

**Please find below information from the Board for Christian Service regarding the ELS 403(b)(9) plan:**

In order to address the future retirement needs of our synod's called workers, the synod has set up an IRS-compliant, third-party-administered 403(b) plan. The ELS participates only in the Shepherd Plan through the Hahn Financial Group, Inc. and Retirement Plan Consultants, LLC. In addition to encouraging called-workers to plan for their retirements, the board strongly encourages the pastors and teachers of our synod to enroll in the ELS Shepherd Plan. As of January 2024, the Board of Trustees recommended and the Board for Christian Service has decided that all matching funds provided by the synod can only be deposited into the denominational 403b plan sponsored by the Evangelical Lutheran Synod - the Shepherd Plan.

Yours in Christ

Rev Erich J. Hoeft

Chairman of the ELS Board for Christian Service

If you do not yet have an ELS 403b Shepherd Plan, please contact the Hahn Financial Group and they can assist you and your congregation to get this set up.

Email: [els403b@hahnfinancialgroup.com](mailto:els403b@hahnfinancialgroup.com)

Ph: 605-275-3600 or toll-free 800-516-4246

- 1) ELS entities/employer must enroll in the ELS Shepherd Plan - if they are not already (please call or email the Hahn Financial Group with any questions or help you desire)
- 2) ELS employee must establish their individual accounts (please call or email the Hahn Financial Group with any questions or help you desire)