



The Missio Nexus Alliance for Benefits (Missio Benefits)

Benefits Committee Charter

MISSION & OBJECTIVES

The Missio Benefits Committee will take a thoughtful, methodic approach to achieving and maintaining a benefits program that meets the needs of employees while being financially sustainable.

- Contain the cost of the Missio Benefits Employee Benefits Plans.
- Assist in the development and maintenance of a benefits package that is flexible and meets the needs of participating member's employees.
- Assist in eliciting feedback from employees regarding the benefits package.

SCOPE

The Benefits Committee is the governing body for the Missio Benefits program. The Committee shall be comprised of no less than seven HR/Benefit professionals and/or executive leadership from organizations actively participating in the Missio Benefits program. These individuals will work together to enhance the ability of all participating organizations to procure competitive, objective and transparent employee benefit programs that exemplify quality, stewardship, integrity and unity.

RESPONSIBILITIES

In addition to any other duties or responsibilities as may be assigned by the Missio Nexus Board, the Committee will have the following duties and responsibilities:

- As possible, commit to attending and participating in Committee meetings - most of which will be online or held in conjunction with the annual conference.
- Serve a minimum two-year term. Due to the degree of benefits education involved, frequent member turnover would impede progress.
- Express thoughts and opinions in a group setting while respecting the thoughts and opinions of others.
- Represent the Committee to co-workers by sharing information, raising awareness and asking for feedback about the plan and various benefit issues.
- Represent your co-workers to the Committee by conveying questions or issues raised by your colleagues.
- Complete necessary administrative responsibilities in a timely manner.
- Make informed decisions pertaining to the welfare of the program based on the information provided by the plan's consulting partner.
- Be aware of compliance requirements and make every effort to maintain plan compliance based on feedback from other Committee Members and consulting partner.
- Ensure the plan maintains a loss ratio greater than 80% annually based on analysis provided by the plans consulting partner.

GUIDELINES

- Attendance and participation are vital to the process. Frequent absenteeism may result in replacement on the Committee.
- Be respectful of the thoughts and opinions of others.
- Avoid situations that may constitute a conflict of interest.
- Respect other Committee Members right to confidentiality.

STRUCTURE

- Quorum established when at least four Committee Members are present
- Voting items determined by agreement of 4 Committee Members
- Committee Members will serve a minimum two-year term after which continued participation is voluntary. Term length shall not exceed 6 consecutive years with the exception of Missio Nexus' President who shall retain a permanent Committee seat.
- New Committee Member candidates shall be recommended by sitting Committee Members and the plans consulting partner.
- Should a vote result in a split decision for any reason, Missio Nexus' president shall decide final outcome.
- Should a Committee Member's organization cease participation in the Missio Benefits program their service will end based on the plan termination date.