Arizona
By: Kasia Marciszewska
When we moved to Arizona we had no idea we would ever need to relocate from the desert to the east coast after living in NYC then NJ; places that were different in every way. We would never have imagined that we would be now calling home. One of the first things my mom, Druhna Jagoda, did was find a Polish parish for us. Since that fateful day, we have not looked back. We had a place to live! However, this proved to be a blessing in disguise.

In the beginning of involvement with ZHP, the thought of starting a new chapter never crossed my mind. Luckily, my mom had the motivation to start it for both of us. Immediately, she saw that the members of the congregation would greatly benefit from having a new home. Her vision clicked with their tax and legal advice and something was something we should do. And so our jour-ney began.

Despite that fateful decision nearly three years ago, our small group of zuchy has now grown exponentially. There are over 40 regulars. We sing, we dance we discussed our mutual passion for the Polonia. We welcomed with open arms to surrogate families that embraced them kindly. Among them were the families with shared dedication and the harcerstwo way of life: Drahna Iwona and Drah Ryszard along with the very lively and entertaining Drah Zbyszek and Druhna Ania. Piotr Tlalkiński, a harcer from ZHR in Poland came along for the ride. The very first meeting of the group was held at ZHP in Phoenix area all the way from Connecticut.

What happened next was simply remarkable. We sang, we danced, we discussed and shared concepts from both sides and they merged into our zuchy thrive and grow.

Drahna Jagoda saw through our bleak de-214 fret and dreamed of forging contact with the harcerstwo in California, knowing that their support would be an incredible help. The first contact between the neighboring states came in May of 2008, during California Polish Heritage Days. We brought our group of zuchy, harcerzi, harcerze and two very dedicated dads, made the strenuous 12-hour drive to attend a weekend of games, activities and matches, that was the spark that initiated Drahna Jagoda’s desire to bring the two states and its people to-gether.

During that weekend, plans were made for California to come to Arizona to see our oszkrod and offer their guidance. On Friday October 3rd at around 10 p.m. eight weary travelers crossed the border into El Paso. They were welcomed with open arms to surrogate families that embraced them kindly. Among them were the families with shared dedication and the harcerstwo way of life: Drahna Iwona and Drah Ryszard along with the very lively and entertaining Drah Zbyszek and Druhna Ania. Piotr Tlalkiński, a harcer from ZHR in Poland came along for the ride. The very first meeting of the group was held at ZHP in Phoenix area all the way from Connecticut.

What happened next was simply remarkable. We sang, we danced, we discussed and shared concepts from both sides and they merged into our zuchy thrive and grow.

Taxes from 3 employers

The maximum SIMPLE contribution for 2008 is $10,500 with an additional catch-up contribution of $2,500 available to employees who have reached at least the age of fifty by the end of the year. The contribution is limited to the lesser of $10,500 or 100% of compensation. Generally, you are required to match three percent of the compensation up to the amount each employee contributes. If your employee does not participate, you do not make a contribution. This plan is available to small employers with less than 100 employees. The eligible employee must have at least $5,000 of compensation in the preceding two years and reasonably expect to make that in the current year.

In the like the SEP, the plan is easy to establish. However, unlike the SEP, the plan is not established by October 1 of the tax year. The deferral contribution must be made by the thirtieth day of the month in which the income was deferred. The matching contribution must be made by the due date plus extensions of the tax return for the year.

401(k)

The 401(k) is a qualified plan that offers a larger deferral opportunities for your employee(s). The maximum deferral is $15,500 with a catch-up contribution of $5,000 for those age fifty and over. If your SIMPLE, you and the employee can participate in the deferral opportunity. A self-employment person can still make after-tax profits from the Schedule C or F since no W-2 is required to be reported. This plan cannot discriminate with regard to employees. However, you need not cover those under twenty-one and those who have less than one year of service (1,000 hours). You can always be more generous with coverage, providing that all your employees are treated consistently.

The plan must be established before the end of the year. Your employees will be required to choose their level of participation. Because the plan is more formal, the plan must be established in writing. This is an information return monitoring the plan.

Many 401(k) plans are combined with profit sharing plans in which the employer makes contributions in addition to the employee’s deferral. This matching contribution is usually limited to a certain percentage of compensation. These contributions must be deposited by the fifteenth day of the month following the deferral. The matching contributions may be made by the end of the month plus extensions of the tax return for the year.

This plan has become more popular with the small business owner/employer. The employees of those of you who self employed, this plan is something to consider. The Solo 401(k) is a modern plan that符合条件的个人 can cover themselves and others. The plan is easy to administer and is one of the very few plans of this sort that do not discriminate. These plans also require the use of a trustee to administer the plan.

There are many options available. This article in no way provides all the information necessary to start a retirement plan. Discuss your options as a small business owner/employer with your accountant to make sure you are making the right decision.

Conclusion
There are many options available. This article in no way provides all the information necessary to start a retirement plan. Discuss your options as a small business owner/employer with your accountant to make sure you are making the right decision.

If you have additional questions about the ideas mentioned here and/or the many other strategies available to you, you should contact your tax advisor. If you are interested in obtaining more information, you should contact your tax advisor immediately.