

READY, SET, CHOOSE

5 STEPS TO FINDING THE RIGHT MEDICAL COVERAGE FOR YOUR STAFF

It's time to choose your employees' health plan and insurance benefits for the new year. Are you ready?

GuideStone® experts have walked with thousands of churches, ministries, and Christian schools and universities as they created the perfect benefit strategy for their teams.

For most churches and ministries, following these five steps provides a steady path that ends at the right benefit package for your organization. You don't have to tackle this important decision by yourself. Call **1-844-INS-GUIDE** and a GuideStone expert will walk through the steps with you.

Let's get started finding the right coverage!

STEP 1: Select a Benefit Strategy

Your health plan will be your most costly employee benefit. For most churches, there are four options to consider.

1. The Affordable Care Act Marketplace
2. Fully Insured Group Coverage
3. Medical Sharing
4. Church Health Plans

There are benefits and risks associated with each of these strategies, so it's important to learn these details to determine if they're a good fit for your ministry.

STEP 2: Maximize Tax Savings

The government has developed several tax-savings vehicles to complement health plans.

1. Section 125 Cafeteria Plan
2. Health Savings Account (HSA)
3. Flexible Spending Account (FSA)
4. Health Reimbursement Arrangement (HRA)

Each of these tax savings plans has strict rules, so it's important to check with your tax advisor to find which one is right for your church.

STEP 3: Pick a Plan

We know you want to exercise good stewardship by picking a health plan that offers you the most benefits for your budget. These four types of health plans are the most common.

1. Health Maintenance Organization (HMO)
2. Preferred Provider Organization (PPO)
3. Federally-qualified High Deductible Health Plan (QHDHP)
4. Narrow Network Plans

The right plan for your church or ministry will be the one that best meets your team's needs and works with your organization's budget.

STEP 4: Round Out Your Benefits

Start with a strong foundation of medical coverage, and then add these three low-cost, high-impact extras to provide a well-rounded safety net for your team.

1. Life Insurance
2. Disability Insurance
3. Dental Insurance

Even adding one or two of these ancillary benefits will bump up the value of your insurance benefit plans.



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STRATEGY 5: Take Advantage of the Resources in Your Health Plan

Look for health plans that offer a wide variety of tools and resources to help your team prevent disease, stay well and receive quality care at a lower cost.

1. Preventive Care Benefits
2. Telemedicine
3. Wellness Tools
4. Money-saving Resources

Teach your team what's available in their benefits plan and encourage them to start using the benefits to live a healthier life.

YOU'VE FOLLOWED THE STEPS. NOW LET'S CHOOSE YOUR STRATEGY!

GUIDESTONE IS HERE TO HELP. LET'S CONNECT BY:

- 1 CALLING: 1-844-INS-GUIDE TO TALK TO A GUIDESTONE INSURANCE SPECIALIST
- 2 CLICKING: INSURANCE.GUIDESTONE.ORG TO GET A QUOTE
- 3 EMAILING: INSURANCE@GUIDESTONE.ORG