

## **Health Reimbursement Account (HRA)**

This approach utilizes an account-based plan that provides an annual contribution for the purchase of health insurance in retirement based upon age and years of service at the time of retirement.

- The HRA is an employer-sponsored plan that can be used to reimburse a portion of you and your family member's out-of-pocket medical expenses, such as deductibles, coinsurance and pharmacy expenses. It can also be used to pay premium expenses.
- It is not an insurance program, but a financial reimbursement plan funded entirely by your employer.
- The Conference will make an annual contribution to your individual account that is a specific dollar amount based on age and years of service at retirement.
- You choose which out-of-pocket qualified medical expenses you would like to submit for reimbursement.
- Unused account balances will be rolled over to the following plan year as long as you remain enrolled in the plan.
- Clergy couples will be provided individual HRA account contributions based on their own individual age and service at retirement.