



Mary Jordan, MSN, CRNP Allen Goetcheus, MDIV, MS
Executive Director/CEO Pastor
Janelle Goetcheus, MD
Medical Director

Christ House Benefits

Paid Time Off

Vacation

Regular Full-time employees earn annual leave at the following rates, subject to the conditions described below:

- 0 through 3.99 years - 19 days (5.85 hours per pay period)
- 4 through 6.99 years - 24 days (7.39 hours per pay period)
- 7 years and up - 26 days (8.00 hours per pay period)

Paid Sick Leave

All employees are eligible to accrue paid sick leave. Sick leave may be used for the following purposes, subject to the conditions described below:

1. periods of illness or incapacity
2. medical, dental, optical or other examination or treatment; pregnancy-related leave;
3. or to care for an employee's sick child, spouse, parent, or co-habitant with whom the employee maintains a committed relationship.

Regular full-time employees receive 13 days of sick leave per year (4.0 hours per pay period).

Paid Holidays

All regular employees scheduled to work on a holiday are entitled to the following holidays with pay unless otherwise notified as provided in this section:

New Year's Day
Martin Luther King Jr. Day
President's Day
Memorial Day
Juneteenth (June 19th)
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Day After Thanksgiving Day
Christmas Day

Holidays occurring on a Saturday shall be observed on the preceding Friday and those occurring on a Sunday shall be observed the following Monday. Employees will be notified of any changes to the above holiday schedule at the beginning of each calendar year.



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Health Care & Insurances

Health, Dental, Life, Accidental Death & Dismemberment (AD&D) Insurance

All regular full-time and regular part-time employees who work a minimum of thirty (30) hours per week are eligible to receive benefits under Christ House’s health, dental, life, and AD&D insurance plans.

Nonstop Wellness

All regular full-time and regular part-time employees who work a minimum of thirty (30) hours per week are eligible to receive a Nonstop Wellness card. This card reduces and/or eliminates out-of-pocket health care expenses such as copays, prescriptions, and premiums.

Short- and Long-Term Disability Insurance

All regular employees working thirty (30) hours or more are eligible for short-term and longterm disability coverage.

Other

Tax Deferred Annuity Plan (403(b))

Regular employees, who work a minimum of 30 hours per week, may elect to be enrolled in Christ House’s Tax Deferred Annuity Plan after three months of employment pursuant to which Christ House will make a 2% contribution on behalf of the employee at a rate representing an established percentage of the employee’s base salary earned during each pay period.

Commuter Stipend

Employees living a minimum of one mile away from Christ House’s facility are eligible to receive a commuter stipend of \$75.00 each month.

Professional Development

Christ House encourages employee participation in education programs to increase their abilities to fulfill the duties of their position. To provide an additional incentive to employees to continually develop their abilities, Christ House may assist you with some of the training/education costs for approved programs.

Free Lunches

Christ House prepares daily lunches for all patients, Kairos Permanent Housing Members, and staff.