



2026

Benefits Guide

Benefit Plans Effective January 1–December 31, 2026



National Church Residences

Eligibility and Enrollment

What Am I Eligible For?

Your eligibility for benefits is determined by the hours you are scheduled to work per week. Refer to the table below for details.

BENEFIT	FULL-TIME (30+ hours per week)	PART-TIME (20–29 hours per week)	CONTINGENT (<20 hours per week)
Medical and Rx Plans	X		
Progyny Reproductive and Parenting Support	X		
Sword Health	X		
Lantern	X		
Quantum Health Care Coordination Services	X		
Health Savings Account	X		
Dental Insurance	X		
Vision Insurance	X		
Flexible Spending Accounts			
Health Care FSA	X		
Dependent Care FSA	X	X	
Commuter FSA	X	X	
Basic Life and AD&D Insurance	X		
Short-Term and Long-Term Disability	X		
Paid Parental Leave	X ¹		
Lyra Employee Assistance Program	X	X	X
Supplemental Life and AD&D Insurance	X	X	
Accident, Critical Illness, and Hospital Indemnity Insurance	X	X	
Airvet: Telemedicine for Pets	X	X	X
403(b) and 401(a) Retirement Plans	X	X	X
Wellness Your Way Well-Being Program	X	X	X
Time Away From Work	X	X	X

(1) Part-time and contingent employees are eligible for state coverage in states where provided.

Note: Your dependent family members are eligible for coverage including your legally married partner; your children up to age 26; or a child of any age if disabled before age 26. You are required to provide proof of eligibility for all dependents being enrolled in coverage. The required documents are provided within the enrollment process in Workday. You can also view the requirements on page 7 of the guide and on the benefits portal at this web address: [NCR.lockbene.fit](https://nchr.lockbene.fit).

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