



Pension Newsletter
Issue 16, February 2011

Sustainability: Pension Board Focus for 2011

The Pension Board has been carefully monitoring the funded status of the pension plan. As announced in the November 2010 issue of *Foresight*, the Pension Board's decision not to increase the pension benefit for 2011, although difficult, was necessary to maintain the plan's "fully funded" status.

The combination of a challenging investment environment, historically low interest rates, and the maturing demographics for the plan means the Pension Board, with the assistance of the Pension Plan Advisory Committee (PPAC), will be examining options and strategies through 2011 to best ensure the sustainability of the pension plan for the longer term.

The Pension Board has also commissioned an ad-hoc committee to coordinate investment strategies to support the plan's pension commitments. This committee's efforts will ensure optimal support for the plan's long-term sustainability. This systematic approach—in-depth researching of all available options—underscores how seriously the situation is being taken.

The Pension Board is keenly aware of the importance of keeping the benefit meaningful for retirees and of maintaining the affordability of the pension plan.

Keeping plan members informed of all decisions that impact the pension plan is a priority of the Pension Board, and any changes will be fully communicated to members as soon as details are available.

Aon Hewitt: Transition Update

The administration of the United Church's pension and benefits plans will move to Aon Hewitt on July 1, 2011. If you are planning to retire between May 1, 2011, and August 1, 2011, please contact the Ministry and Employment unit (formerly Human Resources).

Knowing who will be retiring during the transition period will give us the best information for managing a smooth transition for everyone!

Responsible Investment (RI) Policy: Update

The Statement of Investment Policies and Procedures (SIPP) for the pension plan states that investment-related decisions shall be made in the best interests of plan beneficiaries and that Responsible Investment (RI) criteria shall be applied.

To support this requirement and to better reflect current attitudes toward RI issues, the Pension Board has been working to finalize an updated RI policy.

This policy will continue to exclude holdings in the areas of gambling, pornography, tobacco, and weapons. It will also outline how criteria such as corporate governance, community relations, employee practices, and environmental practices will be applied to investment decision-making.

More information about the Pension Board's approach to Responsible Investment will be available in the pension plan's Annual Report, 2010, due out in mid-June 2011.

E-mail **MinistryandEmployment@united-church.ca** to receive e-mail notification of an online version rather than a hard copy of this publication.

There Are No Stupid Questions!

Pension information can be confusing! Please don't hesitate or speculate if any information the Ministry and Employment unit sends you, including Foresight, doesn't make sense. Just call or e-mail us for clarification.

Call: 1-800-268-3781 ext. 3161

E-mail: MinistryandEmployment@united-church.ca

Contact Us

The Human Resources Unit has been renamed. It is now called the Ministry and Employment unit. The new name better reflects the scope of work covered by our staff. Contact information has also changed:

Call: 1-800-268-3781 ext. 3161

E-mail: MinistryandEmployment@united-church.ca

Mail: Attn. Ministry and Employment

The United Church of Canada

3250 Bloor St. West, Suite 300

Toronto, ON M8X 2Y4

Your questions and comments are always welcome.

Electronic Notification

Foresight is the newsletter of the Pension Board and the Ministry and Employment unit.

To request e-mail notification that a new issue has been posted on the United Church website rather than receive a print copy, please contact us.

Call: 1-800-268-3781 ext. 3161

E-mail: MinistryandEmployment@united-church.ca

Join the Church Leadership Network!

Almost 1,500 United Church lay leaders and ministry personnel have already joined.

Be next! <http://churchleadership.united-church.ca>