



DIOCESE OF OWENSBORO

McRaith Catholic Center | Office of the Bishop

Date: May 5, 2026

To: All priests and Principals

Re: Diocesan Lay Employee Pension Plan – Next Steps

I want to update you on what's coming next for the Diocesan Lay Employee Pension Plan, as a follow-up to my letter of March 18, 2026.

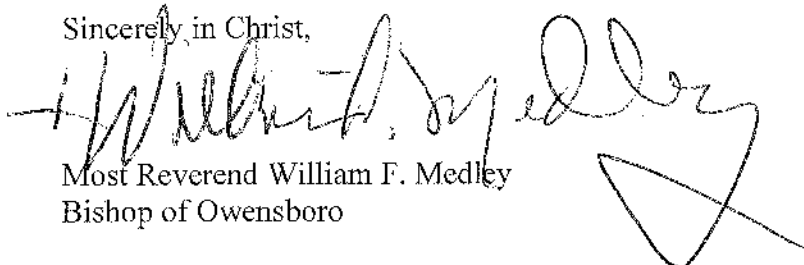
NEXT STEPS

- On April 30, 2026, we let Christian Brothers Services (CBS) know that we plan to leave the Christian Brothers Employee Retirement Program (CBERP) on June 30, 2026.
- We will move the current CBERP plan to the new Diocese of Owensboro Lay Employee Pension Plan (New Pension Plan) on July 1, 2026.
- The New Pension Plan will provide benefits and eligibility like those of the current CBERP and will replace it. Anyone who has earned benefits, whether retired now or in the future, will receive their pension payments from the New Pension Plan.
- We expect the new 403(b) Plan to be ready by January 1, 2027.
- Between July 1, 2026, and when the new 403(b) Plan is ready, you will continue to earn pension benefits under the New Pension Plan. CBS will continue to make benefit payments until the New Pension Plan takes over. On January 1, 2027, we will freeze the New Pension Plan, which means your earned benefits from both the CBERP, and the New Pension Plan will be locked in. Payments to current and future retirees from the frozen New Pension Plan will continue as usual.
- If you are a current 403(b) participant, you will continue to contribute to the current Christian Brothers 403(b) plan until the new 403(b) Plan starts on January 1, 2027.
- Once the new 403(b) Plan begins, your contributions will be made to that plan. We are still working out the details, but you can expect your diocesan employer to make an initial contribution and a matching contribution.
- The money you have contributed to the Christian Brothers 403(b) is yours. When the time comes, you will be given options for how and when to access it.

SUMMARY

As you can see, some details are still being finalized. We will continue working with outside advisers and will share more information as we move forward with the New Pension Plan and then the new 403(b) Plan.

Sincerely, in Christ,



Most Reverend William F. Medley
Bishop of Owensboro