

Notice Regarding Contribution Remittance

Compass Retirement Plan (Compass) for Clergy Launches in 2026

If you have Compass-eligible clergy, your salary-paying unit should continue to withhold personal contributions from the participant's pay. These contributions to the Compass Plan, along with the Plan Sponsor contributions, must now be remitted to your Conference instead of directly to Wespath. If you have questions regarding how billing for Compass contributions works, please contact your Annual Conference.

Secure Act 2.0 Provisions for 2026—Roth Catchup Contributions for High Earners

Beginning January 1, 2026, the SECURE 2.0 Act of 2022 requires that age-based catch-up contributions (for individuals age 50 or older) must be made on a Roth basis for employees whose wages (subject to FICA taxes) exceeded \$150,000 (as indexed by the IRS) in the prior year (2025).

Put simply, catch-up eligible employees (50 years or older) with FICA wages in 2025 at or above \$150,000 may require special handling in 2026. These individuals' catch-up contributions will need to be classified as Roth contributions if they exceed the annual 402(g) limit.

Note: Clergy whose entire income (net earnings from self-employment) is subject to SECA taxes (rather than FICA) will not be impacted by this provision.

If your employee population includes employees who meet the above criteria and are participants in a Wespath-administered retirement plan, next steps are as follows:

- Inform affected participants of this potential impact on their 2026 catch-up contributions
- Work with your payroll provider to ensure any catch-up contributions for impacted participants, in excess of the 2026 Internal Revenue Code Section 402(g) limits, are made on a Roth basis
- Send Wespath an Excel file to retservices@wespath.org by February 2, 2026, listing:
 - Participants who will be age 50 or older by December 31, 2026, and
 - Who have FICA wages exceeding \$150,000 in 2025
- The file should contain the following data for these identified participants:
 - Full name
 - Last 5 digits of SSN

By providing Wespath with a report of possible impacted participants, Wespath can help monitor their retirement plan catch-up contributions. Affected participants who fail to make catch-up contributions on a Roth basis when required may incur IRS tax penalties.

2026 Contribution Limits

The Internal Revenue Service (IRS) establishes limits for retirement plan contributions each year. Some of the 2025 limits have increased. The 2026 limits can be found at wspath.org/r/cl.

Multiple 403(b) Plans

If you maintain multiple 403(b) plans or have participants with individual 403(b) contracts, the above-referenced IRS limits apply across all 403(b) plans and contracts. Participants must consider their total annual contributions when assessing compliance with the IRS limits. Contact Wespath for an *Information Sharing Agreement* if you have not already submitted one. Once this agreement is on file, we will work with you to ensure loans are processed appropriately.

Contribution Due Dates

Participant contributions should be deposited to their retirement plan accounts as soon as possible, but no later than 15 days following the end of the month the participant received their pay. If contributions are not deposited within this timeframe, any investment earnings must also be paid. Wespath will calculate investment earnings on late contributions.

Remitting Billed Contributions

Review the monthly contribution file online. If all the information is accurate, schedule the payment online (unless you have elected the automatic funding option). If there are any discrepancies, update the participant's billing records in Contribution Management. To bill correctly going forward, you can update the participant's record in Benefits Access for Plan Sponsors (BAP), if you have access. Otherwise, complete the necessary form(s) (e.g., Compensation, Contribution Election or Termination/Retirement) and return them to Wespath.

The employer or salary-paying unit must issue payment—the payment may not come from a participant's personal checking account.

Contribution Accuracy

If you discover contributions were overpaid or underpaid, contact the Plan Adoption and Contributions Team at **1-800-851-2201**.

If you have access to BAP, it can be a useful tool to help with contribution remittance planning in the upcoming year. BAP allows you to view participant compensation and elected personal contribution rates. Otherwise, please contact us at the number above.

Forms and Administration Manuals

It is important that you distribute current versions of *Enrollment* forms to new participants; older forms may contain out-of-date information and be invalid. You can request new *Plan Enrollment Kits* at fulfillmentteam@wspath.org. Provide your name and phone number, six-digit employer number (if you know it), organization mailing address and the number of kits you are requesting.

Once participants are enrolled and receive a Welcome Letter from Wespath, they should register for online access to their retirement accounts at benefitsaccess.org and designate their beneficiary(ies) online.

Contribution Election forms should be used for changes after enrollment and can be found on wspath.org/r/pip.

The *Contribution Election* form is also available under **Forms** in the lower right corner of the Contribution Management home page. Other forms and Plan Administration Manuals are available on the Wespath extranet at <https://extranet.wspath.org> (username: **extranet**; password: **gbop!123**). Select “**Plan Documents—Forms—Guides.**” You also may call Wespath at **1-800-851-2201** to request forms.

Need Help?

If you need assistance or additional information regarding contribution remittance, contact the Plan Adoption and Contributions team at ContributionsTeam@wspath.org or call **1-800-851-2201**. Representatives are available business days from 8:00 a.m. to 6:00 p.m., Central time.

Wespath does not provide legal or tax advice. If you need legal or tax advice, please consult with a legal or tax professional.