



Protecting their well-being

Basic Life benefits and financial opportunities to protect your loved ones

Just like using an umbrella to fend off the rain, you can protect your family's financial well-being with life insurance.

Your employer helps provide for your family's financial well-being by enrolling you in the Concordia Disability and Survivor Plan. This plan provides financial benefits if you miss work due to an approved disabling condition and basic life insurance for you and your dependents.

What life benefits does the CDSP provide?

Upon the death of a member, the Plan provides a Basic Life benefit that will be paid to your beneficiary(ies).

Basic Life is payable as a lump sum and is at least two times your annual salary with a maximum coverage amount of six times your annual salary, up to \$1,750,000 but not less than \$20,000. You can view your exact coverage amount in your member portal, ConcordiaPlans.org/MemberPortal.

The CDSP also provides benefits for your dependents.

Should an eligible enrolled dependent spouse or child pass away before you, a lump-sum death benefit of \$10,000 will be paid to you.

Beyond Basic Life Insurance

Your Basic Life benefits will help protect your family from financial stress due to an unexpected loss. However, additional life insurance can cover the difference between your family's needs and your current insurance coverage.

To help fill any gaps, Concordia Plans provides two additional protection opportunities.

Do you know if these funds will be enough to provide for your family's financial well-being?

Supplemental Life Insurance

Supplemental term-life insurance is available to CDSP members at low group rates through Securian, the same trusted provider that helps administer your CDSP Basic Life benefits.

Additional coverage is available for you, your spouse and children (if applicable) through payroll deduction. Supplemental Life can be added during open enrollment on the member portal or when you experience certain life-change events.

The following table shows supplemental life rates based on the covered individual's age at the time of plan enrollment. Rates increase with age and are subject to change.

Age	Worker non-nicotine	Worker nicotine user	Spouse non-nicotine	Spouse nicotine user
Under 25	\$ 0.035	\$ 0.061	\$ 0.045	\$ 0.079
25-29	\$0.042	\$ 0.074	\$ 0.054	\$ 0.095
30-34	\$0.056	\$ 0.098	\$ 0.072	\$ 0.126
35-39	\$0.063	\$ 0.110	\$ 0.081	\$ 0.142
40-44	\$0.070	\$ 0.123	\$ 0.090	\$ 0.158
45-49	\$0.105	\$ 0.184	\$ 0.135	\$ 0.236
50-54	\$0.161	\$ 0.282	\$ 0.207	\$ 0.362
55-59	\$0.301	\$ 0.527	\$ 0.387	\$ 0.677
60-64	\$0.462	\$ 0.809	\$ 0.594	\$ 1.040
65-69	\$0.889	\$1.556	\$ 1.143	\$ 2.000
70 & Over	\$1.442	\$2.524	\$ 1.854	\$ 3.245

Rates listed are per month, per \$1,000 of coverage.

Coverage for your dependent children is available for a very low monthly cost:

Coverage	Monthly Payment
\$5,000	\$0.50
\$10,000	\$1.00

A copy of the Certificate of Insurance for the Supplemental Life Insurance is available on our website **ConcordiaPlans.org**. Click on "Members" then "Plan Documents" located under Resources.

Accidental Death and Dismemberment Insurance

Accidental death and dismemberment coverage is a great way to protect your family from the financial burdens of a life changing injury or death due to an accident, but does not provide traditional insurance coverage. Premium payments for the AD&D are withheld from your paycheck by your employer.

Benefits can be selected in incremental amounts from \$25,000 to \$300,000 at a low monthly cost:

Insurance Amount	Individual Plan Monthly Payment	Family Plan Monthly Payment
\$25,000	\$.65	\$0.95
\$50,000	\$1.30	\$1.90
75,000	\$1.95	\$2.85
100,000	\$2.60	\$3.80
125,000	\$3.25	\$4.75
150,000	\$3.90	\$5.70
175,000	\$4.55	\$6.65
200,000	\$5.20	\$7.60
250,000	\$6.50	\$9.50
300,000	\$7.80	\$11.40

The percentage of benefits payable is based on the severity of the injury and calculated as a percentage of your coverage amount. When Family Plan coverage is elected, benefit amounts are a specific percentage of the member's coverage amount. See the Certificate of Insurance, available on our website, for more information.

In addition, there are other benefits that may be available when a claim is paid. For example education, occupational training and child care benefits are available for your dependent spouse if the worker dies because of an accident. Upon the accidental death of a member enrolled in the Family Plan, an additional benefit (equal to the lesser of 3% of the member's benefit amount or \$3,000) will be paid in three annual payments to assist with the continuation of medical coverage for the enrolled dependents.

You can take your benefits with you.

If you are no longer employed full time by an LCMS employer, you may have the opportunity to convert your Basic Life coverage to an individual life policy. After your separation from employment, you will receive information about converting your benefits in the mail.

Taking the next step.

For questions about these products, or to enroll, please contact Concordia Plans by calling 888-927-7526 or emailing info@ConcordiaPlans.org. Also, you can add coverage online during Open Enrollment.

Visit ConcordiaPlans.org/MemberPortal to log in to the member portal to enroll in additional coverage or to designate your beneficiaries.

For additional calculators and resources for determining how much coverage you may need, visit LifeBenefits.com/ConcordiaPlans.

How much life insurance do you need?

Use this worksheet to help you estimate the amount of life insurance you need, based on what you need to protect your beneficiaries in the event of your death.

Assets & Income	
What would be available to your family now, if you weren't here to provide for them?	
Spouse's annual income times number of years to age 65	\$
Cash, savings bonds, stocks, securities (current value)	\$
Retirement savings plans (401(k), 403(b), etc.)	\$
Cash value of life insurance	\$
Other assets or income (other than your own)	\$
Equity in your home.	\$
Total	A= \$

Basic Necessities	
What basic needs does your family have? Multiply the items below by the number of years payments are required (if applicable).	
Home – remaining mortgage or rent (120 months is a basic rule of thumb)	\$
Annual household operating expenses (utilities, food, clothing, insurance, repairs, property taxes, etc.)	\$
Childcare	\$
Health – health insurance premiums or medical/hospital expenses not covered by insurance	\$
Debt - balances on credit cards, car loans, etc.	\$
Total	B= \$

Additional Needs	
What kind of special or one-time expenses may come along?	
Tuition	\$
Wedding	\$
New residence	\$
Elder care times number of years	\$
Estate taxes, probate fees, attorney fees	\$
Emergency fund	\$
Funeral expenses (average is \$7,000 - \$10,000)*	\$
Funds for retirement	\$
Total	C= \$

* Source: National Funeral Directors Association

Complete the Equations

Basic Necessities
The difference between what you have and how much you'll need for necessities.

$$B = \$$$

$$\text{Minus A} = \$$$

$$\text{Difference} = \$$$

Additional Need

The difference between what you have and what you'll need if you have additional needs.

$$(B \text{ plus } C) = \$$$

$$\text{Minus A} = \$$$

$$\text{Difference} = \$$$

Compare Coverage

Compare current coverage with your financial needs.

$$\text{CDSP Benefits} = \$$$

$$\text{Additional Insurance} = \$$$

$$\text{Total Needed} = \$$$

$$\text{Difference} = \$$$

The difference between your needs and your current coverage is a gap in your coverage.

Your calculation is based on today's costs and doesn't account for inflation or changes in annual earnings. Review your needs periodically – even annually – to ensure your needs will be met now and in the future.