

A Member Operated Trust



 Reta

Good Reasons Why Reta Trust Governance Is Uniquely Important to Catholic Dioceses

Imagine a health insurance plan for clergy, women religious and lay staff of Catholic organizations that is governed by employer members and compliant with the social and moral teachings of the Catholic Church. Look no further. That is precisely what the Reta Trust is all about. For more than 40 years, Reta has proudly served Catholic organizations with an unwavering commitment to offer employees comprehensive, low cost, efficiently managed and ethically compliant healthcare plans through a process of collaboration with member dioceses.

Outside of our membership, some may not be aware of Reta and what we offer. Admittedly, we don't spend a lot of time telling our story. Instead, our primary focus is on meeting the needs of Catholic dioceses we serve with our primary attention devoted to the business of delivering healthcare services to Catholic dioceses with an

emphasis on addressing the challenges of rising costs and regulatory and ethical compliance. This overview provides some details about how Reta is structured and why it matters to the participating Catholic dioceses that cover more than 30,000 of their lay employees and religious staff under Reta's health plans.

Why does it matter that Reta is a self-governed trust?

The Reta Trust was established in 1976 as a self-insured healthcare trust which enables Reta to avoid many state-imposed mandates on benefit plans. This allows Reta participating employers (Trustors) in multiple states to be covered by a consistent set of Catholic benefits across what is an inconsistent patchwork of state regulations. Additionally, Reta operates by pooling large claims to offer its participating Trustors fixed funding rates that do not fluctuate month to month. This allows Reta Trustors to budget as they would with an insured program, while assuring Catholic values are maintained by not reimbursing expenses for medical procedures opposed by the Church.

As a non-profit employee benefit trust, Reta's Trustees appointed by member Trustors must operate in the best interests of its covered clergy, religious and lay staff, employees and their dependents. That means we are fiscally and ethically responsible to participating Catholic employer organizations.



Reta's governance structure

Reta's Trust Agreement requires Trustors to elect Trustees from its member organizations. Each Trustor representative has votes in proportion to the number of members enrolled for medical coverage. Trustees meet on a quarterly schedule and at Reta's annual Trustor and Strategic Planning meetings to address decisions regarding operations performed by contracted vendors providing services for enrollment, billing, claims payment, investments, accounting, legal compliance and trust management. Over the years, Reta Trustees have been finance officers, human resource managers, clergy and women religious of participating dioceses and religious orders. Five subcommittees advise the Trustees in the areas of Trust finance, audits, governance and claim appeals, benefit programs and membership growth.

Reta's operational advantages

The duty of the Trustees is to manage the assets of the Trust that come from contributions made by Trustors and held as reserves that fund the cost of covered members healthcare expenses. Reta's Trustees also monitor the impact of cost trends, advancements in medical services and drug treatments with their own employees and covered dependents. This dual role raises the level of stewardship of Reta's Trustees and management team over other health insurers or third-party organizations that are more likely driven by management goals not aligned with Church values and objectives.



Reta's individual Trustors are well represented by the current slate of Trustees from dioceses representing 60% of the covered membership. Opportunities for Trustors to participate as Trustees and as Committee members are frequently available. That means that Trustees have close ties with the issues that are of most concern to Catholic employers, including employment related costs, managing ethical conflicts, the health and wellbeing of its clergy, religious and lay staff, and healthcare budgets of Catholic organizations. Decisions on ways to manage plan costs, vendors, asset investments and legal questions are often judged in the interest of diocesan constituents and with policy direction from their bishops. Consequently, the Reta Trust directly reflects the beliefs and the needs of the Church.

Reta Trustees, executive leadership and partners

Reta Trustees have extensive support in managing the Trust and often consult experts to advise them on industry practices and trends. Acting as a Reta Trustee is voluntary and unpaid.

Reta's executive director is responsible to the Trustees for the overall performance of the Trust, including strategic direction, financial management and partner oversight. Gallagher Benefit Services (GBS) contracts with the Trust to provide a myriad of day-to-day management duties including customer service, vendor management, and regulatory compliance. Benefit Allocation Services (BAS) provides critical enrollment and eligibility functions, Trustor location billing and federal ACA reporting. Contracted claims administrators include Anthem, Aetna, United Healthcare, Kaiser, EnvisionRx, Delta Dental, Vision Service Plan and WebMD (Wellness). Outside services for accounting, auditing, investment advice, legal, actuarial, health policy, communications and healthcare ethical guidance are provided by leading consulting firms and Catholic healthcare organizations.

Member operated makes a difference

Reta's trust status requires that Trustees oversee assets and funding to cover member claims and expenses. And they have a special duty to all Trustors to make decisions in the best interest of all employees and religious staff including those from their own organization. Great care and deliberation is given to vendor contract selection, modifying coverage terms, premium rate setting and reserve policies.

The Reta Trust's success and rapid growth has occurred not by maximizing profits or shareholder value, but by maintaining quality, affordable and efficiently managed health coverage that satisfies the needs of its community of Catholic organizations across the U.S. Please contact us if you would like to learn more about joining the Reta family of members who are quick to tell why Reta was the right choice among other alternative health plan providers they considered.

