



Exploring the Great Outdoors: Massachusetts Edition

LOOKING AHEAD...

Introducing the new Catholic Family and Medical Leave Program

The Archdiocese Benefits Department is launching a new paid family and medical leave benefit for benefit-eligible lay employees!

MoveSpring August Challenge

This month we are challenged to drink 8 ounces of water before every meal for 26 days.

Wellness Webinars

This month we learn how to improve time management skills, protect ourselves financially, and explore effective CBT strategies to help the children in our lives cope with anxiety and depression.

The Recipe Corner

A nutrient and fiber dense edamame salad, perfect for dinner or summer BBQs.

This newsletter will continue to include timely information on health and wellness but will also feature news, tips, and updates on a variety of benefits topics. If you would like to see a particular topic covered, send us your ideas at benefits@rcab.org.

With just one more month left of summer, don't miss the chance to explore the great outdoors in your own backyard. Massachusetts is one of the most beautiful places in the Northeast for outdoor recreational activities, filled with wooded areas, beaches, lakes, and natural landscapes that will take your breath away and leave you feeling refreshed from your daily routine. Here are five of the best state parks and reservations to visit in Massachusetts this summer to experience nature and learn something new. As a reminder, employees and spouses who participate in the [Wellness Program](#), can each earn \$50 into their HRA or HSA for completing two recreational family events every Plan Year. Going for a nature walk with family at one of these destinations counts!

1. [Borderland State Park](#) – North Easton, MA: This scenic 1,570 acre park features the historic Ames mansion, 20 miles trails for walking, hiking (varying from moderate to difficult), biking, horseback riding, fishing, and canoeing/kayaking in Leach Pond. In the winter, enjoy sledding, ice skating, and cross-country skiing in the pond. You can also enjoy disc golf, tennis, or enjoy a meal with family and friends at the shaded picnic tables. Be sure to check out the monthly programs which offer free activities like fishing for children, guided hikes, or nature photography!
 - Hours: 8 am – 8 pm, 7 days a week
2. [Blue Hills Reservation](#) - Milton, MA: Located just a few minutes from busy Boston neighborhoods, Blue Hills Reservation stretches over 7,000 acres of nature. Popular with hiking enthusiasts, Great Blue Hill reaches a height of 635 feet and offers views of the entire metropolitan area from the summit. Enjoy 125 miles scenic hiking and walking trails (varying from easy to difficult), mountain biking, skiing, camping, rock climbing, canoeing/kayaking and swimming at nearby [Houghton's Pond](#).
 - Hours: dawn to dusk
3. [Blackstone River and Canal Heritage State Park](#) – Uxbridge, MA: Spanning about 1,000 acres, this park has both trails and historical sites. Recreational activities include fishing, hunting, picnicking, canoeing, horseback riding, and biking. Cross-country skiing and hiking are also fun seasonal activities. Take a stroll along the historic canal that was once used for trading in the 1800s.
 - Hours: sunrise to sunset, but it is not a park to camp overnight.
4. [World's End](#) – Hingham, MA: A 251-acre property with four drumlins, saltwater marshes, meadow woodlands, and granite ledges. This scene reservation offers 4.5 miles of carriage paths and footpaths, moderate hiking, biking, photography, and scenic views of the Boston skyline.
 - Hours: Year-round, daily, 8 am to sunset
5. [Hopkinton State Park](#) – Hopkinton, MA: Offering a little bit of everything and perfect for families, this park features 1500 acres of forest, 10 miles of hiking trails, two seasonal beaches, shaded picnic areas with charcoal grills, and the beautiful, historic earthen dam with stunning views.
 - Hours: 8 am – 8 pm, daily



Introducing the New Roman Catholic Archdiocese of Boston Catholic Family and Medical Leave Program

The inaugural Open Enrollment window for the new Catholic Family and Medical Leave Program (CFML) will take place between **August 19 and September 13**. CFML provides eligible employees with up to 12 weeks (2-week waiting period plus 10 weeks of paid leave, at up to 80% of pay) of family and/or medical leave in a benefit year. Archdiocese parishes, schools, cemeteries, and the Pastoral Center are required to participate in the CFML program. Employees of other Catholic entities should check with their local benefits/payroll administrator to confirm whether their employer participates in the program.

The CFML program offers two levels of benefits: Baseline CFML (40% of an employee's pay, funded by employer only) and Full CFML (additional 40% of employee's pay, for a total of up to 80%, funded by voluntary employee payroll deductions of 0.57% of wages). If employees prefer not to contribute to the CFML program, they will only be eligible for the Baseline benefit (funded solely by their employer) after completing one year of CFML service. If employees decide to opt in to the Full CFML benefit, they **must log in to MyEnroll and make an election no later than Friday, September 13**. Deductions will begin with the September 13, 2024 paycheck.

To learn more about the CFML benefit, such as eligibility, cost, qualifying reasons for leave, who might benefit from electing the Full benefit, and how to make that election, sign up for a webinar at catholicbenefits.org/webinars. Webinars will be offered on the following dates and times:

Tuesday, August 13 at 3:00
Tuesday, August 20 at 9:30
Wednesday, August 28 at 4:00
Thursday, September 5 at 5:00
Monday, September 9 at 11:00

More information about CFML can be found at catholicbenefits.org/cfml. If you have any questions, please email the Benefits Department at cfml@rcab.org.

Introducing... 401(k) Automatic Contribution Rate Escalation



Effective 8/19/2024, the RCAB 401(k) Retirement Savings Plan is adding Automatic Contribution Rate Escalation ("Auto Escalate") to the Plan. This new feature will increase Contribution Rates by 1% annually, to a maximum of 5% of eligible compensation, without any action required by the participant. Specific information was mailed to affected participants last month. Please email the Benefits Department at benefits@rcab.org if you have any questions.



Wellness Webinars

The following webinars are available for educational purposes. Please note that as of July 1, wellness webinars are no longer incentivized as part of the Wellness Program.

Raising Future Ready Kids 2: Anxiety and Depression *Learn to Live*

[Tuesday, August 13: 12-12:30 p.m.](#)

Use access code **RCAB** to view the webinar.

Childhood anxiety and depression have been on the rise for over a decade now. As parents, watching a child struggle with anxiety and depression can be overwhelming.

Learn to Live's clinical team will provide you with information on what anxiety and depression might look like for the kids in your life and share with you effective Cognitive Behavioral Therapy (CBT) strategies to help you and your children overcome these challenges.

Time Management: Capturing our Time Thieves *Learn to Live*

[Friday, August 23: 12-12:30 p.m.](#)

Use access code **RCAB** to view the webinar.

Struggling to get everything done each day and feeling overwhelmed? Juggling workload, family obligations, time to see friends, and time for self-care? Life can be hectic and overwhelming at times, but chances are, we can accomplish our goals with just a few adjustments to our approach.

This webinar explains how we get off track and provides practical tools for achieving goals when it feels like there is never enough time.

Employees eligible to participate in the RCAB 401(k) Retirement Savings Plan can access Voya Financial Webinars.

Protection

This session will review how to protect yourself today and your future. Protecting yourself today is about protecting your earnings and protecting your savings with health, disability, and critical care insurance. Protecting your future is about planning ahead with life and long-term care insurance and having an estate plan.

[Tuesday, August 13: 10 a.m. and 2 p.m.](#)

[Tuesday, August 27: noon and 3 p.m.](#)

In Case You Missed It...



PLAY NOW!

You can still view the recorded webinars from last month!

[James Parker-Ashley Fitness Class](#)

[Getting Unstuck: The Science of Moving Forward](#)



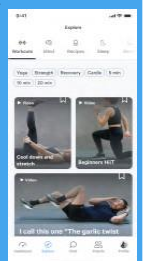
Join the August Challenge: H2O Hydration

Drinking water promotes weight loss, increases energy, flushes out toxins, assists with digestion, and boosts your immune system. To help develop this healthy habit, commit to drinking 8 ounces of water before every meal for 26 days this month. The general recommended daily water intake is 64 ounces but incorporating this new habit is a step in the right direction! Reminder: Be sure to log your activity in the Challenge at least once every 7 days.

Eligible employees can click [here](#) for more information on how to join by August 7.

**Earn \$50 into your HealthEquity HRA or HSA
when you complete this Challenge!**

Don't forget! Employees enrolled in one of the RCAB Health Plans can now access on-demand workouts in the Explore section of the MoveSpring mobile app or website. From strength and cardio to stretch and recovery, on-the-go workout sessions allow you to workout at anytime, anywhere.



THE RECIPE CORNER

Edamame Crunch Salad

Recipe from [Plant-based RD](#)

Salad Ingredients

- 1 red bell pepper, diced
- 1 cucumber, deseeded and sliced into half moons
- 1 head of romaine, shredded
- 2 cups of frozen edamame, thawed
- 1–2 carrots, sliced or peeled into ribbons
- 1 cup shredded red cabbage
- 3 scallions, sliced
- 5–7 fresh basil leaves, sliced
- 1/4 cup cilantro, finely chopped
- 1/4 cup sliced almonds
- Salt & pepper to taste
- 1 jalapeño, sliced for garnish (optional)



Sesame Cashew Lime Dressing:

- 1/4 cup cashew butter
- 2 tbsp soy sauce
- 1 tbsp sesame oil
- 2 tsp sriracha
- 1/2 tsp garlic powder
- 1/2 tsp ginger powder or fresh grated ginger
- Juice of one lime
- 1/4 tsp lime zest (optional)
- 2 tbsp maple syrup
- 3–4 tbsp or more of water

Instructions

1. In a small bowl, combine all dressing ingredients minus water and whisk to combine. The dressing will get thick as you mix to combine, at this stage add 1 tablespoon at a time of water while whisking until you reach your desired dressing consistency.
2. In a large salad bowl, combine bell pepper, cucumber, romaine, carrots, red cabbage, scallions, basil, cilantro, edamame, almonds, and season with a pinch of salt and pepper.
3. Pour in half of your dressing and give everything a toss to coat. Pour in more dressing if desired or reserve for pouring more when serving.

Notes:

- Season your salad well with a pinch of salt and pepper before adding your dressing.
- Dress your salad with the dressing when you are ready to eat.
- Slowly adding in your water to your dressing will help you better control the consistency of your dressing. Like it thicker and creamier? Just use less water. Want it thinner? Add more water.