



Healthy Churches

Healthy Leaders

## ***North Central New York Conference Healthy Leaders Incentive Program***

***Year 2 – January 1-December 31, 2007***

And the rain descended, and the floods came, and the winds blew,  
and beat upon that house; and it fell not: for it was founded upon a  
rock.

*Matthew 7:25*

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### **Why Healthy Leaders – Healthy Churches?**

Our conference is committed to providing resources that result in healthy congregations – that includes Healthy Spirituality, Healthy Development, Healthy Connections *and* Healthy Leaders. The objective of the Healthy Leaders Incentive Program is to bring knowledge about the effects of lifestyle choices and an awareness of steps that can be taken to simply feel better.

Healthy Churches need Healthy Leaders. They also need financial health. We all know that health care costs continue to rise, but did you know that about 30% of all health care expenses are for preventable illnesses associated with lifestyle choices? In addition, the benefits of a health incentive program – physical benefits and financial benefits – begin to have a positive return on investment in a three to five year period. As stated above, this is Year 2 of that investment in our participants' health.

### **What is the Healthy Leaders Incentive Program?**

The program provides a cash incentive to HealthFlex participants for their completion of certain health-awareness activities, if a participation threshold is met.

Participants – both active and retired -- will need to complete a wellness exam (an annual physical) during the 2007 calendar year. This is a covered benefit under the HealthFlex program.

Active participants (those not in the “retired” status) will also need to complete the HealthQuotient™ health risk assessment survey online through HealthFlex/WebMD. Those who completed HealthQuotient™ in 2006 will need to log in and update the survey in 2007. Retired participants are encouraged to take the survey, but it is not required as part of this program.

### **What is the Cash Incentive?**

The Conference Board of Pension & Health Benefits (CBOPHB) has set the following goals for qualifying for a cash incentive as follows:

- ✓ If **145** of the HealthFlex participants and spouses that are in the active plan, complete both the Wellness Exam (annual physical) and the HealthQuotient™ survey, they will qualify for a **\$250.00** cash incentive, per person.

- ✓ If the above threshold is met, any retired participant who has completed a wellness exam / annual physical will receive a cash incentive of **\$100.00**.
- ✓ If the above threshold is not met, there *may be* a cash incentive; however it will be at a lower amount.

The cash incentive is funded by CBOPHB through a rebate on the Conference's HealthFlex invoice in accordance with participation levels in these activities.

### **How do I Participate?**

Start by making an appointment for an annual physical or wellness exam with your physician. One well person exam annually is covered at 100% through HealthFlex. A primary care physician (general practitioner, family practitioner, internist, or gynecologist) is more likely to properly "code" the claim as a wellness exam. Even if you have a condition for which you are being treated, you should request a general physical or wellness exam. Request a copy of the results of any blood tests, etc., as that will assist you in completing the HealthQuotient™.

To take the HealthQuotient™ risk assessment, you will need access to the internet. If that is a problem, you can make an appointment at the Conference office to utilize a computer there. For further directions, see the enclosed document: "Wellness and You - HealthQuotient™".

### **How does the Conference determine if the threshold has been met?**

HealthFlex is providing an administrative tool for determining who has taken the health survey and who has had a qualifying claim submitted for a wellness exam during calendar year 2007.

Name, address and date of completion are the only pieces of information provided to the Conference through this tool.

Survey results that indicate a high risk condition or chronic disease will be forwarded from WebMD to Harris Health Trends (HHT). HHT is an organization of licensed or degreed health professionals ready to provide mentoring to participants who are at risk and ready to make changes. No one outside of Harris Health Trends (HHT) has access to your survey answers. There are optional treatment or management programs; but the decision to take action is always up to you.

The General Board of Pension & Health Benefits has provided a list of four criteria to ensure that a wellness program complies with HIPAA regulations and the Conference Board has designed the incentive program to comply with these criteria.

### **When is the cash incentive paid?**

It will be paid during the first quarter of 2008.

### **Need More Information?**

Contact Vicki Putney, Director of Ministry Support, at [Vicki@ncnyumc.org](mailto:Vicki@ncnyumc.org); or at NCNY Conference, PO Box 1515, Cicero NY 13039; 800-699-8715 ext 317. You can visit the HealthFlex website at [www.gbophb.org](http://www.gbophb.org).