

How FBC Houston offers rich insurance benefits while reigning in budgetary increases

First Baptist Church, Houston, Texas, learned the hard way that GuideStone is their best solution for employee benefits challenges.

After nearly 30 years offering GuideStone insurance, the church tried a self-funded program that went out of business within three years. Trying to shop for an insurance provider with high claims experience, FBC faced a challenge.

Four insurance companies turned them down without offering a bid. Two companies offered low introductory rates but told the church that their claims experience would have to improve or they'd be dropped.

Only GuideStone offered solutions that gave the church a fresh start.

Personalized solutions deliver real results

"GuideStone was honest with me about our situation. And they gave me solutions I would never have thought about," said Cindy Robinson, FBC's business administrator. "You don't get that kind of strategic advice anywhere else. With other companies, you only get what they want to sell you."

GuideStone offered a two-pronged solution that has been implemented over the past six years.

1. Initially, health plan options that would solve their biggest problem: a poor claims experience.
2. Then, solutions to lower their insurance rates overall.

FBC Houston now gives their employees the rich benefits of a lower-deductible health plan by combining a Health Reimbursement Arrangement (HRA) with a higher-deductible health plan.

First Baptist Church

Houston, Texas

Problem:

A high claims history made health plan rates skyrocket. They needed to improve their claims experience and lower their rates without reducing employee benefits.

Solution:

GuideStone staff worked closely with FBC Houston to develop an HRA with higher deductible health plans.

Results:

Cut the insurance budget by approximately \$40,000. Funds that used to pay for employee benefits have been transferred into the church's ministry budget.

The church provides rich coverage without the high price tag. They fund the entire deductible for employees with an HRA and have kept employee contributions stable for the past three years.

"You don't get that kind of strategic advice anywhere else."



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“We went into the HRA thinking it was a scary thing. But the exposure was never more than about 17%. It’s been so profitable that we’ve lowered our insurance budget by about \$40,000 and still fund our employees’ entire deductible with the HRA,” said Robinson. “As you can imagine, our employees are thrilled.”

“These strategies have helped us rein in annual budget increases as well. We used to budget 10-15% increases each year for insurance. Now we only budget 6-8% increases annually.”

“I don’t ever plan to shop again. The value you get with GuideStone is immeasurable. They know our dollars are coming out of ministry, and they help us put as much of it back into ministry as possible.”

It’s a relationship, not a business deal

With GuideStone, you develop a history that enables you to offer more value to your employees. Because we work one-on-one with our Group Plans churches, we don’t offer one-size-fits-all solutions. We listen to your challenges and offer real-world solutions customized for church and ministry situations.

“It’s the kind of relationship you don’t have elsewhere. GuideStone has always been educated and knowledgeable. But their mindset is what makes the difference. They have the attitude that we’re all in this together because we’re both in the ministry,” said Robinson.

Experience the difference

First Baptist Church of Houston has been experiencing the GuideStone difference. And so have many others churches just like yours.

A heart for ministry

We understand ministry and our recommendations aren’t motivated by profit.

Creative solutions to your benefits challenges

We’ll help you find the right balance of cost and benefits so you can focus on your ministry objectives.

Above and beyond at all times

We want to build a relationship with you through your GuideStone representative. Whatever your challenge, we’ll work with you to find your best solution.

GuideStone would like the opportunity to work with your ministry to create an employee benefits program that’s just right for you. The right employee benefits program should protect your employees and support your ministry by sharing your values, reflecting your goals and helping you stretch your ministry dollar.



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