

## **Resolution to Designate Portion of Retirement Income as Housing Allowance**

### **By vote of the Unitarian Universalist Association Board of Trustees Designating A Portion of Retirement Income as Housing Allowance**

**Whereas:** The Unitarian Universalist Organizations Retirement Plan (“UUORP”) is defined contribution church plan that is intended to satisfy the applicable qualification requirements described in Section 401(a) of the Internal Revenue Code (the “Code”). The UUORP was established by the Unitarian Universalist Association to address the critical need for retirement security among employees of Unitarian Universalist congregations, affiliate organizations, community ministers, and Unitarian Universalist Association (“UUA”) headquarters staff. This need was identified through the UUA's commitment to living its values by ensuring congregations can be excellent employers and their staff can achieve financial competence and well-being.

**Whereas:** Section 107 of the Code permits ministers of the gospel to exclude from gross income (in computing federal income taxes) amounts paid to them as part of their compensation to rent or otherwise provide a home if such amount is designated by a church or other qualified organization as housing allowance, to the extent such an allowance is not in excess of the annual fair rental value of their home and is used by them for actual expenses in owning or renting a home.

**Whereas:** Retired ministers receive payments from the UUORP and such payments are attributable to compensation deferred with respect to past services performed in exercise of ministry, as ministers of the gospel.

**Whereas:** Under Revenue Ruling 75-22, the governing board of the Unitarian Universalist Association has the authority to designate retirement distributions from the UUORP as housing allowance for retired ministers.

**Be it Resolved:** That up to 100% of distributions from the UUORP to retired ministers are hereby designated as eligible housing allowance, to the extent permitted by Section 107 of the Code and the regulations promulgated thereunder.