

## Health Plans: Self-funded versus Fully-insured

Self-funding a health plan provides numerous advantages to fully-insured options. The following chart is not comprehensive but provides a comparison that reveals several of these advantages.

Description	Self-Funded	Fully-Insured
Protection against catastrophic claims	✓	✓
Access to network discounts and negotiated rates	✓	✓
Claims processed by a professional administrator	✓	✓
Includes employee ID cards, plan documents, and portal for employees to access their individual claims data	✓	✓
Annual and monthly cost projections for budgeting and cash flow planning	✓	✓
Employer experiences immediate benefit when group claims are lower than expected	✓	✗
Includes total transparency for each healthcare dollar spent	✓	✗
Employer benefits from Rx Rebates	✓	✗
Access to employer group claims data in real time to identify problem areas and incorporate solutions	✓	✗
Choice of cash flow management options – pay claims as they're incurred or pre-pay a level amount each month	✓	✗
Ability to incorporate cost-saving and innovative solutions	✓	✗
Includes a claims administrator who serves the employer rather than the carrier network	✓	✗

Through MASP membership, ministries can take advantage of leveraged group purchasing and spread of risk that enhances the cost effectiveness and predictability of their health plan costs. Contact the MASP to explore the benefits of providing a self-funded health plan through the MASP.