

PENSION AND BENEFIT PLANS

The Accounting staff at the Synod office in Ottawa handles all matters related to pensions and benefits within the diocese. If you require assistance or have questions about any matters concerning pensions and benefits, you should contact either:

bev-skelton@ottawa.anglican.ca or bill-gilbert@ottawa.anglican.ca

The Diocese of Ottawa is a member of the group plans of the Anglican Church of Canada. These plans are administered by the Pension Office of the Anglican Church of Canada, which is a separate entity within the national office structure. In addition to administering two pension plans, the Pension Office administers a Long-Term Disability Plan, a Death Benefit Plan, Group Employee Benefits program and the Continuing Education Plan. It also administers Endowment Funds.

The General Synod Pension Plan is a multi-employer defined-benefit plan that provides benefits based on a prescribed formula. All dioceses plus the national office, Church Army and other church organizations participate in the plan. Currently, there are approximately 2,000 contributing members, of which about 1,500 are clergy and 500 are lay employees. There are roughly 1,600 in receipt of a pension and of this number, approximately 600 are surviving spouses.

The Lay Retirement Plan is a defined-contribution plan whereby employers and employees contribute at a defined rate, usually a percentage of the employee's earnings; contributions are combined with interest to purchase a life annuity or a Life Income Fund when the member retires. Members of this plan work in parishes, daycare centres, shelters and other church-run organizations. Lay employees in parishes may participate in the General Synod plan or the Lay Retirement Plan.

The Pension Office also administers **group insurance programs** which cover life insurance, accidental death and dismemberment, extended health care, dental and vision care. Group Benefits are insured by Manulife Financial.

The Long-Term Disability Plan is a self-insured plan. All dioceses plus the national office, Church Army, parishes and other church organizations participate in the plan. There are currently over 2,000 contributing members and there are about 70 people receiving disability benefits.

The Death Benefit Plan is also a self-insured plan. All dioceses plus the national office, Church Army and other church organizations participate in the plan. There are about 2,000 members in this plan.

The Continuing Education Plan is also administered by the Pension Office. The plan is mandatory for clergy and lay employees of diocesan offices and the national office. Employees do not contribute to the plan. The Diocese of Ottawa contributes \$390 per annum. Members may use this money to take courses, to buy books or study materials, computer hardware and software. There are close to 2,500 members currently participating in the plan.

TO DOWNLOAD FORMS, GO TO: <http://www.anglicanpension.ca/Downloadpdf.htm>