Retirement
The lifelong benefit of doing good

The 403(b) Savings Plan

Key differences between the Tax-Deferred and the Roth Accounts

	TAX-DEFERRED ACCOUNT	ROTH ACCOUNT
Contribution Taxation When are my contributions taxed by the Federal Government?	Later. Your contributions to the Tax-Deferred Account will be taxed when you take a distribution, typically at retirement.*	Now. Your contributions will be taxed in the year you contribute to the Roth Account.*
Saver's Credit How might my contributions impact my ability to qualify?	If eligible, contributions on a pre-tax basis lower your Adjusted Gross Income (AGI) towards qualification. For more information visit www.IRS.gov.	If eligible, contributions on an after-tax basis do not lower your Adjusted Gross Income (AGI) towards qualification. For more information visit www.IRS.gov.
Withdrawals at Age 59½ or Over How is my money taxed by the Federal Government upon withdrawal?	All of your money in the Tax-Deferred Account — contributions and Interest Credits — is subject to taxation upon withdrawal (which includes an annuity).	*If you satisfy the 5-calendar-year requirement*, all of your money in the Roth Account — contributions and Interest Credits — is *not* subject to taxation upon withdrawal (which includes an annuity).
Minimum Age for Lifetime Income If I meet the minimum balance threshold, when can I turn my account balance into a lifetime annuity?	You can begin receiving lifetime income in retirement from your Tax-Deferred Account at age 55.**	You can begin receiving lifetime income in retirement from your Roth Account at age 55.** However, interest may be subject to taxes if you're not yet age 59½.
RMDs If I don't annuitize, will I have to take required minimum distributions (currently age 73)?	Yes, and distributions may be included in your AGI.	No, and any qualified distributions are not included in your AGI.

** Not all states treat contributions and withdrawals the same as the IRS **Separate rules apply for Disability.*

March 2024

Retirement
The lifelong benefit of doing good

DID YOU KNOW?

About the Roth Account

- **Any paid employee of a participating YMCA** — regardless of age, hours worked, length of service, or total compensation — can contribute to the Fund's Roth Account. Unlike a Roth IRA, eligibility is not subject to adjusted gross income limits.

- **You can contribute to the Fund's 403(b) Savings Plan** (Tax-Deferred Account and Roth Account) and to a Roth IRA, up to the maximum limits, pending total income and adjusted gross income qualification.

- **You can contribute to both the Roth Account and the Tax-Deferred Account** within the 403(b) Savings Plan during the same year up to the YMCA Retirement Fund and IRS limits. Just remember, the limits represent a combination of all contributions to either account.

- **Consistent with other account types, contributions to the Roth Account** receive the Interest Credit and Annuity Conversion Rates that are reviewed and established annually by the Board of Trustees.

- **When you're ready to retire**, just like the Tax-Deferred Account, you can convert your Roth Account into lifetime income in retirement (a lifetime annuity), take a lump sum distribution or periodic withdrawals, or execute a rollover.

Due to the many tax implications associated with contributions and distributions from the Tax-Deferred Account and/or Roth Account, you may want to consult with a financial/tax advisor to help you understand how your unique situation could inform your decisions. For questions on federal taxation rules and credits, contribution limits, and more, visit www.irs.gov.

March 2024

Contact the Fund via Live Chat at www.yretirement.org, or at 800-RET-YMCA (800-738-9622), M-F (9:00am-5:00pm ET)