



YOUR PENSION PLAN TRANSITION

Things to consider as you transition to the General Synod Pension Plan (GSPP)

This fall, you'll get an enrolment package to get set up for the January 1, 2022 transition from the Lay Retirement Plan (LRP) to the GSPP.

In the GSPP, you and your employer will each continue to contribute 5% of your salary to the plan – just like you do now. What's the difference? Stability, predictability, and great features.

Not an active member of the LRP?

If you have other accounts with Canada Life, please see the back page for changes.

In a nutshell...

The LRP – is a defined contribution (DC) plan where your retirement income is determined by:

- your investment choices;
- your account balance; and
- market conditions.

When you retire with a DC plan, you need to choose how to draw down on your account balance, and you could outlive your savings.

The GSPP – is a target benefit pension plan with retirement income that provides:

- A stable, predictable *monthly lifetime pension* in retirement, based on a pre-set formula
- Investment decisions made by experts
- Protection from the uncertainties of market and interest rate movements
- Unreduced early retirement options after 35 years of service
- Spousal protection provided at no cost

You'll also have the option to convert your accumulated LRP account balance (up to December 31, 2021), into additional GSPP pension.

If you decide you *don't want to transfer your LRP account balance* into the GSPP, you can transfer it to another locked-in arrangement or keep your account with Canada Life; however, group fees will no longer apply.

Later this year you'll receive more details about the options for your DC balance, and in early 2022 you will get a package to make your election.

As you consider your options

We encourage you to speak with an independent financial advisor to ensure you are making a decision that best fits your personal financial goals.

Have questions or need more info?

For general pension information, you can always visit the Pension Office website at www.anglicanpension.ca.

If you have any questions, please contact the **Pension Office at 416-960-2484 or 1-800-265-1070.**

Have a voluntary RRSP or TFSA account (or other product), with Canada Life?

As LRP members transition into the GSPP and the LRP winds up, it means that the group fees available in the Canada Life Group Registered Retirement Savings Plan (RRSP) and Tax-Free Savings Account (TFSA) will no longer be applicable after December 31, 2021.

Action may be required

If you have a voluntary Group RRSP or TFSA account, you will have two options in 2022:

- 1. You can keep your investments with Canada Life** by moving into their *NextStep* program.
 - In most cases, you can keep your current investment options.
 - Your investment management fees may increase starting January 1, 2022.
- 2. You can choose to move your account(s)** to another organization.
 - If you already have another RRSP or TFSA account, you can transfer the money.
 - If not, you could open a new account anywhere you choose.

Please note: Your fees may also be affected if:

- **You no longer work for an LRP employer** but still have a LRP account balance with Canada Life.
- **You are retired and are drawing down** your LRP account with a product from Canada Life.

What happens next

Please take some time to consider the information above. There's nothing else you need to do right now, and your LRP contributions, if applicable, will continue as usual through 2021.

In the fall

- If you are an active LRP member, we'll provide you with your GSPP enrolment package.

On January 1, 2022

- All active LRP members will automatically start earning a pension in the GSPP – future contributions will be directed there.

Early in 2022

- You will need to decide if you want to transfer your LRP balance accumulated up to December 31, 2021, into the GSPP.
- You'll be sent all the information you'll need to make your decision.

January 2022

- If you have a Canada Life voluntary RRSP or TFSA account, or other products as mentioned above, Canada Life will send you more information about changes to your account.

