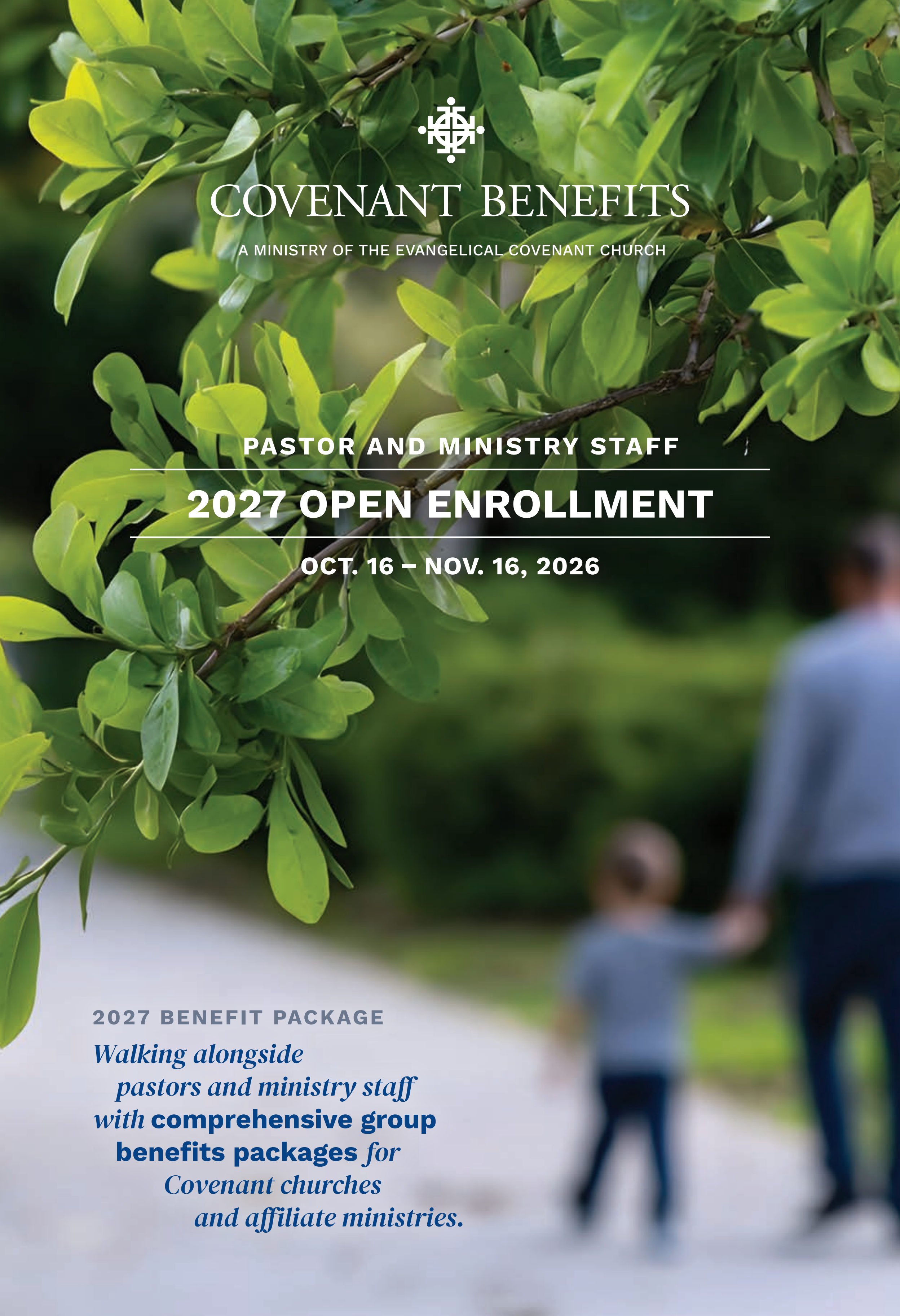


COVENANT BENEFITS

A MINISTRY OF THE EVANGELICAL COVENANT CHURCH

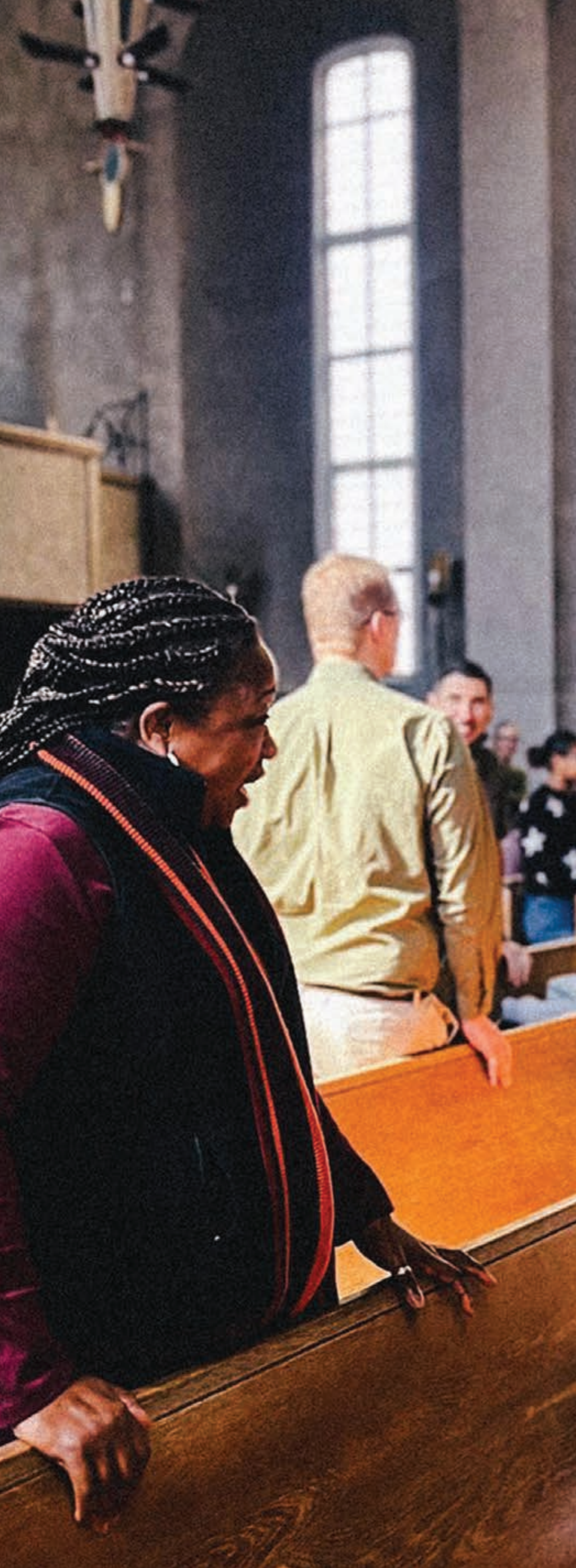
PASTOR AND MINISTRY STAFF

2027 OPEN ENROLLMENT

OCT. 16 – NOV. 16, 2026

2027 BENEFIT PACKAGE

Walking alongside pastors and ministry staff with **comprehensive group benefits packages** *for Covenant churches and affiliate ministries.*



Dear Partners in Ministry,

Greetings from the Covenant Benefits team! Covenant Benefits is a ministry of the Covenant for churches and ministries to share the cost and offload the administrative burden of managing employee benefits contracts. Please take the time to review Advantages of a Church Plan on the opposite page to learn what makes Covenant Benefits uniquely positioned to support your ministry.

We would love to have a conversation about how we can support your staff.

THE COVENANT BOARD OF PENSION AND BENEFITS

Advantages *of a* Church Plan

"Our goal is to make navigating healthcare easier for pastors and ministry staff so that **they can focus on what God has called them to do."**

CHRISTINA KEMPE
DIRECTOR OF
COVENANT BENEFITS

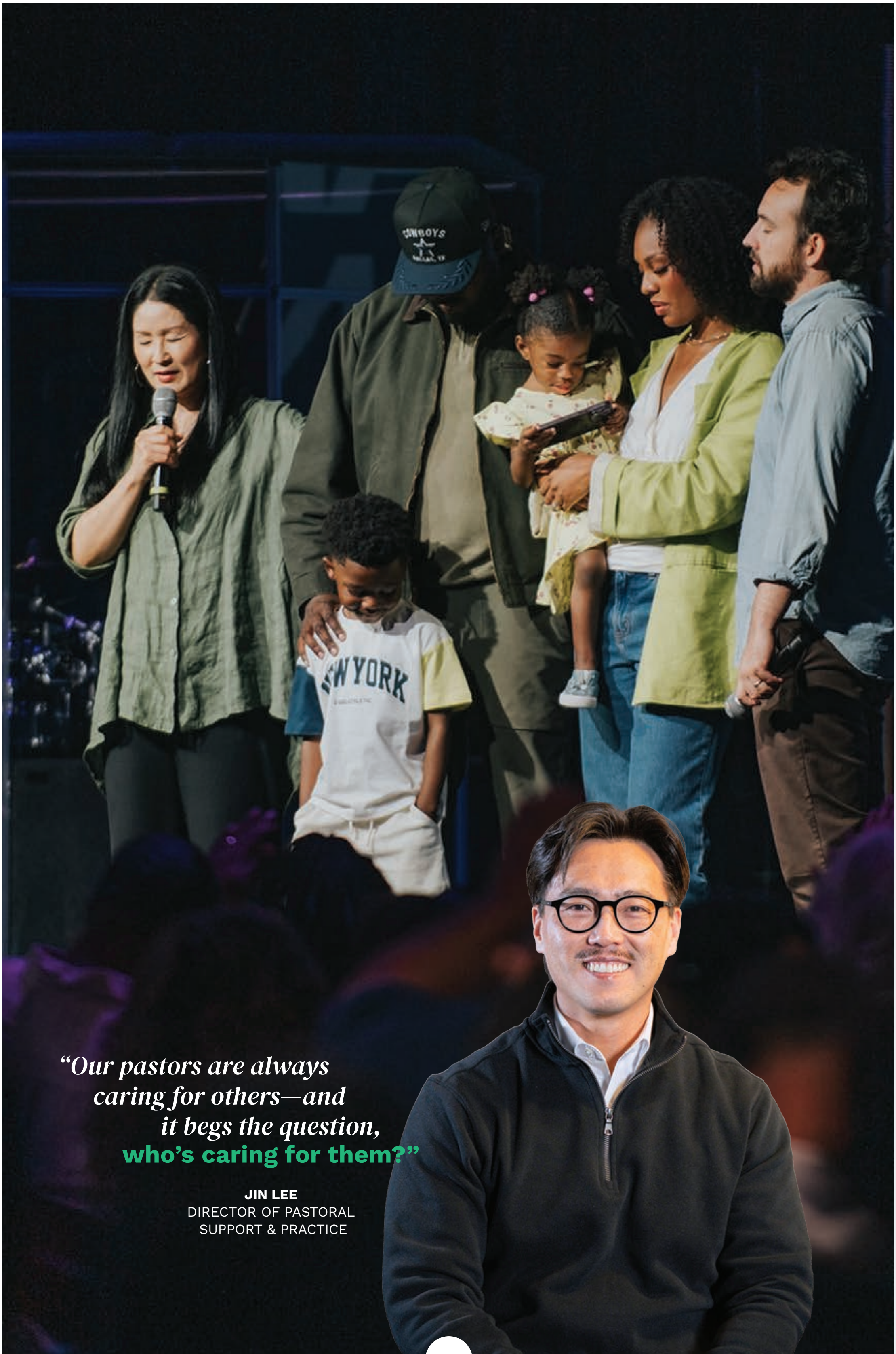
MINISTRY-FOCUSED
As a ministry of the Evangelical Covenant Church, Covenant Benefits focuses on providing a benefits package that meets the needs of Covenant pastors and ministry staff. Our team is ready to ensure our insurance policies are working for you, not against you.

POOLED RESOURCES
As part of a larger group, Covenant Benefits' members have access to wellness programs and condition management programs that are not generally included in individual or small group health plans.

NON-PROFIT
Unlike local health insurance brokers and carriers, Covenant Benefits sets premium rates as low as possible with the goal to break even, not make a profit.

CHURCH PLAN STATUS
As a church plan, Covenant Benefits is exempt from certain administrative and compliance requirements, which lead to cost savings in premiums you pay.

SIMPLIFIED ADMINISTRATION
Since Covenant Benefits provides a suite of vetted insurance benefits, you can spend less time comparing quotes, reviewing contracts, and paying invoices and more time doing the ministry work you were called to. You can trust Covenant Benefits to care well for your pastors and ministry staff when they have physical or mental health needs.



“Our pastors are always caring for others—and it begs the question, **who’s caring for them?”**

JIN LEE
DIRECTOR OF PASTORAL SUPPORT & PRACTICE

Medical and Prescription

To provide pastors and ministry staff flexibility and choice, we offer five health insurance options tailored to meet a variety of preferences and needs. See separate communications for details on the Medicare supplement program.

ALL FIVE HEALTH INSURANCE OPTIONS INCLUDE:

- **Blue Cross Blue Shield PPO:** Broad, nationwide network
- **Concierge service**
- **Wellness rewards:** $250 to members and their enrolled spouses after completing simple steps toward improved health
- **Telemedicine:** Virtual access to mental health professionals, dermatologists, and 24/7 primary care physicians
- **Preventative services and drugs covered 100%**
- **Diabetes & hypertension support:** No-cost programs providing free equipment and health coaching
- **Virtual physical therapy:** No-cost virtual physical therapy
- **Weight management program**
- **Wellness discounts** through Blue365
- **Health coaching and care navigation**

Five Covenant Health Insurance Plan Options

BLUE CROSS BLUE SHIELD PPO NETWORK

	COVENANT **PREMIER**	COVENANT **PLUS**	COVENANT **STANDARD**	COVENANT **STANDARD HSA*** **	COVENANT **VALUE HSA*** **
MEDAL LEVEL	*PLATINUM*	*PLATINUM*	*GOLD*	*GOLD*	*SILVER*
Out-of-Pocket Costs*					
Deductible	$400	$800	$2,500	$2,500	$6,750
Family deductible	$800	$1,600	$5,000	$5,000	$13,500
Coinsurance after deductible	20%	20%	20%	20%	0%
Maximum out-of-pocket	$2,700	$2,700	$5,500	$6,250	$6,750
Family max out-of-pocket	$5,400	$5,400	$11,000	$12,500	$13,500
Primary care physician	$20	$25	$35	DEDUCTIBLE	DEDUCTIBLE
Specialist physician	$25	$45	$70	DEDUCTIBLE	DEDUCTIBLE
Prescription Costs**					
30-day/90-day:					
Generic	$8/$16	$8/$16	$8/$16	DEDUCTIBLE	DEDUCTIBLE
Preferred brand	$40/$85	$40/$85	$40/$85	DEDUCTIBLE	DEDUCTIBLE
Non-preferred brand	$65/$140	$65/$140	$75/$160	DEDUCTIBLE	DEDUCTIBLE
Specialty	$100/$225	$100/$225	$125/$280	DEDUCTIBLE	DEDUCTIBLE
Monthly Premium Rates****					
Employee only	$1,125	$1,097	$997	$970	$872
Employee + children	$2,525	$2,454	$2,230	$2,167	$1,952
Employee + spouse	$2,804	$2,732	$2,483	$2,416	$2,173
Family	$3,004	$2,926	$2,659	$2,588	$2,328

*Maximum out-of-pocket includes all in-network applicable deductible, copay, and coinsurance amounts, out-of-network deductible, coinsurance, and maximum double in-network limits.
**90-day prescription fills available through Express Scripts mail order and Walgreens pharmacies.
***These health insurance plans are qualified high deductible health plans that are eligible to be partnered with a Health Savings Account.
****Charged monthly to ministry/employer. Agreed-upon employee contributions toward monthly premiums must be recovered by payroll deduction.

Dental, Vision, *and* Hearing Package

Dental Coverage

DELTA DENTAL PPO & PREMIER NETWORKS

- **Enhanced benefits** for certain conditions including diabetes, pregnancy, periodontal disease, certain high-risk cardiac conditions, certain conditions which suppress the immune system, and cancer-related radiation and chemotherapy
- **Maximum benefit balance can carry over to the next year** if enrolled the entire previous year and filed at least one claim

Deductible $25

Family Deductible Maximum $75

Maximum Benefit $2,000
(per person annually)

Preventive Services 100%

Basic Services 80%

Restorative Services 50%

Orthodontic Services 50%
(lifetime maximum benefit: $1,500 per person)

Vision Coverage

*EYEMED ACCESS NETWORK**

Exam copay $20

Frames . . . $100 allowance, then 20% off

Glasses Lenses . . . . $20 copay
($65 progressives)

Contact Lenses . . . . $80 allowance

*See schedule of benefits for out-of-network reimbursement rates.

Hearing Discount Program

AMPLIFON

Discounted or no-cost hearing screening, discounted hearing aids with free batteries, and three-year warranty.

MONTHLY PREMIUM RATES
EMPLOYEE ONLY = $70
EMPLOYEE + CHILD(REN) = $162
EMPLOYEE + SPOUSE = $140
FAMILY = $218

Life, Disability *and other* Benefits

All benefits-eligible full-time employees must enroll in these benefits unless specific arrangements have been made.

Term Life and AD&D

		MONTHLY PREMIUM RATE
To age 65	$100,000	$23.00
Age 65-69	$65,000	$14.95
Age 70-74	$50,000	$11.50
Age 75+	$36,000	$8.28

- **Double indemnity** for accidental death and dismemberment.
- **Waiver of premium** for certain disabilities.
- **Options to convert to individual life insurance policy** at termination of employment or retirement.

Long-Term Disability

	MONTHLY PREMIUM RATE
Licensed Covenant Minister	$1.06 *(PER $1,000 ANNUAL SALARY)*
Non-licensed Employee	$0.91 *(PER $1,000 ANNUAL SALARY)*

Elimination Period: 90 days

Benefit Payment Based on Salary . . . 60%
(UP TO 70% WITH OTHER EARNINGS)

Maximum Benefit: $11,750/month

Continued Health Insurance:
Up to 24 months

Continued Retirement Contributions:
100% if licensed Covenant minister receiving 12.5% retirement contributions from their employer before disability

Employee Assistance Program

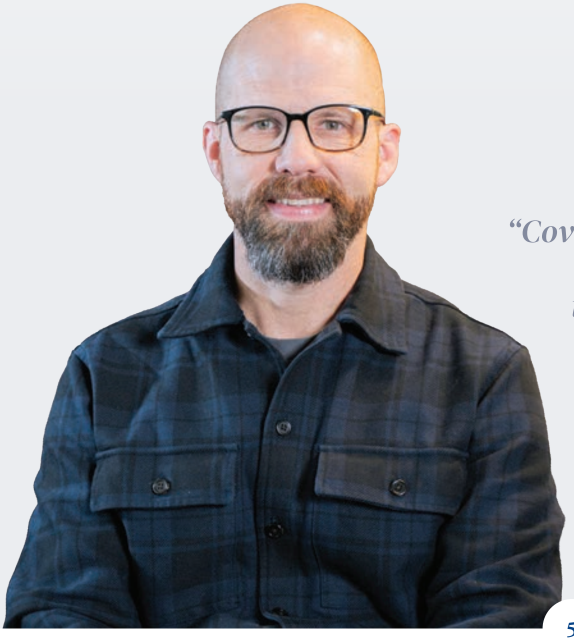
(NO ADDITIONAL COST FOR FULL-TIME EMPLOYEES)

A 24/7 counseling and referral service and online resource bank for most work/life balance issues and concerns. Also included are up to three, free in-person counseling services and medical billing advocacy assistance for non-covered and out-of-network medical services.

Travel Assistance

(NO ADDITIONAL COST FOR FULL-TIME EMPLOYEES)

Includes no-cost emergency medical evacuation, passport retrieval assistance, hospital admission assistance, and more through Assist America.



"Covenanters are people **committed to being in it together,** *joining together in God's mission. Covenant Benefits is one way that this ethos is expressed."*

MARK CARLSON
ASSOCIATE DIRECTOR, CASCADES CAMP & CONFERENCE CENTER

Providing Covenant Benefits *to your* Ministry Staff

"One of my favorite things about the denomination is the **deep care and concern for the well-being of our clergy, not just in ministry, but for their families,** *for their mental, emotional, and spiritual self-care."*

BRYAN MURPHY
SUPERINTENDENT, PACIFIC SOUTHWEST CONFERENCE

Who Can Enroll?

All Covenant churches, conferences, camps, and any other ministry affiliated with the Covenant may enroll their employees in Covenant Benefits. If a church or ministry chooses to enroll their employees in Covenant Benefits, minimum participation requirements must be followed, as outlined below.

Covenant ministers serving in non-Covenant ministry are also eligible if they hold an active credential and have been approved by their regional conference office to serve in a non-Covenant ministry or if they hold an inactive credential and their church or ministry has been approved as a voluntary participant of the Covenant Pension Trust. Premium payment must be made by the church or ministry. *(Contact us for more details and any needed clarification.)*

Minimum Participation Requirements

Churches and ministries who wish to enroll staff in Covenant Benefits must meet minimum participation requirements to be eligible. This policy helps the Covenant provide high-quality benefits at a reasonable premium rate to all Covenant churches and ministries. **100% participation of your ministry's benefits-eligible staff ensures all employees are receiving the coverage included in their compensation package and can receive the benefits of them in cases of emergency or need.**

At least 75% of benefits-eligible employees must be enrolled *(does not*

apply to ministers serving outside the Covenant). The 75% count only includes employees who are hired in a position that has been assigned as a "benefits-eligible" position. Employees who are enrolled in life and long-term disability benefits but waive medical coverage because they are enrolled in their spouse's or parent's employer health plan or they are enrolled in a government-subsidized health plan *(i.e., veterans' benefits, Medicaid, etc.)* are included in the 75% count. 100% participation is preferred—where all employees who are eligible for benefits are enrolled and waive health coverage only if they have it through their spouse's or parent's employer health coverage or are enrolled in a government-subsidized health plan *(i.e. veterans' benefits, Medicaid, etc.).*

Who Is "Benefits-Eligible"?

Each church or ministry chooses which positions are "benefits-eligible" and counted toward the minimum participation requirement. For example, you may choose to offer benefits to all staff working at least 30 hours per week, or your budget may allow you to only offer benefits to pastoral or non-hourly staff. Whatever you decide, the Covenant encourages all churches and affiliated ministries to be as generous as possible when choosing how and to whom to offer benefits so your employees are cared for and protected when they and their families experience physical or mental hardship.

Which Benefits Are Required?

Employees working 30 hours or more per week who are considered "benefits-eligible" must enroll in life and long-term disability benefits but may opt out of dental and vision benefits *(unless alternate employer-level arrangements have been made with Covenant Benefits).* Employees working less than 30 hours are not eligible for life and long-term disability benefits.

Employees may opt out of medical and prescription benefits only if they are enrolled in health insurance through another employer *(i.e., spouse's or parent's employee coverage or another job of their own)* or if they are eligible for government-subsidized health insurance *(i.e., veterans' benefits, Medicaid, etc.).*

Transferring or Continuing Benefits When Employment Ends

If an employee relocates from one church or participating ministry to another, benefits can transfer without interruption. If an employee or dependent becomes ineligible for coverage through the church or ministry, coverage will be canceled at the end of the month in which the event occurred, and Continuation of Coverage will be offered, which allows the employee or dependent to continue their health insurance elections for between 18 and 36 months at their own expense. If an enrolled employee or Covenant-ordained minister retires, they may enroll in Covenant Benefits' retiree health insurance package, which includes Medicare supplement, Medicare D, dental, and vision coverage.

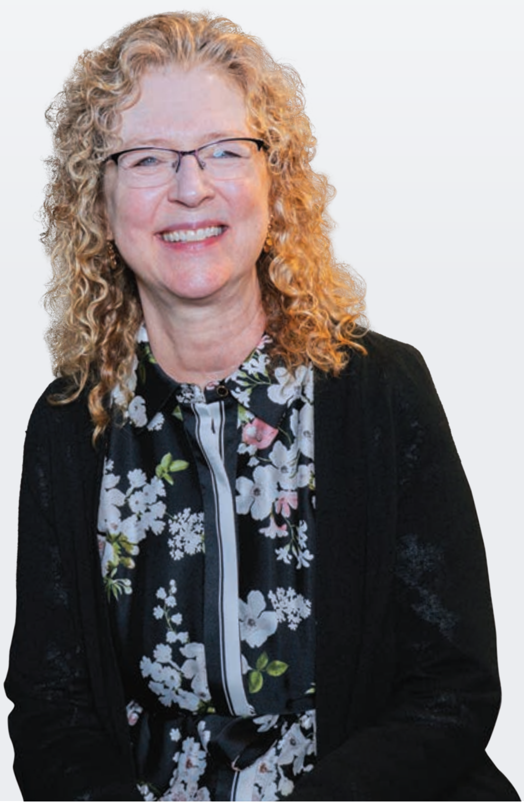
Medicare

If a church or ministry has fewer than 20 total employees *(including all part-time and full-time W-2 employees)*, an employee's medical coverage can be changed to Covenant Benefits' Medicare supplement when they become Medicare-eligible due to age *(subject to Medicare approval)*. The employee or their spouse's coverage is changed to our Medicare supplement plan *(most similar to the Covenant Premier Plan)*, and the premium rate is reduced to reflect the change (Medicare supplement rate if single, combination of Medicare supplement rate and regular rate if additional family members are insured). This opportunity provides cost savings to both the church or ministry and Covenant Benefits. Please contact Covenant Benefits for instructions.

"My husband and I have served as Covenant pastors for almost 40 years, and **Covenant Benefits have been a part of our story the entire time.** *We have called many times with questions, needing direction, needing advocacy.*

They have been so incredibly helpful."

GINNY AHRENS
PASTOR, FIRST COVENANT CHURCH
GRAND RAPIDS, MICHIGAN



Premium Billing

Premiums for all employees' benefits are consolidated monthly and auto-withdrawn by ACH near the 10th of the month from the church or ministry's bank account by our billing partner, Milliman. Several days before withdrawal, a summary total and detailed premium outline are sent via email to employer email contact(s) of choice. Premium details are provided in Excel format for flexible sorting and copying capabilities. If the withdrawal is returned, a second attempt will be made by Covenant Benefits before the end of the month. If the total premium is a credit amount, an ACH payment will be made to the bank account on file by Covenant Benefits before the end of the month.

How to Administer More Than One Health Insurance Plan Option

Offering more than one health insurance plan to your pastors and staff can add a new dimension to your benefits package, but most employees are grateful to have a choice in their healthcare. Covenant Benefits is ready to help you navigate how to offer multiple health plan options to your employees.

Covenant Benefits' suggestion is to set a budgeted dollar amount for each family tier and allow employees to choose the plan they want. If they choose a plan with a higher premium than the budgeted dollar amount, they will reimburse the ministry for the difference through payroll deduction. *(Payroll deductions for health and dental premiums can be withheld pre-tax if you have a "premium only plan" [POP] document on file.)* If they choose a plan with a lower premium than the budgeted dollar amount, the ministry can provide the difference to the employee in a tax-advantaged savings option, such as a Flexible Spending Account *(with the Covenant Premier, Covenant Plus, or Covenant Standard Copay Plan—$500 annual employer non-matching contribution limit)* or a Health Savings Account *(Covenant Standard HSA or Covenant Value HSA Plan).* Covenant Benefits does not offer tax-advantaged savings options, but is able to provide recommendations for vetted vendors. For example, National Covenant Properties provides an HSA and would be grateful to work with you.

Another option is to cover a predetermined percentage of the premium that is paid by the church or ministry and the employee pays the remainder as a payroll deduction.

Covenant Benefits assumes life and long-term disability premiums are 100% employer paid—these suggestions are regarding health and dental coverages only. Covenant Benefits cannot provide tax or financial advice, these are merely suggestions that have been used successfully at Covenant ministries.

Pastors & ministry staff can log onto covbenefits.mybenefitchoice.com to select their benefits for 2027 and request changes throughout the year.

Oct. 16
to
Nov. 16

Open Enrollment Procedure

If your ministry does not yet partner with Covenant Benefits and is excited to get started in 2027, please complete the simple form to send your information securely at **bit.ly/CovBenefits-Eligibility** by October 1, 2026, or contact us for assistance. We will send your employees the instructions to review benefits available to them, add personal information such as dependents and life insurance beneficiaries, and select their health and dental plans.

If your ministry's staff is already enrolled in Covenant Benefits, you do not need to do anything. We will automatically send emails and a mailing with the employee resource flyer and instructions for reviewing and changing benefits for 2027. **If employees do nothing, the same benefits will continue into 2027.** They will only have an option to change plan selections after open enrollment if they have a qualifying life event, such as enrolling in or losing their spouse's employee health insurance program, getting married, or having a baby.

If you need to add or remove employees who are newly eligible or leaving employment, please complete the simple form to send the request securely at bit.ly/CovBenefits-Eligibility.

COVENANT BENEFITS

COVCHURCH.ORG/BENEFITS

Benefits strategy assistance, retirement & pension, escalation and advocacy

EMAIL: benefits@covchurch.org
FAX: 773-784-2249
PHONE: 800-313-8955

Employee portal, open enrollment assistance, policy updates, billing questions

covbenefits.mybenefitchoice.com

EMPLOYEE ASSISTANCE
833-531-3006

EMPLOYER ASSISTANCE
covenantbenefits.support@milliman.com

THE EVANGELICAL COVENANT CHURCH | 8303 W. Higgins Road, Chicago, IL 60631