

Benefits Summary

As a Reliant employee, the type and amount of benefits that are available to you depend on a variety of factors, including your employment status and hours worked per week.

To see the benefits included with your employment offer, **find your Employee Type & Hours** from your offer of employment email and **click on the appropriate category** from the drop-down below.

Benefits by Employee Type & Hours

US Employee, ongoing - Full Time*

| | |
|--|---|
| Salary | Market based |
| Ministry Expense Bonus (for those who raise support) | Ministry Expense Bonuses |
| Ministry Reimbursements | Eligible |
| Medical Insurance | Offered to Employee & Dependents |
| Dental Insurance | Optional |
| Vision Insurance | Optional |
| 401K | Eligible one year from hire date, enrolled w/ Quarterly enrollment |
| Group Term Life, Short-Term Disability & Long-Term Disability | Group Life, Short-Term Disability, Long-Term Disability provided by Reliant Voluntary — optional |
| Elective Education Reimbursement | Eligible |
| Paid Time Off | Eligible |
| Holidays | Eligible |

US Employee, ongoing - Part Time, ~30 hours weekly*

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|--|---|
| Salary | Market based |
| Ministry Expense Bonus (for those who raise support) | Ministry Expense Bonuses |
| Ministry Reimbursements | Eligible |
| Medical Insurance | Offered to Employee & Dependents |
| Dental Insurance | Optional |
| Vision Insurance | Optional |
| 401K | Eligible one year from hire date, enrolled w/ Quarterly enrollment |
| Group Term Life, Short-Term Disability & Long-Term Disability | Short-Term Disability, Long-Term Disability provided by Reliant Voluntary — optional |

| | |
|---|--------------------------|
| Elective Education Reimbursement | Eligible |
| Paid Time Off | Eligible |
| Holidays | Eligible |

US Employee, ongoing - Part Time, ~20-25 hours weekly*

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|--|--|
| Salary | Market based |
| Ministry Expense Bonus (for those who raise support) | Ministry Expense Bonuses |
| Ministry Reimbursements | Eligible |
| Vision Insurance | Optional |
| 401K | Eligible one year from hire date, enrolled w/ Quarterly enrollment |
| Elective Education Reimbursement | Eligible |
| Paid Time Off | Eligible |
| Holidays | Eligible |

Hourly, <20 hours weekly

| | |
|--|--|
| Salary | Market based |
| Ministry Expense Bonus (for those who raise support) | Ministry Expense Bonuses |
| Ministry Reimbursements | Eligible |
| Vision Insurance | Optional |
| 401K | Eligible one year from hire date, enrolled w/ Quarterly enrollment |
| Elective Education Reimbursement | Eligible with Special Approval |

US Associate

Eligible for some ministry reimbursements.

International*

| | |
|---------------|-----------------------------|
| Salary | Needs based |
|---------------|-----------------------------|

| | |
|--|---|
| Ministry Expense Bonus (for those who raise support) | Eligible for specialized Intl bonuses |
| Ministry Reimbursements | Eligible |
| Medical Insurance | Intl Coverage Offered to Employee & Dependents |
| Dental Insurance | Included in Intl Coverage |
| Vision Insurance | Included in Intl Coverage |
| 401K | Eligible one year from hire date, enrolled w/ Quarterly enrollment |
| Group Term Life, Short-Term Disability & Long-Term Disability | Short-Term Disability, Long-Term Disability provided by Reliant Voluntary — optional |
| Elective Education Reimbursement | Eligible according to hours worked |
| Paid Time Off | Eligible |
| Holidays | Eligible |

International Associate

Eligible for some ministry reimbursements.

International Intern, 5-12 months

| | |
|--|---|
| Salary | Needs based |
| Medical Insurance | Consult Reliant at international@reliant.org for insurance provisions |
| Dental Insurance | Included in Intl Coverage |
| Vision Insurance | Included in Intl Coverage |
| Group Term Life, Short-Term Disability & Long-Term Disability | Short-Term Disability, Long-Term Disability provided by Reliant Voluntary — optional |

See your program parameters for more information regarding ministry expense bonuses & reimbursements, paid time off and holidays.

Intern/Resident, more than 12 months, ~ 30 hours weekly or Full Time

| | |
|--------------------------|--|
| Salary | Market based |
| Medical Insurance | Offered to Employee & Dependents |
| Dental Insurance | Optional |
| Vision Insurance | Optional |
| 401K | Eligible one year from hire date, enrolled w/ Quarterly enrollment |

| | |
|--|---|
| Group Term Life, Short-Term Disability & Long-Term Disability | Short-Term Disability, Long-Term Disability provided by Reliant Voluntary — optional |
|--|---|

See your program parameters for more information regarding ministry expense bonuses & reimbursements, paid time off and holidays.

Intern, 5-12 months

| | |
|--|---|
| Salary | Market based |
| Medical Insurance* | Offered to Employee & Dependents |
| Dental Insurance* | Optional |
| Vision Insurance | Optional |
| Group Term Life, Short-Term Disability & Long-Term Disability | Short-Term Disability, Long-Term Disability provided by Reliant Voluntary — optional |

* To be eligible for medical or dental insurance benefits, you must work at least 30 hours per week.

See your program parameters for more information regarding ministry expense bonuses & reimbursements, paid time off and holidays.

Intern, 4 months or less

Salary — [Market based](#)



*Indicates salaried roles.

Benefits eligibility may change based on your employment status (including if employment status changes during [Initial MTD](#)).

If you have questions about your benefits, contact your program team liaison or email benefits@reliant.org.

If you would like to compare the benefits available with different employment status options with Reliant, use the chart below.

| | U.S. Employee, ongoing Full Time* | U.S. Employee, ongoing Part Time, ~30 hours weekly* | U.S. Employee, ongoing Part Time, 20-25 hours weekly* | Hourly, <20 hours weekly | U.S. Associate | International* | International Associate | Intern /Resident, more than 12 months, ~30 hours weekly or Full Time | Intern, 5-12 months | Intern, 4 months or less |
|--|--|--|--|--|--|--|--|--|--|------------------------------------|
| Salary | Market based | Market based | Market based | Market based | Not applicable | Needs based | Not applicable | Market based | Market based | Market based |
| Ministry Expense Bonus (for those who raise support) | Ministry Expense Bonuses | Ministry Expense Bonuses | Ministry Expense Bonuses | Ministry Expense Bonuses | Not applicable | Eligible for specialized Intl bonuses | Not applicable | <i>See your program parameters</i> | <i>See your program parameters</i> | <i>See your program parameters</i> |
| Ministry Reimbursements | Eligible | Eligible | Eligible | Eligible | Eligible for some ministry reimbursements. | Eligible | Eligible for some ministry reimbursements. | <i>See your program parameters</i> | <i>See your program parameters</i> | Not eligible |
| Medical Insurance | Offered to Employee & Dependents | Offered to Employee & Dependents | Not eligible | Not eligible | Not eligible | Intl Coverage Offered to Employee & Dependents | Not eligible | Offered to Employee & Dependents | Offered to Employee & Dependents | Not eligible |

| | | | | | | | | | | |
|--|--|--|---|---|--------------|--|--------------|--|---|--------------|
| Dental Insurance | Optional | Optional | Not eligible | Not eligible | Not eligible | Included in Intl Coverage | Not eligible | Optional | Optional Must work at least 30 hours per week. | Not eligible |
| Vision Insurance | Optional | Optional | Optional | Optional | Not eligible | Included in Intl Coverage | Not eligible | Optional | Optional | Not eligible |
| 403(b)(9) | Eligible 90 days from hire date, enrolled monthly | Eligible 90 days from hire date, enrolled monthly | Eligible 90 days from hire date, enrolled monthly | Eligible 90 days from hire date, enrolled monthly | Not eligible | Eligible 90 days from hire date, enrolled monthly | Not eligible | Eligible 90 days from hire date, enrolled monthly unless they are a Employer Contributions - Class 2, Fixed Term Employees determined by program team lead. (Enrollment & Eligibility) | Eligible 90 days from hire date, enrolled monthly unless they are a Employer Contributions - Class 2, Fixed Term Employees determined by program team lead (Enrollment & Eligibility) | Not eligible |
| Group Term Life, Short-Term Disability & Long-Term Disability | Group Life Short-Term Disability, Long-Term Disability provided by Reliant Voluntary — optional | Group Life Short-Term Disability, Long-Term Disability provided by Reliant Voluntary — optional | Not eligible | Not eligible | Not eligible | Group Life Short-Term Disability, Long-Term Disability provided by Reliant Voluntary — optional | Not eligible | Group Life Short-Term Disability, Long-Term Disability provided by Reliant Voluntary — optional | Group Life Short-Term Disability, Long-Term Disability provided by Reliant Voluntary — optional | Not eligible |
| Elective Education Reimbursement | Eligible | Eligible | Eligible | Eligible with Special Approval | Not eligible | Eligible according to hours worked | Not eligible | See your program parameters | See your program parameters | Not eligible |
| Paid Time Off | Eligible | Eligible | Eligible | Not eligible | Not eligible | Eligible | Not eligible | See your program parameters | See your program parameters | Not eligible |
| Holidays | Eligible | Eligible | Eligible | Not eligible | Not eligible | Eligible | Not eligible | See your program parameters | See your program parameters | Not eligible |