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**CERTIFICATE  
OF  
PARTICIPATION**

**IN THE  
MINISTERS RETIREMENT PLAN**

**OF THE  
GEORGIA BAPTIST  
CONVENTION**

Norman Francis Williamson

Concord, Georgia

**The Relief and Annuity Board of  
The Southern Baptist Convention  
DALLAS, TEXAS**



# THE RELIEF AND ANNUITY BOARD



## SOUTHERN BAPTIST CONVENTION

INCORPORATED UNDER THE LAWS OF THE STATE OF TEXAS - ESTABLISHED A. D. 1918

### CERTIFICATE OF PARTICIPATION

IN THE  
**MINISTERS RETIREMENT PLAN**  
OF THE  
**GEORGIA BAPTIST CONVENTION**

(Hereinafter referred to as the Retirement Plan)

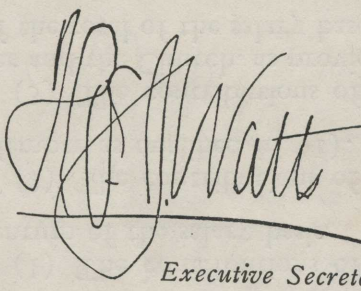
*Pursuant* to the authority of the Southern Baptist Convention, The Relief and Annuity Board (hereinafter referred to as the Annuity Board) issues this Certificate to

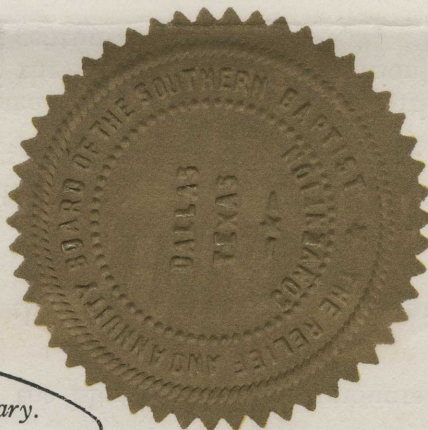
**Norman Francis Williamson**

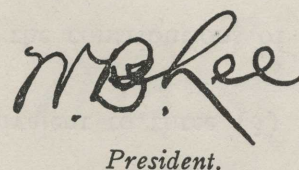
(hereinafter referred to as the Member), an active ordained minister of a church or churches, (hereinafter referred to as the Church) affiliated with the Georgia Baptist Convention (hereinafter referred to as the Convention), in consideration of his agreement to participate in the Retirement Plan.

*This Certificate of Participation Witnesseth*, that the Member is entitled to participate in the benefits of the Retirement Plan, a copy of which is printed hereon and made part hereof.

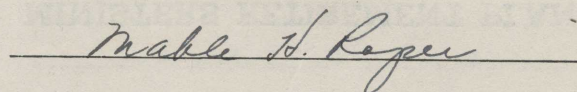
*In Witness Whereof*, THE RELIEF AND ANNUITY BOARD of The Southern Baptist Convention has caused this Certificate of Participation to be executed at its office in Dallas, Texas, this **First** day of **July**, 19**59**.

  
Executive Secretary.



  
President.

Countersigned by





## MINISTERS RETIREMENT PLAN

Retirement annuities and other benefits shall be granted upon the following conditions:

(1) The contributions of the Member shall be amounts equivalent to three (3) per centum of the salary basis.

(2) The contributions of the Church shall be equivalent to the contributions of the Member as outlined in (1).

(3) The contributions of the Convention, in addition to the contributions of the Member and the Church, as provided in (1) and (2), shall be equivalent to two (2) per centum of the total of the salary bases of the participating members.

(4) Interest shall be credited on the Member's contributions and the reserves accumulated out of the balances of the Church's and Convention's contributions, at the rate of three and one-half (3½) per centum, if earned.

(5) The salary basis shall be the cash salary, increased by fifteen (15) per centum as the equivalent of the free rent of the parsonage, if any, up to but not exceeding four thousand (\$4,000) dollars a year.

(6) Upon retirement, after full participation for the period of one (1) year and after the attainment of age sixty-five (65), the accumulations of the Member's contributions, together with the interest additions (to be known as Member's accumulated credits), shall be applied toward providing a retirement annuity on the life of such Member (hereinafter referred to as the Member's Annuity), the contributions of the Churches and the Convention being drawn upon to meet the retirement annuity payments in excess of the amounts provided by the retirement annuity from the Member's accumulated credits. The term "Member's accumulated credits" wherever used in this agreement shall be understood to mean only such funds as are paid in by the Member, together with interest additions credited thereon. Retirement shall mean giving up any and every pastorate or denominational position and the termination of all salary pertaining thereto.

(7) The balances of the contributions of the Churches and the Convention remaining after meeting the required retirement annuity payments shall be held as reserve funds to be applied to meet future retirement annuity payments as they may fall due.

(8) In the event that the Member has paid into the Retirement Fund all of his required contributions and his Churches have paid into the Retirement Fund all of their required contributions, the retirement annuity provided by the Member's accumulated credits shall be supplemented out of the balances of the contributions of the Churches and the Convention up to a retirement annuity of two (2) per centum of the average salary of the Member during service within the bounds of the Convention, for each of the final years of service preceding retirement, but not to exceed fifty (50) per centum, provided, however, that during the first five (5) years of the operation of the Retirement Plan, the retirement annuity shall be limited to a maximum of six hundred (\$600) dollars, but in the event of retirement during the sixth year of the operation of the Retirement Plan, the maximum retirement annuity shall be eight hundred (\$800) dollars; during the seventh year one thousand (\$1,000) dollars; during the eighth year twelve hundred (\$1,200) dollars; during the ninth year fourteen hundred (\$1,400) dollars; during the tenth year sixteen hundred (\$1,600) dollars; during the eleventh year eighteen hundred (\$1,800) dollars; and during the twelfth year and thereafter, two thousand (\$2,000) dollars. It is understood, however, that if the Member continues in active service beyond age sixty-five (65) after the inauguration of the pension plan, the salary basis during such continued service shall not operate to reduce the average salary basis upon which the retirement annuity is calculated.

(9) The contributions of the Member and of his Church shall be required from the date of the inauguration of the Retirement Plan, if the Member was in active service in the Convention on that date, or if entering such service at a later date, then from such later date.

(10) In the case of a Member in active service on the date of the inauguration of the Retirement Plan, credit shall be allowed for so much of his prior service outside of Georgia, but within the bounds of the Southern Baptist Convention, as shall be necessary to make up a maximum of twenty-five (25) years of service preceding the age of retirement.

(11) Any retiring Member, at his option, may take a reduced retiring annuity and make supplemental provision for his widow and minor children, provided that notice of such option be filed with the Annuity Board at least thirty (30) days before the date of retirement, and there can be no substitution thereafter. In the event of the remarriage of a widow her annuity provided for under this paragraph, or under paragraph (13), shall be terminated, when the sums of the age or disability retirement annuity payments, if any, to her deceased husband, together with the payments to herself and/or minor children equal his accumulated credits at the date the Member entered upon his age or disability retirement



annuity, or the widow entered upon her widow's annuity, as the case may have been. In the event that the Member's accumulated credits are not sufficient to provide a widow's annuity equal to or greater than ten (\$10.00) dollars per month, the Annuity Board shall have the right to pay the widow in one sum the Member's accumulated credits.

(12) In the event of the retirement of the Member before attaining the minimum retirement age, because, in the judgment of the Annuity Board, such Member is totally and permanently disabled, the Member's accumulated credits shall be applied toward providing a disability annuity. After five (5) years of service within the bounds of the Convention and after one (1) year of participation in the Retirement Plan, such disability annuity would be increased, out of the contributions of the Churches and the Convention, to thirty (30) per centum of the salary basis during the last year of participation, but not to exceed five hundred (\$500) dollars in all. For each additional year of service over five (5) with participation over one (1) year, add one (1) per centum of such salary basis so as to increase the annuity from thirty (30) per centum but not to exceed forty (40) per centum, nor five hundred (\$500) dollars in all.

(13) In the event of the death of the Member before entering upon an age or disability retirement annuity, the Member's accumulated credits shall be applied to provide an annuity for the widow of the Member, or shall be paid in one sum (a) to a beneficiary previously designated in writing by the Member and such written designation filed with the Annuity Board, or (b) to the legal representative of the Member, if there be no widow, or no designated beneficiary surviving.

(14) In the event of the failure of a Member to make his required contribution to the Retirement Fund in full in any year, the supplemental part of any age or disability retirement annuity granted thereafter to such Member out of the balances of the Church's and Convention's contributions shall be reduced by an amount of retirement annuity equivalent to the reduction in the Member's annuity caused by the failure to make such contribution in full.

(15) In the event of the failure of a Church to make its required contributions to the Retirement Fund in full in any year on account of the service of the Member, the supplemental part of any age or disability retirement annuity granted thereafter to such Member out of the balances of the Church's and Convention's contributions shall be reduced by an amount of retirement annuity equivalent to the amount of such unpaid contributions with interest accumulations thereon to the date of retirement.

(16) In the event of the transfer of a Member to service within the bounds of another State Convention, but within the bounds of the Southern Baptist Convention, credit for service within the bounds of the Georgia Baptist Convention shall be allowed and counted toward completing the last twenty-five (25) years of the active service of such Member with retirement annuity credits proportional to such credited years of service. Such Member has the privilege of continuing membership through the Retirement Plan of the State body to which he may have transferred, or if there is no such Retirement Plan in operation he may continue his membership through the Age Security Department of the Relief and Annuity Board.

(17) In the case of a Member who leaves the Baptist ministry to enter the service of some other denomination, or who engages in some other line of work, or who moves outside the bounds of the Southern Baptist Convention, the obligation of the Retirement Fund shall be limited to the return of the accumulated credits of such Member as of the date of the termination of his service within the bounds of the Southern Baptist Convention.

(18) This Certificate is issued to the minister designated herein as the Member upon the agreement of such minister and his Church or Churches to participate in the Retirement Plan.

(19) The benefits payable hereunder are contingent upon the receipt by the Annuity Board of the contributions of the Member, the Church and the Convention. It is agreed and understood, however, that the failure of any Member, or Church, or the Convention to make such required payments shall affect only the annuity credits of and the annuity payments to such Member and shall not impose any additional obligation on or cause any additional payments to be made to the Annuity Board by any other agency.

(20) This Certificate constitutes the entire agreement and no changes shall be made in the provisions nor shall any statements, or representations relating thereto, which are other than as provided herein, be binding, or of any value whatsoever unless endorsed hereon or attached hereto by the Annuity Board and made a part hereof.

(21) The Convention shall have the right to amend or modify the provisions of the Retirement Plan as applicable to its members from time to time as may be deemed necessary, upon sixty (60) days' notice in writing to the participating members, and provided that such changes do not affect any annuity obligations incurred on account of such members prior to the date when such amendment or modification became effective.



THE RELIEF AND ANNUITY BOARD OF THE SOUTHERN BAPTIST CONVENTION  
THE MINISTERS RETIREMENT PLAN OF THE GEORGIA  
BAPTIST CONVENTION

**ENDORSEMENT**

Annuity Agreement No. 249

Name of Member: **Norman Francis Williamson**

The following resolution was adopted by the Executive Committee of the Georgia Baptist Convention, in conference with the Actuary and the Executive Secretary of the Relief and Annuity Board of the Southern Baptist Convention, and is hereby attached to and made a part of the Certificate of Participation:

"BE IT RESOLVED, that the Ministers Retirement Plan of the Georgia Baptist Convention become operative as of July 1, 1939, with the following proviso:

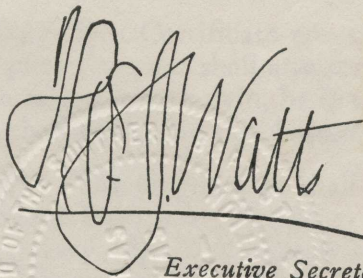
"That the aggregate share of the retirement annuities, which are supplemental to the retirement annuities provided by the member's accumulated credits, and which supplemental shares are to be financed out of the receipts from the Churches' 3% and the Convention's 2% contributions, shall not exceed the aggregate of such receipts or balances thereof, even if it becomes necessary to make corresponding adjustments in the retirement annuities, it being understood that no such adjustment shall be made in these retirement annuities in the event there are other funds made available to make such adjustments unnecessary.

"The above provision is made because of the relatively large number of the older ministers participating in the Retirement Plan who are approaching the days of retirement with long periods of prior service to their credit, and it is made with the expectation that a much better age distribution will result from a further enrollment of eligible ministers in Georgia in the Retirement Plan."

*Additional Provision:* "In the event that the aggregate of the age and/or disability retirement annuity payments made to a member and the annuity or other payments paid to his widow or designated beneficiary shall not equal the full amount of the member's accumulated credits as of the date of death or the date at which an age or disability retirement annuity is entered upon, as the case may be, then and in that event, an amount equivalent to the excess of such member's accumulated credits over the total of such annuity and other payments shall be paid to the personal representative of the member or to such relative of the member as the Annuity Board, in its absolute discretion, may elect."

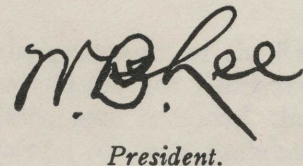
Dated: July 1, 1939.

THE RELIEF AND ANNUITY BOARD OF THE SOUTHERN BAPTIST CONVENTION



*H. Watt*

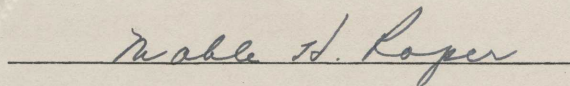
*Executive Secretary.*



*M. B. Kee*

*President.*

Countersigned by



*Noble S. Roper*