

2026 BENEFITS OVERVIEW



Medical Insurance: Blue Cross Blue Shield

High Deductible Health Plan (with HSA)

- Annual Deductible: In-Network - \$2,500 / Individual & \$5,000 / Family & EE+1
- Other covered medical expenses including prescription drugs accumulate toward annual Deductible prior to Co-insurance
- Medical Co-insurance: 80/20 In-Network, 60/40 Out-of-Network, after deductible



Health Savings Account (HSA): Fidelity

- Pre-tax (triple tax savings) account to pay for medical expenses
- Funds are always yours and roll over each year
- Employer Contribution - Individual: \$700/annually - Family: \$1,400/annually (pro-rated for new hires)



Wellness Program: Vitality

- Participation toward your own healthy goals can earn gift cards and fitness devices



Dental Insurance: Blue Cross Blue Shield

- Deductible is \$50 / person per calendar year
- Orthodontia (up to age 19) 50%; \$1500 lifetime max



Vision Care: VSP Choice Network

- In-Network Eye Exams \$10 co-pay
- In-Network Hardware Benefit: \$130 with \$25 co-pay



Group Life & AD&D Insurance: New York Life

- Coverage equals one times annual salary, paid by Awana. Buy up options available



Vacation

- 15 days for 1 - 4 years of continuous employment and 20 days after 5+ years

Sick/Personal Days

- Accrual-based paid sick leave on hour worked. May use two sick days as personal time

Holidays

- 10 paid holidays plus the week between Christmas Eve and New Year's Day

Additional Paid time Off

- Parental Leave, Birthday, Ministry Opportunity, Jury Duty, Bereavement Time, and STD & LTD



Adoption Assistance

- After a year of employment, you will be eligible for domestic or international adoption assistance



Growth & Development Assistance & Employee Child Scholarship Program

- Educational, training, and credentialing opportunities are available for team members, along with scholarship opportunities for eligible children pursuing undergraduate education or ministry training



LegalEASE –Lifeplan

- Legal, Financial, Tax, Identity Theft Protection and Estate Planning



401(k) Retirement

- Employer match both pre-tax and Roth available on your contribution up to 4%
- 100% vested at the time of enrollment



Other Equipping Opportunities

- Assistance through Transitions (TGB) for yourself or family members' transitioning to Medicare
- Connectivity & Supplies Allowance to help cover work from home costs
- Subscription Training Opportunities



Remote-first Hybrid Workplace

- Majority of work performed from where you call "home"
- Chicago and Nashville-area team members are invited to work onsite at The Keep (St Charles, IL) or Industrious (Nashville, TN)
- Additional onsite work may be required for some positions



More Information Can be Found On Our [Benefits Website](#)

- Username: Awana - Password: Benefits2026

This sheet is an Overview of benefits offered to Awana team members and is not intended as an offer of employment nor does it constitute a certificate of coverage. This is meant as a brief overview of benefit policies, and the Team Member Handbook and Summary Plan Descriptions should be consulted for full policy information. Specific benefit options available may vary based on full time, part time, or seasonal employment status.