

News & Notes

Spring 2024

Christian Plans to Care for Your Team

Interested in faith-based medical coverage for your church? GuideStone® and FCMM Benefits and Retirement have teamed up to support your calling and offer **medical coverage** uniquely designed for your ministry.



Why GuideStone health coverage?

As an alternative to traditional secular health insurance, GuideStone offers like-minded churches and ministries of all sizes to join a church health plan that reflects biblical values and provides access to quality benefits typically only accessible to large organizations, including:

- Nationwide network and international coverage
- Built-in personal health care coordinators
- A type 2 diabetes and prediabetes reversal program
- Cash reward opportunities when shopping for medical procedures
- And much more!

Who is eligible?

All Evangelical Free Church of America churches are eligible to participate in GuideStone coverage*. For in-depth details on employee requirements for group and individual plan participation, go to [GuideStone.org/FCMM](https://www.guidestone.org/FCMM).

What is the minimum number of employees to get coverage?

Whether you have one employee or 100, the GuideStone church health plan can provide for your church. Churches with one employee can choose from our range of personal plans, and churches with two or more employees are eligible to offer group plans.

What types of plans are available?

The exact plans available depend on whether you're taking the group or personal plan approach, but either way, you will have access to plan categories, including:

- Comprehensive PPO plans – Access a full range of benefits and top-quality coverage.
- Consumer-driven Qualified High Deductible Health Plans (HDHPs) - Pair with a Health Savings Account (HSA) and use tax-advantaged dollars to pay for qualified medical expenses.
- Budget-friendly protection plans – Get scaled-down benefits for a lower monthly cost.
- Medicare-coordinating plans - Combine one-stop convenience with a great price for retirees.

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How does underwriting work?

To maintain GuideStone's plan stability and keep costs as low as possible for our members, we use underwriting to balance claims risk and monthly costs. As part of this process, our underwriting team will review submitted information such as medical history, occupation, demographics and other applicable information to determine rates for groups and individuals.

How do I start?

Learn more or get a quote at GuideStone.org/FCMM.

*Note: EFCA churches in the Texas-Oklahoma District are covered by a prior association plan and should contact their district office for information.

FCMM "Spring Cleaning" Checklists

While the season to deep clean our homes and purge the contents of our closets is upon us, it's also important to give some "spring cleaning" attention to your FCMM Benefits & Retirement plan accounts.

403(b) Retirement Plan

Checklist for Employ^{ERs}

- Review your Employer Adoption Agreement and update, if needed
- Notify eligible employees of their right to participate
- Review and document practices & procedures to ensure timely remittances
- Adjust contributions to reflect compensation changes
- Review annual 403(b) contribution limits
- Notify FCMM of any employee terminations

Checklist for Employ^{EEs}

- Update or initiate Employee Salary Deferral Contributions (Form 03)
- Review 403(b) annual contribution limits
- Update beneficiaries (Form 02)
- Evaluate your retirement goals and progress

Benefit Plan (Disability and Life AD&D Insurance)

Checklist for Employ^{ERs}

- Provide FCMM with salary updates (Form 103)
- Enroll eligible employees within 30 days of hire
- Review current benefits for any changes that need to be made during open enrollment

Checklist for Employ^{EEs}

- Update beneficiaries (Form 102)

