

Our health as a community

When we have the good fortune to be our own best health care provider, it comes with an opportunity to make good choices, to be positive and proactive, and to maintain wellness. Yes, we inherit some health factors or obtain some by accident, even some that we can't do much about. But to the extent that we can nurture a healthy lifestyle, the control we have over our own well-being is considerable. The rewards are considerable, too, when we do all we can to be well and stay well.

Participating in The Corinthian Plan's wellness incentive represents your commitment to your own self-care. Yet, you are completing them in partnership with your community for the good of all – for collective health and a better use of resources. There is both spiritual and physical value in the process. As a participant in this plan, you acknowledge the relationship with God, self, and others as it relates to your health and well-being.

The journey to health

Here are some things to think about on your own wellness journey:

- **Concern for our whole "selves"** – Taking the best care we can of our bodies is an act of loving obedience to God. Paying attention to the health of our spiritual life, how we manage stress, what and how much we eat, our relationships and exercise are all within our control.
- **Having a primary care physician** – People are healthiest when they get regular, preventive care. A physician you form a trusting relationship with will know you and your history, and be able to work with you to come up with the most effective strategies for your health. Taking this proactive approach to health helps make better use of costly and limited resources, too.
- **Advance medical directives** – Making your wishes known to your family, your doctor, and documenting them in a living will eases minds and hearts during times of great stress.

Our lifestyle is a living witness of God's presence in our lives. With this in mind, we strive to:

- Live with gratitude for the goodness God created in our physical beings.
- Seek reconciliation and peace with our wounded and ailing parts.
- Allow God's grace and forgiveness to fill us when we need it.
- Engage with others in constructive ways (both giving and receiving) on our health journeys.

We are all in this together!

Ideally, our congregations and/or places of employment together support and encourage the drive to become healthier individuals and communities. When individuals make lifestyle choices that result in better health, everyone benefits through lower health care and coverage costs. Choosing consciously to live a healthy life helps each of us more effectively carry out God's mission in the world.

Wellness Incentive Instructions

Q: How do I participate in the wellness incentive?

A: Take these two steps:

1. **Complete a routine wellness exam with your primary medical provider:**
 - a. Exams must occur within the current wellness cycle.
 - b. After completing the exam, have the primary medical provider complete and sign the physician confirmation section on the *Wellness Exam Incentive Authorization* to indicate the routine wellness exam was completed. The *Wellness Exam Incentive Authorization* is available on The Corinthian Plan webpage at mennoniteusa.org/resource/health-coverage-and-forms/.
 - c. Complete the wellness incentive authorization section of the *Wellness Exam Incentive Authorization* to indicate how you would like to receive the wellness incentive money you are eligible for. A separate *Wellness Exam Incentive Authorization* must be completed for each employee and spouse participating in this incentive.
 - d. Send the completed *Wellness Exam Incentive Authorization* to Everence, Attn: The Corinthian Plan Administrator, PO Box 483. Goshen, IN 46527, fax to (574) 537-6642, or send as an email attachment to wellness@everence.com.

Deadline and reward: Each participating employee and spouse earns \$150 for completing a routine wellness exam by Feb. 28, 2019.

2. **Choose a wellbeing support and accountability activity.** Choose one of the following options:
 - a. *Wellbeing conversation:* Engage in a one-time, confidential wellbeing conversation with the wellbeing specialist. To initiate the wellbeing conversation, email wellness@everence.com. A limited amount of optional follow-up with the wellbeing specialist is also available to participants. The wellbeing specialist will provide the *Wellbeing Conversation Incentive Authorization* for you to verify you have completed the wellbeing conversation incentive. Indicate in the wellness incentive authorization section of the document how you would like to receive the wellness incentive money you are eligible for. Send the completed *Wellbeing Conversation Incentive Authorization* to Everence, Attn: The Corinthian Plan Administrator, PO Box 483. Goshen, IN 46527, fax to (574) 537-6642, or send as an email attachment to wellness@everence.com.
 - b. *Wellbeing Plan:* Create a detailed wellbeing plan. Fill out the *My Wellbeing Plan* document and indicate in the wellness incentive authorization section of the document how you would like to receive the wellness incentive money you are eligible for. The *My Wellbeing Plan* document is available on The Corinthian Plan webpage at mennoniteusa.org/resource/health-coverage-and-forms/. A separate *My Wellbeing Plan* must be completed for each employee and spouse participating in this incentive. Send the completed *My Wellbeing Plan* to Everence, Attn: The Corinthian Plan Administrator, PO Box 483. Goshen, IN 46527, fax to (574) 537-6642, or send as an email attachment to wellness@everence.com. You are strongly encouraged to share your wellbeing plan with someone after completing it.
 - c. *Conference growth/accountability plan (available for pastors only):* If your church conference requires the completion of a yearly growth/accountability plan, this may be an acceptable alternative to completing a wellbeing plan. If you would like to explore this option, contact The Corinthian Plan director, Duncan Smith, at duncans@mennoniteusa.org. If your completed growth/accountability plan has been approved by The Corinthian Plan director for the wellness incentive, the director will provide the *Conference Growth/Accountability Plan Incentive Authorization* for you to indicate how you would like to receive the wellness incentive money you are eligible for. Send the completed *Conference Growth/Accountability Plan Incentive Authorization* to Everence, Attn: The Corinthian Plan Administrator, PO Box 483. Goshen, IN 46527, fax to (574) 537-6642, or send as an email attachment to wellness@everence.com.

Deadline and reward: Each participating employee and spouse earns \$150 for completing one of these by Feb. 28, 2019.

The following two assessments are not required, but recommended as you complete the wellness incentive process. Their completion will encourage, challenge, and cause you to reflect deeply on your own health and wellbeing:

CEP Health Plan Members: The Highmark Wellness Profile is available on the Highmark website home page at highmarkbcbs.com after login. Refer to the *Wellness Exam Tips* document on The Corinthian Plan webpage at mennoniteusa.org/resource/health-coverage-and-forms/ for information on the biometrics required. Note: the Highmark Wellness Profile is available only until Dec. 15, 2018 due to anticipated Highmark changes.

All Pastors: The Wellbeing Profile that is part of the Flourishing in Ministry research from Notre Dame University is an assessment that will give you feedback in the areas of happiness, resilience, self-integrity, and thriving. To view a short video clip and participate: workwellresearch.com/user_signup/signup/. Use the referral code Mennonite.

Q: How much can I earn overall?

A: Each employee can earn a total of **\$300** and each spouse can also earn a total of **\$300**.

Q: How is the incentive money distributed?

A: Those who earn a reward for participation may choose to receive their payment in one of three ways:

- *Receive a check:* your employer will include this as taxable income on your W-2 statement.
- *Deposit it into your Health Savings Account:* it will not be taxed but counts toward your annual contribution.
- *Donate it to Mennonite Church USA's Fair Balance Subsidy Fund:* The fund provides health premium assistance to congregations. Your employer will include this as taxable income on your W-2 statement and you also may claim it as a tax-deductible contribution. Everence will match the donation you make to the MC USA Fair Balance Subsidy Fund.

Q: How does this wellness incentive fit with my doctor visits?

A: Building a relationship with your health care provider is one of the desired outcomes of The Corinthian Plan's Wellness Incentive. Use your routine physical (also called a preventive visit) to help you build this relationship and participate in the annual wellness incentive.

If you are enrolled in the CEP health plan, a Tip Sheet is available on The Corinthian Plan webpage (mennoniteusa.org/resource/health-coverage-and-forms/) to help you navigate your annual preventive visit. The Tip Sheet will also help you gather information needed to complete the optional Highmark Wellness Profile (available online until Dec. 15, 2018). In some cases, repeated yearly labs may not be necessary. Your health care provider will make the determination. Also, be aware that under your [Preventive Benefits \(mennoniteusa.org/wp-content/uploads/2015/03/Highmark-2018-Preventive-Schedule.pdf\)](http://mennoniteusa.org/wp-content/uploads/2015/03/Highmark-2018-Preventive-Schedule.pdf), many preventive services come at no cost to you.

Remember, to ensure proper coding and billing expectations, be sure to clearly communicate to your medical provider that you are there for a *preventive/routine care visit*. If you have further questions about these benefits, please contact your health plan.

Q: Who do I contact with questions about the wellness incentive?

A: Contact The Corinthian Plan wellness consultant, Ingrid Friesen Moser, at ingrid.wellness@gmail.com. You may also visit The Corinthian Plan webpage at mennoniteusa.org/tcp.

Q: Is my information I share for the wellness incentive confidential?

A: All personal health information is confidential. Wellness participant results are compiled into a group report describing the health risks and behaviors we possess as a community of people covered under the CEP health plan. For mutual accountability and support in making lifestyle improvements, this group information may be shared among the health plan members, as well as within the denomination.