

**TO: Treasurers and Senior Wardens**  
**FROM: John D. Ivans, Chairman, Diocesan Insurance Committee**  
**DATE: October 16, 2007**  
**RE: Health Insurance Committee Announcement**

Since our diocese implemented a high deductible plan with Health Savings Accounts in 2004, the diocese has partially funded the HSA's for all participants. The money to fund these deductibles has been acquired as a result of our cost effective strategic initiatives and from plan participants changing their behavior toward consuming healthcare. To date, the diocese has deposited approximately \$473,000 into the Health Savings Accounts and plan participants today have accumulated approximately \$157,000 in their HSA's for future medical expenses. Further, these accomplishments occurred without any premium increases during the past five years.

**We are pleased to report that beginning in 2008, funds for additional deductible funding are available. As we did last year, for all qualifying single plan participants \$500 will be funded and for family plan participants, \$1,000 will be funded.** We have also decided to again, keep your premiums unchanged. As a former finance committee member, I know this is good news for you and we have made the announcement in time for you to know how this entry impacts your 2008 budget. However, the committee believes that this will probably be the last year that the diocese will be able to fund the health savings accounts. We are letting you know this so that churches can consider implementing some funding themselves in 2009. Also, we are aware that some churches are already doing this in addition to what the diocese has funded, but may want to increase this in 2009.

On behalf of the Insurance Committee, I want to thank each of you for all your kind assistance and support as we have transitioned our health insurance program toward our strategic initiative. We feel we are on the correct path, but always welcome your insightful comments.

Have a Blessed Day!  
John D. Ivans, St. Luke's Episcopal Church