invested by our meetings (Monthly/Yearly) is $72,000.

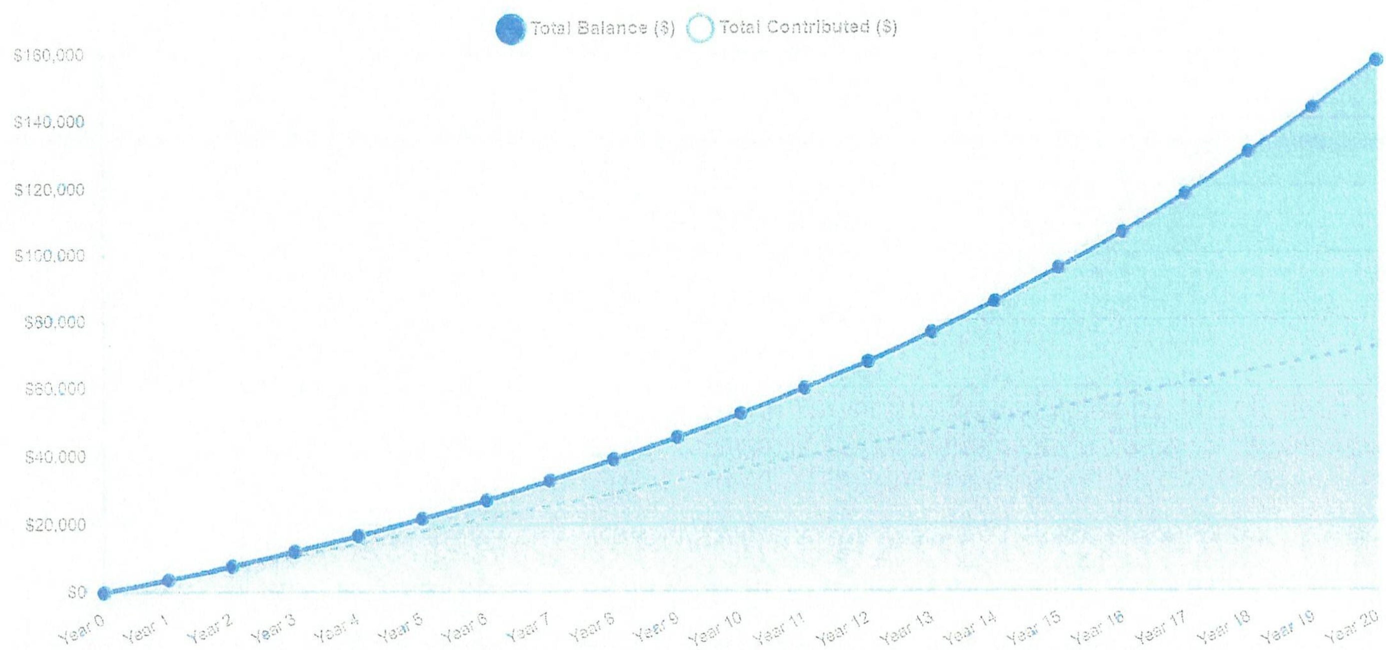
However, the ultimate value of the fund grows to $156,278. This means over half of the pastor's retirement fund ($84,278) is generated entirely by compound interest. A small, shared investment today yields massive long-term security for our leaders tomorrow.

Retirement Investment Calculator

Starting Amount ($)	Monthly Contribution ($)	Years Invested	Annual Return (%)
0	300	20	7

Calculate Growth

FINAL BALANCE	TOTAL CONTRIBUTED	TOTAL INTEREST EARNED
$157,190	**$72,000**	**$85,190**



Retirement Investment Calculator

Starting Amount ($)	Monthly Contribution ($)	Years Invested	Annual Return (%)
0	300	30	7

Calculate Growth

FINAL BALANCE	TOTAL CONTRIBUTED	TOTAL INTEREST EARNED
$368,126	$108,000	$260,126