Your Association's Role in YWCA Employee Retirement Readiness

As part of the YWCA organization, your association has committed to providing your eligible employees with an unparalleled benefit in regard to their ability to retire after dedicating their careers to the YWCA movement: participation in the YWCA Retirement Fund.

Your YWCA makes an annual election of contribution rate to the Fund; this is the percentage of your participating employees' monthly compensation that is deposited into their Fund accounts, to which the Fund then provides a 40% match. Your association chooses one of the following contribution rates: 4%, 5%, 7.5%, or 10%.

If your Association's Contribution rate is:	Then the Retirement Fund will add a matching contribution of:	The total contributed is:
10%	4%	14%
7.5%	3%	10.5%
5%	2%	7%
4%	1.6%	5.6%

Retirement Income: A Three-Legged Stool

For YWCA employees, retirement savings can be considered a three-legged stool.

- YWCA Retirement Fund pension
- Social Security
- Personal savings

Whatever gap remains between retirement needs and the first two sources of income must be made up with personal savings.

Association Contributions and the Replacement Ratio

Replacement ratio is defined as income in retirement calculated as a percentage of a person's final year of pay.

While everyone's needs in retirement are unique, and many factors affect what an individual will likely require for retirement, experts agree that a recommended target is between 70% and 85%.

Within the YWCA network, where 2/3 employees make less than $50K annually, association contributions are vital to enabling a secure retirement.

- 2/3 of YWCA employees make less than $50K annually.
- Median US salary is **$54,132**.
- Median US salary for women is **$49,036**.
- Median YWCA compensation is **$42,350**.

Salary data from Bureau of Labor Statistics (BLS) for 2nd Quarter 2022

Comp Range	Percent
Under $25K	15%
$25K-$50K	51%
$50K-$75K	24%
$75K-$100K	6%
$100K +	5%

These charts illustrate the effect on retirement readiness of your association's average contribution rate over a long-term YWCA career and, therefore, how much personal savings an employee would need to retire comfortably.

Assumptions	
Starting Salary	$40K
Years worked	35
Retirement Age	65
Interest Crediting	3%
Annual Sal Increase	3%
Annuity Type	Single Life
Replacement Ratio	80%

For more information, contact our Association Services team at (800)-222-4738 x1 or associationinfo@ywcarf.org.