



POLICY #106

CLERGY - INCAPACITATED

It is the policy of the Group Health Benefits Office to bill Clergy on Incapacity Leave from two entities as applicable the Covenant Fund and the minister on Incapacity Leave.

Clergy Appointed to Incapacity Leave by the Texas Annual Conference can continue on the plan, but must submit **evidence** of applying for **Medicare** Incapacity benefits within **six months** of the effective date of their appointment to Incapacity Leave. Once Medicare becomes their primary coverage, the participant then pays the appropriate over 65 retiree rate.

Once the Group Health Benefits Office receives confirmation of the incapacitated individual's eligibility for Medicare, their billing rate will be adjusted to the appropriate rate (Medicare primary rate plus dependent status) as of the next billing after the notification is received.

The Direct Billing rate will be charged according to the following percentage contributions:

	Covenant Fund, %		Clergy, %	
	Single	Family	Single	Family
First 12 Months of Leave	100	70	0	30
Second 12 Months of Leave	75	60	25	40
Third 12 Months of Leave	60	50	40	50

If incapacity leave goes beyond a three-year period, percentage rates will be 50/50.

If a participant is appointed to Incapacity Leave of Absence but is not eligible for Covenant Fund assistance, he/she will be responsible for paying the Direct Billing rate.

- ***In the event there is a contradiction between the Group Health Benefits policy and the plan document, the plan document shall prevail.***
- ***The above is to comply with the overall policies of the Group Health Benefits Committee decisions.***
- ***Policies are periodically reviewed and designated by the Group Health Benefits Committee.***
- * ***The Group Health Benefits Committee, with the approval of the Annual Conference, reserves the right to amend or possibly eliminate both the active and retiree plan benefits.***

*Ref: 2000 Conference Journal, Pg. J-67
 Revised: October 4, 2004