



Synod of the Pacific Church Benefits Survey

Synod of the Pacific strives to provide valuable, comprehensive and affordable benefit plans to its churches' employees. Each year, we evaluate our current programs — particularly our medical and dental plans — to ensure they live up to these goals and are meeting our participants' needs.

Please take a few minutes to complete this survey and help us with our annual benefits review process. Your input is very important to us regardless of whether or not your church currently participates in any of the benefit programs.

Please return the completed survey to Synod of the Pacific in the enclosed envelope, or complete the "Church Benefits Survey" online at www.synodpacific.org by clicking on the "Benefits" link, by **May 10, 2011**. Thank you in advance for your effort in helping us to provide better service to you.

1. Are your churches' employees currently enrolled in any of Synod of the Pacific's Benefit Plans?

Yes ☐
No ☐

2. If you answered yes to question 1, which ones:

Kaiser ☐
Anthem Blue Cross HMO ☐
Anthem Blue Cross PPO ☐
Anthem Blue Cross Solution ☐
Delta Dental ☐
VSP Vision ☐
Flexible Spending Account ☐
Aflac Voluntary Benefits ☐
Reliance Standard Life Insurance ☐

3. If your church does not offer Synod's medical plans, is this because of:

Other Benefit Coverage ☐ - if so, please indicate carrier: _____

Cost ☐

Other ☐ - please explain:

4. If your church does not offer Synod's dental plan, is this because of:

Other Benefit Coverage ☐ - if so, please indicate carrier: _____

Cost ☐

Other ☐ - please explain: _____

5. When considering employee benefits' what are the main factors you consider? Please indicate using scale 1 to 5 (1 being most important; 5 being least important):

Cost _____ Coverage _____ Wellness Plans _____
Carriers _____ Ease of Use _____ Other _____

If Other, please explain: _____

6. How would you rate the information you receive about the benefit plans we offer?

Excellent ☐

Above average ☐

Average ☐

Below average ☐

Poor ☐

If Poor, what plans do you need more information about?

7. Which Synod Benefit Plans are most important for your employees? Rank the following benefit plans in order of importance, with number 1 being most important, and number 6 being least important.

_____ Medical plans

_____ Dental plan

_____ Vision Plan

_____ Flexible Spending Account

_____ Reliance Standard Life Insurance

_____ AFLAC Benefits (Please check which AFLAC benefits below)

Accident Indemnity Plan

Cancer Indemnity Plan

Personal Recovery Plus

Life Protector

Disability Income Protector

8. What Benefit Plans not currently being offered by Synod of the Pacific, would your church like to be able to offer to its employees?

_____ Acupuncture

_____ Additional Life Insurance

_____ Long term Disability

_____ HSA

_____ Short Term Disability

_____ Pre-Paid Legal

_____ Long Term Care

_____ Other: _____

9. If more competitive rates and benefits were secured through a new medical carrier, which medical carriers would your church be open to offering to its employees:

United Health Care _____

Blue Shield _____

CIGNA _____

Health Net _____ Aetna _____

10. Please rate your church's satisfaction with Synod's available Medical and Dental plans (mark boxes that apply):

Anthem Medical Plans Benefits

Excellent ☐
Above average ☐
Average ☐
Below average* ☐
Poor* ☐

Kaiser Medical Plan Benefits

Excellent ☐
Above average ☐
Average ☐
Below average** ☐
Poor** ☐

*If Poor/Below Average for Anthem, please explain:

**If Poor/Below Average for Kaiser, please explain:

Anthem Medical Plan Prices

Low ☐
Average ☐
High* ☐

Kaiser Medical Plan Prices

Low ☐
Average ☐
High** ☐

*If High for Anthem, please identify plan(s) and which rates are considered high:

___ HMO ___ PPO ___ Solution

___ Monthly Premiums ___ Co-pays ___ Deductibles

**If High for Kaiser, please identify which rates are considered high:

___ Monthly Premiums ___ Co-pays ___ Deductibles

Dental Plan Benefits

Excellent ☐
Above average ☐
Average ☐
Below average* ☐
Poor* ☐

*If Poor or Below Average, please clarify dissatisfaction in current coverage offered:

Dental Plan Prices

Low ☐
Average ☐
High* ☐

*If High, please identify which rates are considered high:

___ Monthly Premiums ___ Co-pays ___ Deductibles

11. Do you have any other positive or negative comments about a particular Benefit Plan we are offering (listed or not listed above) that could help us serve your churches' employees better?

12. If your church is not currently offering our medical plans, what is the maximum **monthly** price range for employees that your church could budget to provide medical plans to its employees?

- | | |
|----------------|--------------------------|
| \$300 to \$400 | <input type="checkbox"/> |
| \$400 to \$500 | <input type="checkbox"/> |
| \$500 to \$600 | <input type="checkbox"/> |
| \$600 to \$700 | <input type="checkbox"/> |
| \$700 to \$800 | <input type="checkbox"/> |

13. Next question is for Churches in California participating in a Synod medical plan: If Synod was able to reduce Kaiser monthly rates for Employees by \$100 per month, but then unable to continue offering Anthem Blue Cross Medical Plans as an option, do you feel your Anthem Blue Cross enrolled employees would be willing to switch to a Kaiser Plan instead?

- | | |
|--------------|--------------------------|
| Yes | <input type="checkbox"/> |
| No | <input type="checkbox"/> |
| I don't know | <input type="checkbox"/> |

14. Please answer the following questions related to possible plan alternatives:

Would you like to have different medical plans to choose from?

- | | |
|-----|--------------------------|
| Yes | <input type="checkbox"/> |
| No | <input type="checkbox"/> |

If Yes, indicate using scale 1 to 4 (1 being most important; 4 being least important):

Different Carriers _____

Higher Monthly Premium with Higher Benefits _____

Lower Monthly Premium with Lesser Benefits _____

Other* _____

*If Other, please explain:

15. Please provide any additional comments on how we can improve upon our benefit plans, or how we can better meet your employees' needs.

Thank you.