



*the Episcopal Church  
in Wyoming*

## Health Insurance

In reference to General Convention Resolution A177 adopted by the 76<sup>th</sup> General Convention of the Episcopal Church, the Episcopal Church in Wyoming requires all Parishes, Missions or other ecclesiastical organizations subject to the authority of the Church, to obtain and maintain a health insurance policy, which shall apply equally to all clergy and lay employees who are scheduled for, or reasonably expected to work, at least 1,500 hours of compensated work per year for their respective Parish, Mission or other ecclesiastical organization employer.

No Parish, Mission or other ecclesiastical organization shall maintain any policy outside of the Medical Trust or that provides less coverage to the employees than the following minimum cost-share High Deductible Health Plan offered by the Diocese.

- Each employee will be eligible for coverage for single, single + one and family coverage.
- Each employer will fund 100% of the monthly premiums.
- Each employer will fund 100% of the deductible savings account for the 1<sup>st</sup> year, 75% the 2<sup>nd</sup> year, 50% the 3<sup>rd</sup> year, and 25% for any additional years.
- An employee may request additional deductible funding from their respective employer in years 2 and beyond if special circumstances are demonstrated by the employee.

Employees may opt out of the Medical Trust plan coverage if they have healthcare benefits through spousal employment.

The Ecclesiastical Authority shall annually determine which Medical Trust health plans and tiers will be offered in the Diocese.

Schools and day care facilities and will not be required to participate with the Diocese in Medical Trust Plans.

*“FAITH ON THE NEW FRONTIER”*

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