

# Your update from the Pension Office

## A healthy plan and more pension increases

For the past few years, the financial markets have been volatile – but your General Synod Pension Plan (GSPP) remains in a strong position. In 2023, the GSPP had a stellar gross investment return of over 10%, exceeding the long-term annualized return of 6% targeted to keep the financial health of the plan stable. A higher than targeted return generally improves the financial position of the plan.

The GSPP is well-funded and designed to withstand the financial market ebbs and flows. Our plan's Board of Trustees and Pension Committee are committed to partnering with a team of expert advisors to monitor the trends and changes that impact the GSPP and its long-term sustainability – and will keep you informed on how the plan is doing.

## A 3% increase to all pensions this summer

We are pleased to introduce an increase to all pensions. Starting July 1, 2024, you will see a 3% increase applied to the pension you earned up to December 31, 2023. Increases are introduced when our plan is in a financially healthy position. While we aim to offer increases in future years, our plan's Board of Trustees and Pension Committee are committed to providing pensions over the long-term, so annual increases are not guaranteed.

- ✔ **If you are a retiree:** You can confirm your higher monthly pension amount on your remittance statement, which will be mailed to you in July 2024.
- ✔ **If you are an active or deferred vested member:** You will see your pension increase on your 2024 pension statement, which will be mailed to you in June 2025.

### Are you a former member of the Lay Retirement Plan (LRP)?

This increase will also be applied to any additional pension that you purchased in the GSPP with your LRP account balance, if the balance was transferred before December 31, 2023.

**Attention  
former LRP  
members**

### If you are still receiving an LRP statement from Canada Life, you must take action!

The LRP plan is now wound up, so you need to make an election on what to do with your account balance. One option is to move your funds to the GSPP – and buy back more GSPP pension. You also have the option to keep investing your account balance on your own, but you need to make that election with Canada Life. To learn more or to transfer your savings, please call Canada Life at 1-800-724-3402 or contact the Pension Office. If you don't make an election, a default election may apply, and you won't have a chance to change it.

## The Pension Office has moved!

Earlier this year, The Pension Office Corporation of the Anglican Church of Canada moved to a new home.

Please make note of our address for your records:

**175 Bloor St East  
South Tower Unit 1201  
Toronto ON M4W 3R8**

## Pension Office staffing announcements

After being an indispensable part of our team for many years, Kathy Edgar, Manager – Finance & Systems, is retiring on June 24, 2024. We are thrilled to announce that **Emily Honoridez** has been appointed to fulfill the role, effective July 1, 2024. The Office is also delighted to welcome **Olaoluwa (Ola) Duntoye**, Governance & Compliance Officer, who joined our team earlier this year.

We wish Emily and Ola well in their new positions!

## Questions?

Call us at 416-960-2484 or 1-800-265-1070 (toll free), or email

[inquiry@anglicanpension.ca](mailto:inquiry@anglicanpension.ca)

## Pension fund performance

The GSPP investments have performed very well in recent years, as seen by the numbers below.

Market value of GSPP assets		Investment returns for period ending December 31, 2023		
		1-year	4-year	10-year
YEAR ENDING DECEMBER 31, 2023 <b>\$1.059 billion</b>	Fund	10.91%	6.62%	8.31%
	Benchmark	14.09%	5.12%	7.40%

The GSPP's diversified investment mix is designed to meet our main goal — providing members with their pension in retirement while also maintaining the plan's health and sustainability. The plan's investments continue to outperform benchmarks over the 4-year and 10-year trailing periods.

## The GSPP's financial health

The financial health of our pension plan is measured through valuations that must be conducted and filed with the Financial Services Regulatory Authority of Ontario at least once every three years.

Our most recent valuation was filed as at December 31, 2022. Our actuarial consultants subsequently estimated results on December 31, 2023. The next valuation will be as at December 31, 2025.

	December 31, 2022	December 31, 2023 (estimated)
Going concern excess / (deficiency)	\$213,152,000	\$253,424,000
Going concern funded ratio	125.7%	130%
Transfer ratio*	106.4%	110%

\*The transfer ratio is based on the wind-up valuation (see glossary).

**As a specified Ontario multi-employer pension plan (SOMEPP)** since January 1, 2020, the plan:

- ✔ No longer requires a special exemption from solvency funding requirements,
- ✔ Is funded on a going concern basis, and
- ✔ May improve benefits

While we wait for new permanent funding rules applicable to current SOMEPPs (the affected plans will convert to “target benefit plans”), any previously required solvency funding has been technically deferred until 2025. However, deferred contributions are expected to be eliminated under the permanent framework.

The Ontario Ministry of Finance released two separate consultation papers in 2023 regarding the proposed new framework for target benefit plans. As an engaged stakeholder, the GSPP submitted comments on both papers and participated in meetings with representatives from the Ministry of Finance. It is important to ensure the framework promotes the long-term sustainability of plans like the GSPP and permits meaningful pensions to be provided to GSPP members.

The 2024 budget tabled by the Ontario government confirmed the intention to have the permanent target benefit framework come into effect on January 1, 2025.

## Environmental, Social & Governance (ESG)

The Trustees have a fiduciary duty to make decisions in the best interests of the plan's beneficiaries and they play a pivotal role in the decision-making process on the strategic direction of the Pension Fund. They believe in responsible investing, an approach to investing that aims to incorporate ESG factors into investment decisions to better manage risk, and to generate sustainable long-term returns for the Fund and plan beneficiaries. This includes investing in opportunities that can obtain the highest return for the Fund, subject to acceptable levels of risk. When the Trustees meet with investment managers, they discuss (among other considerations) the investment manager's process for evaluating and integrating ESG issues in investment decisions, the investment manager's ESG policies, as well as details regarding related ESG activities, including research and engagement with companies. The Pension Fund's investment managers take ESG issues seriously.

As reported in previous newsletters, the Trustees continue to follow recent developments and decisions in both the corporate and Church worlds with regard to ESG issues. In recent years in particular, increased attention has been focused on considering ESG issues in the management of our Pension Plan investments.

## Non-pension Funds

### Market value of investments

December 31, 2023

(PH&N – RBC Global Asset Management Inc)

The Anglican Church of Canada	Market value
The Long-Term Disability Plan	\$1,792,353
The Self-Insured Death Benefit Plan	\$4,713,692
The Endowment Plan	\$5,187,521
The Continuing Education Plan	\$7,617,344

## Endowment Funds

Over the past number of years, various donations and gifts have been made to the Endowment Committee of the Pension Committee with the request that they be used to supplement the pensions of retired members or the surviving partners of retired members.

In addition to making cash donations to the Endowment Funds, it is also possible to give stocks and bonds with advantageous tax consequences to the donor/estate. An account has been set up to facilitate the sale of any such securities that are given to the Endowment Funds.

AS AT DECEMBER 31, 2023

**\$5,187,521**

MARKET VALUE OF  
ENDOWMENT FUNDS

## Did you know?

If you're looking for information or pension resources, try the Pension Office website: <http://www.anglicanpension.ca/>.

### You'll find:

Canons

Regulations

Plan  
documents

Various forms

Newsletters

Financial  
statements



### A NOTE ON CONFIDENTIALITY

We have developed a portal for exchanging documents to provide enhanced security for personal data. If you need to send documents that include sensitive and confidential information, we can get you set up on the portal. Please contact us at [inquiry@anglicanpension.ca](mailto:inquiry@anglicanpension.ca).

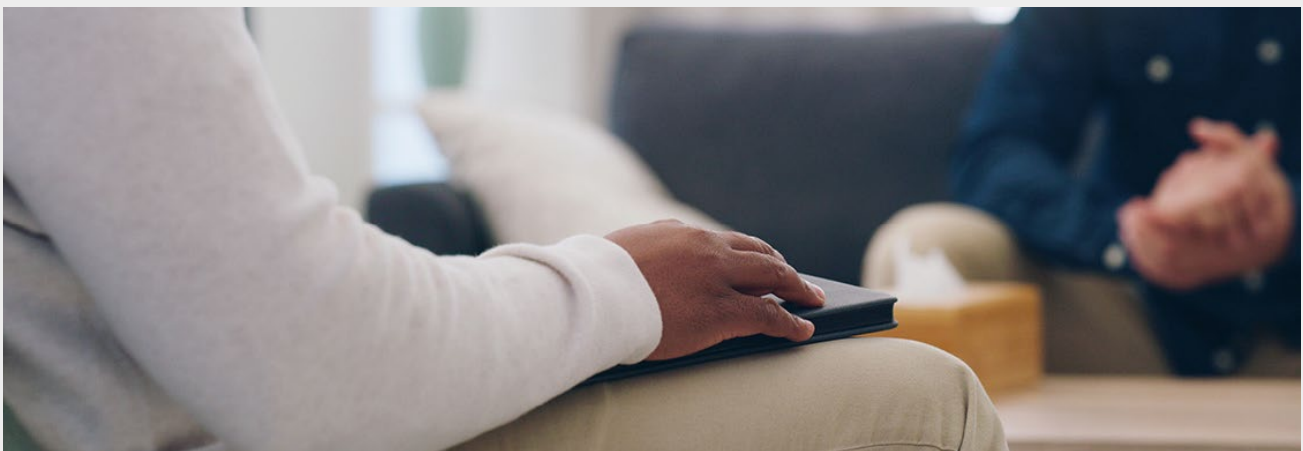
**Please do not communicate any confidential information via email.**

## Interested in exploring continuing education opportunities?

The Continuing Education Plan (CEP) provides resources for continuing the education of the clergy and lay employees of The Anglican Church of Canada (who are account holders of the Plan) to improve work or work-related skills and abilities.

For more information, visit <http://cep.anglican.ca/>.

You can also find forms on the Pension Office website: <http://www.anglicanpension.ca/>



## Group benefits update (for members of the Manulife extended health plan)

### It pays to be part of a national group benefits plan!

As a member of a growing national group benefits plan like ours, you get access to lower administrative costs, fees and price tags for coverage compared to what you might get on your own!

### Your mental health is *your* health.

That's why our plan now provides a minimum of \$1,000 of coverage for mental health practitioners (e.g., psychologists, psychotherapists, social workers).

To learn more about your group benefits plan through Manulife, please log in to the Manulife plan member website at [www.manulife.ca/signin](http://www.manulife.ca/signin) or contact the Pension Office.



## Pension fund advisors

<b>Bentall GreenOak</b> Real Estate	<b>Neuberger Berman</b> Private Debt	<b>Robeco</b> Low Volatile Equity	<b>Actuary</b> Eckler Ltd.
<b>TD Greystone</b> Real Estate	<b>Canso Investment</b> Corporate Credit	<b>CIBC Asset Management</b> Currency Hedging	<b>Legal Counsel</b> Koskie Minsky LLP
<b>Macquarie</b> Infrastructure	<b>Letko Brosseau</b> Canadian & Global Equity	<b>Asset Consultant</b> Mercer Canada	<b>Auditor</b> BDO Canada LLP
<b>Philips Hager &amp; North</b> Enhanced Long Bonds	<b>Baillie Gifford</b> Global Equity	<b>Custodian</b> CIBC Mellon	

## Glossary of terms

### Actuarial Valuation

The analysis of a plan's financial status. Assets and liabilities are valued to determine whether current assets plus expected future contributions are sufficient to meet benefit obligations. A valuation must be filed with the Financial Services Regulatory Authority of Ontario at least once every three years.

### Going Concern Valuation

The measurement of the financial position of a pension plan assuming that the plan will continue indefinitely.

### Wind-up Valuation

Determines the financial position of the plan if it were wound up on the valuation date (prepared for information purposes only).

### Solvency Valuation

Same as wind-up valuation except, since it is used to determine plan funding, certain adjustments are permitted. Adjustments include the current value of any going concern special payments required over the next five years along with smoothing asset values and the liability interest assumption.

### Solvency Funding

The process of making systematic payments into a pension trust fund, or changes to the benefit formula, to eliminate a solvency deficiency.

### Transfer Ratio

Ratio of wind-up assets to wind-up liabilities.

## Pension Office staff

The Pension Office continues to provide day-to-day processes with minimal delays – to ensure there are no interruptions to your pension and benefit payments.

### Your Pension Office Staff

<b>Menon, Rekha</b> Executive Director	<b>Ext. 201</b>
<b>Davidson, Margaret</b> Manager, Pension & Benefits	<b>Ext. 202</b>
<b>Honoridez, Emily Fe</b> Manager, Finance & Systems	<b>Ext. 214</b>
<b>Bernard, Sonia</b> CEP & Office Administrator	<b>Ext. 203</b>
<b>Stricker, Lynda</b> Pension & Benefits Administrator	<b>Ext. 208</b>
<b>Dizon, Rebecca</b> Benefits Administrator	<b>Ext. 209</b>
<b>Chaudhary, Nikeeta</b> Pension & Benefits Administrator	<b>Ext. 210</b>
<b>Villaverde, Jomarie</b> Staff Accountant	<b>Ext. 218</b>
<b>Ng, Yvonne</b> Pension & Benefits Administrator	<b>Ext. 219</b>
<b>Duntoye, Olaoluwa (Ola)</b> Governance & Compliance Officer	<b>Ext. 239</b>

Email: first initial last name @anglicanpension.ca

## Pension Committee

### Mission statement

*The Pension Committee, on behalf of the Anglican Church of Canada, commits to faithful stewardship and administration of the Pension Plans, Benefit Plans and Funds, and to do so with compassion and efficiency for the well-being of the plan members and their beneficiaries.*

#### EX-OFFICIO MEMBERS

The Most Rev. Linda Nicholls – Primate  
The Ven. Alan Perry – General Secretary  
Ms. Amal Attia – Treasurer  
Canon Ian D. Alexander – Prolocutor  
The Ven. Tanya Phibbs – Deputy Prolocutor  
Ms. Rekha Menon – Director of Pensions

#### ELECTED BY 2023 GENERAL SYNOD

The Rt. Rev. Mary Irwin-Gibson – Montreal  
The Rt. Rev. Geoffrey Woodcroft – Rupert's Land  
The Rev. Canon Dr. Grayhame Bowcott – Huron  
The Rev. Canon Dr. Stephen Fields – Toronto  
Ms. Cathy Armstrong – Edmonton  
Mr. John McBride – Ottawa

#### TRUSTEES

Mr. Bob Boeckner – Toronto  
Ms. Sheryl Kennedy – Toronto  
Ms. Josephine Marks – Toronto  
Mr. Stephen Koning – B.C.  
Mr. Simon Segall – Toronto  
Mr. Jordan N. Fremont – Toronto  
The Rt. Rev. William Cliff – Ontario  
Mr. Ted Ecclestone – Toronto

#### APPOINTED BY THE PENSION COMMITTEE

The Rt. Rev. Stephen Andrews – Toronto  
The Rt. Rev. Todd Townshend – Huron  
Mr. Michael Attwood – Toronto  
The Ven. Travis Enright – Edmonton  
The Ven. Alexander R. Pryor – Arctic

#### OBSERVERS

Ms. Sharon Chandler – Toronto  
Ms. Anne Layton – Toronto  
Mr. Gary Goddard – Ottawa  
The Rev. Fred Marshall – E. Nfld & Labrador  
Ms. Jane Mesich – Algoma  
Ms. Sharon White – Niagara  
Mr. Paul Christiani – Toronto

#### The Pension Office Corporation The Anglican Church of Canada

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Fax: 416-968-7689

Pension Office website:  
[www.anglicanpension.ca](http://www.anglicanpension.ca)

### Questions? Life events? Need to update your information?

Please let us know! Email [inquiry@anglicanpension.ca](mailto:inquiry@anglicanpension.ca)

In addition to maintaining records for pension purposes, the Pension Office maintains your address, dependants list and coordination of benefits information for Manulife benefits purposes. Please notify us directly or through your employer if you need to make any updates.