



## UPDATE ON THE GENERAL SYNOD PENSION PLAN

### *Proposed changes and what they mean for GSPP members*

The Pension Committee and the Board of Trustees are considering expanding the General Synod Pension Plan (GSPP) to include members of the Lay Retirement Plan (LRP) and allow for groups outside the Anglican community to join.

It's important to understand that, **for GSPP members, nothing would change.** The goal is simply to enable the GSPP to open its doors to potential new employers, further reinforcing the plan's strength and stability.

### Why GSPP Expansion Makes Sense

Expanding the GSPP offers some important advantages, including:

- A broader membership base with more contributions, which will help offset the ongoing trend of declining active plan membership;
- Economies of scale in plan administration and investment fees, due to a larger asset base; and
- An opportunity for LRP members and other groups outside of the Anglican community to join a quality pension plan with a strong infrastructure and a proven track record of performance.

Despite a challenging investment environment at the end of last year, the plan is well funded. Pension plans are designed to operate for a long time, so pension investing is, by nature, a long-term proposition.

Significant analysis has been conducted on the plan, which shows it will remain sustainable well into the future, and bringing new groups into the GSPP will help us build an even stronger foundation.

### What Happens Next

Making these proposed changes requires amendments to the pension canons, to be presented for approval at General Synod in July 2019.

In its 2019 Budget, the Ontario government announced it will update the target benefit plan framework, allowing the Anglican Church's GSPP to be properly recognized as a target benefit multi-employer pension plan. As a target benefit pension plan, it is expected that the GSPP would be subject to more appropriate funding rules for its structure, which is necessary before any expansion plans can be implemented.

With General Synod occurring this year, the Pension Committee and the Board of Trustees felt it was prudent to lay the groundwork now. The actual timing of the GSPP expansion will depend on when the appropriate pension legislation is enacted.

Rest assured, you will continue to be apprised of new developments as they occur. Questions and answers will be posted on the Pension Office website, which will be updated as we move forward. In the meantime, if you have any questions, please contact the **Pension Office at 416-960-2484 or 1-800-265-1070.**