2019 PENSION ANNUAL REPORT

THE PENSION PLAN OF THE UNITED CHURCH OF CANADA

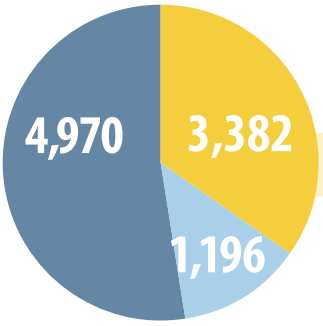
> The Pension Board and its committees are actively monitoring the health of the plan and effects of the COVID-19 pandemic on investment markets.

see **www.uccan-benefitscentre.ca** >>> and click **"Pension"**

FAST FACTS about your Pension Plan

As at December 31, 2019

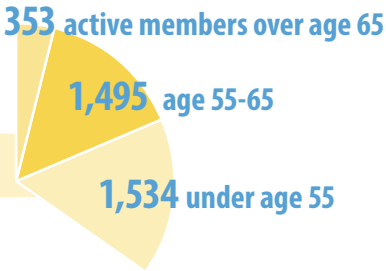
Plan Demographics



Number of pensioners

Number of active members

Deferred members



Pensioner: receiving pension

Active: currently employed by the United Church
Deferred: has earned a pension but is not yet receiving it

Average length of time people contribute to the plan **19** years

Average length of time people receive a pension **24** years

Total pension benefits paid per year

2019: $66,778,000
2018: $67,608,000
2017: $66,628,000
2016: $64,710,000

Includes refunds and death benefits

75.5 Average age of pensioners

64 Average age of plan members at retirement

302 Members joined in 2019

193 Members retired in 2019

5 over age 100!

190 Pensioners over age 90

Average age of active members **53.7**

MESSAGES TO THE MEMBERSHIP


From the Moderator and General Secretary

Dear Friends,

We came out of 2019 with a growing confidence and comfort in the organizational changes launched on January 1 in our church, settling into new ways of being church together. We also ended 2019 with a growing confidence in the stability of our Canadian economy and the directions in which it was moving. But as we all know, 2020 has certainly altered all of this!

Fortunately, our Pension Board and its committees have, over the last decade of profound economic changes, managed our plan with thoughtful prudence so that now, in these unprecedented times, our plan is well positioned to weather the storm. Thank you, volunteer governors and staff of the plan, for your careful and faithful stewardship of this resource.

The General Council Executive serves as the administrator of our plan. It is obliged to ensure the integrity of its governance and management as well as the security of the promised retirement benefit. In recognition of the fact that these responsibilities require professional pension expertise, the Executive has delegated most of them to the Pension Board and its standing committees. The Board reports annually to the Executive and to you, plan members, through this Annual Report.

Over the last year, the Executive has approved a revised Statement of Beliefs and Guiding Principles and revised Terms of Reference for the Board. Both documents help to strengthen the effective governance of the plan.

Although 2019 is now part of the record, 2020 is still writing its record. May you and yours remain safe in this time, and may you remain confident and trusting in the durable spirit of God that holds us in all times, world without end.

In faith,

The Right Rev. Dr. Richard Bott
Moderator

Nora Sanders
General Secretary, General Council

From the Chair of the Pension Board

Dear Members,

What a difference a year makes! After experiencing negative investment returns in 2018, 2019 was an excellent year for the Canadian economy and the pension fund's performance.

Based on the financial position of the pension plan at the end of 2018 and our experience with the markets up to mid-2019, the Board determined, late in 2019, that the plan had sufficient funds to allow a modest pension increase for pensioners and deferred members and a temporary increase in the accrual rate for active members, effective January 1, 2020.

Since early 2020, a global health emergency has affected the world economy, investment markets, and virtually every aspect of our lives. In response, the Pension Board and its committees are actively monitoring the health of the plan and effects of the COVID-19 pandemic on investment markets. Anne Soh and Deborah Leckman provide details in their messages.

Benefits Centre staff have been working from home since mid-March to provide administration services and expect to continue throughout the spring and into the summer of 2020. Laptop computers, ordered prior to the pandemic, arrived just before the office closure. The transition was smooth due to technology that the General Council Office has been adopting, which allows staff to work securely from home on Canadian-based cloud networks and servers. You can rest assured that, throughout this time, there will be no interruption to the services you need.

At this time, it is important to keep in mind the long-term nature of pension plans and that the plan entered this volatile time in a relatively strong position. We believe that the fund is well-positioned to weather this storm thanks to prudent long-term management over the years.

The remainder of this report accounts for the fund's performance and administration in 2019.

We hope you, your families, and friends remain safe and healthy.

On behalf of the Pension Board,

Marcus Robertson

Marcus Robertson, Chair

For member bios, visit The United Church of Canada Benefits Centre Document Library.

From the Chair of the Pension Plan Advisory Committee

Dear Members,

The world has changed in recent months, but some things remain the same. Here is a summary of our key activities since my letter to you a year ago.

The Pension Plan Advisory Committee (PPAC) continues to carry out its mandate to support the Pension Board in terms of plan design, funding, and administration. During 2019, PPAC worked with the Pension Board to consider whether a pension increase would be affordable. After careful analysis, PPAC recommended and the Board approved a 4% increase for pensioners and deferred members effective January 1, 2020, along with a temporary increase to the rate at which active members earn their pension in 2020.

To monitor the plan's financial health, the committee obtains quarterly tests of the plan's funded position. PPAC is working with staff and Mercer, the plan actuary, to conduct a valuation at December 31, 2019, which will be filed with Ontario's Financial Services Regulatory Authority. The filing of the valuation will ensure that the plan will have three years of contribution and benefit stability, a welcome outcome in these uncertain times.

PPAC also completed its review and recommended the revised Funding Policy to the Pension Board. The Funding Policy provides guidelines for when future benefit upgrades can be provided depending on the plan's financial condition. Finally, PPAC receives quarterly updates on the Pension and Benefits Administration Project, with members of PPAC continuing to be involved in the Steering Committee that provides direct oversight of the project.

PPAC is made up of experts in the pension field, such as lawyers, actuaries, and administration executives from large Canadian plans. The members of PPAC are happy to contribute our time and expertise toward the success of The Pension Plan of The United Church of Canada. On behalf all members of the committee, I recognize and thank General Council Office staff for their contribution.

We, the members of PPAC, hope that you and your families are safe and well.

On behalf of the Pension Plan Advisory Committee,

Anne Soh, Chair

For member bios, visit The United Church of Canada Benefits Centre Document Library.

From the Chair of the Investment Committee

Dear Members,

The pension fund had a very good year in 2019, returning 13.4% and bouncing back from a –1.5% return in 2018. The assets hit a new high, an increase of 9% and a value exceeding $1.5 billion at year-end. The fund's four-year return was 7%, below the benchmark return of 7.2% but above the required return of 6.3% to pay the pension promise. The source of this underperformance largely came from our foreign equity managers. To rectify the situation, the Investment Committee spent most of 2019 analyzing how best to structure the foreign equity allocation, which represents about 20% of the assets. By the end of the year, the Investment Committee had developed a plan to restructure the foreign equity, which it will implement in 2020.

The coronavirus pandemic alters the investment outlook significantly. At the time of writing this letter, much is still unknown about the course of the pandemic and how it will affect the fund's investments. So far, much of the negative effect has been seen in equity markets with very volatile returns. This outcome is understandable as investors try to assess the depth and length of the crisis. Federal governments have introduced programs to support both individuals and companies, but there will certainly be a number of companies, large and small, that will not survive. Bond markets have not fared as badly, except for some higher risk corporate bonds. What has certainly helped the bond market has been the support of central banks, which have bought an unprecedented amount and variety of bonds to provide needed liquidity and price support to the market. Much will depend on the length of the pandemic and the shelter-in-place requirements, as well as the risk of a second wave in the autumn.

The action the Pension Board took to change the asset mix at the beginning of 2019, increasing the fund's target bond allocation by 15%, from 40% to 55%, helped mitigate losses. The target equity allocation decreased from 60% to 45%. Included in the equity positions are investments in real estate and private equity, leaving the fund's exposure to the volatile public equity markets at 35% at year-end. This lower risk allocation will lessen the potential for significant negative returns. It is hard to say how 2020 will end, but the Investment Committee believes it should stay the course on the current asset mix as it was designed for the long term. Short-term tactical moves based on perceived risks and opportunities often do not end well, and they are not the focus of the Investment Committee.

The Investment Committee continues to incorporate environmental, social, and governance (ESG) considerations in its governance of the fund's assets through engagement activities and through the voting of proxies. The COVID-19 pandemic has certainly created new societal issues that the Investment Committee will need to consider over and above the obvious economic consequences.

There were no changes to Investment Committee membership in 2019. The General Council Nominations Committee reappointed three members in 2019 and one at the beginning of 2020 for three-year terms. The composition and competency of the Investment Committee is strong, stable, and well-diversified enough to handle the current crisis. My thanks to all the members of the committee for their dedication and professionalism. We take our role in helping to keep the pension promise very seriously and conscientiously.

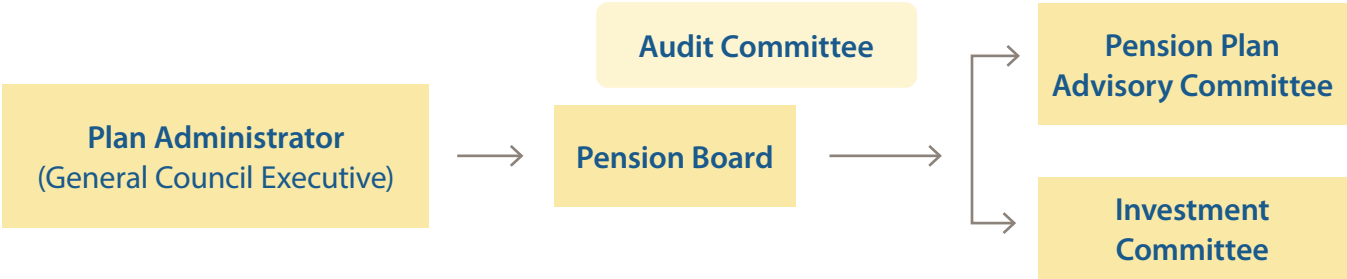
Sincerely,

Deborah Leckman

Deborah Leckman, Chair

For member bios, visit The United Church of Canada Benefits Centre Document Library.

Pension Plan Governance Structure



Membership and Appointments

There have been two changes to Pension Board membership since the last annual report. The Board wishes to thank Malcolm Boyle, who completed his third and final term in December 2019. Malcolm's dedication to the Board and his legal expertise and experience will be missed. Carmen Lansdowne stepped down from the Pension Board in early 2020 due to workload demands. The Board thanks Carmen for her fresh perspectives and insights.

There was one change to the Pension Plan Advisory Committee's membership since the last annual report. Catherine Lai stepped down due to other commitments. PPAC thanks Catherine for her actuarial and administrative expertise.

There were no changes to membership of the Investment Committee since the last annual report.

Please refer to the complete list of all volunteer members who serve on the Pension Board, PPAC, or the Investment Committee, along with a brief biography of each member detailing their expertise with pensions, finance, human resources, or other skills and perspectives they bring to the group, in the Benefits Centre Document Library.

Fiduciary Responsibility and Due Diligence

The Pension Board, Pension Plan Advisory Committee, and Investment Committee place fiduciary responsibility to members and due diligence as their highest goals.

Fiduciary responsibility includes

- duty of loyalty to beneficiaries of the plan (avoiding conflicts of interest, not putting personal interests ahead of the interests of plan beneficiaries, and not profiting personally from the fiduciary role)
- duty of care for the beneficiaries of the plan (using due diligence and skill to be well informed of all material information available in order to make the best decisions)
- duty of even-handedness
- duty to provide adequate disclosure
- duty to protect confidential information

The fiduciary standard is not perfection. Establishing due diligence is key and includes

- considering a range of options to make reasonable choices
- seeking expert advice where appropriate
- documenting/minuting the due diligence process

- keeping pension records as long as possible and practical
- reviewing the governance process and documentation periodically to ensure it meets current best practices

For a detailed explanation of the reporting structures and areas of responsibility of the governing bodies of the pension plan, please view the governance diagram in the Benefits Centre Document Library for more information.

Responsible Investment

The Pension Board, its committees, and staff continually work to improve responsible investment and engagement activities. The pension plan became a signatory to the United Nations Principles for Responsible Investment in 2017 and annually files reports on its activities.

The pension plan participated in the Shareholder Association for Research and Education's (SHARE's) engagement activities with several companies, including

- SHARE asked the **Bank of America** about its plans to address climate-related risks and to identify several key areas where the bank could focus its efforts: improving targets for low carbon financing, sector-specific policies for high carbon sectors, and alignment with the objectives of the Paris Agreement. This engagement will continue in 2020.
- Methane is an extremely potent greenhouse gas and its emissions can be greatly reduced using existing technologies and management. SHARE, along with the pension plan and other investors, reached out to **Canadian Natural Resources Limited (CNRL)** to request a meeting to update the company on a conversation we had with the Methane Guiding Principles initiative and hear an update from the company on its methane measurement and reduction plans. In 2019, CNRL announced a long-term aspirational target of "net zero emissions" in its oil sands operations. The engagement will continue in 2020 to seek more specific short-term methane reduction targets and implementation.
- On behalf of the pension plan, SHARE filed a proposal at **Dollarama** asking the company to report to shareholders on how it identifies adverse human rights impacts in its supply chain and integrates the findings into decision-making to prevent their impacts. In a series of subsequent meetings, the company announced plans to hire an extra staff person to conduct surveys of its suppliers and to revise its code of conduct for vendors. Nonetheless, the company is not instituting substantial measures to address the issue of forced labour and poor labour recruitment practices in its supply chain. At its 2019 annual general meeting, Dollarama presented its inaugural ESG report, which contained some information regarding its human rights due diligence. Later, the company confirmed it has undertaken a revision of its code of conduct to address forced labour more explicitly and has rolled out the test phase of its new social audit program. While we believe the company's new ESG disclosures and due diligence

measures are a positive step, we will continue to engage to arrive at sustainable, long-term solutions to human rights risks in the company's supply chain.

- SHARE engaged **Pembina Pipeline** to monitor more closely its own efforts to improve spill prevention measures and performance. The company released its first sustainability report, which included information that SHARE requested related to pipeline integrity (such as spill intensity). The company reported that it achieved its goal of zero reportable spills in 2017. The company indicated that it would update its sustainability performance metrics for 2019. SHARE will follow up with the company on its progress in 2020.
- Working with Investors for Opioid and Pharmaceutical Accountability, SHARE wrote to **Pfizer** with some concerns about the company's oversight and governance of opioid-related risks. In light of the number of legal actions against the company related to its role in the opioid epidemic, the letter asked that the company explicitly include accountability for legal costs when calculating metrics related to executive compensation. Excluding these kinds of costs insulates executives from the financial penalty of litigation at a time when investors feel the impact on company earnings. The letter also asked the company to commit to an independent chair of the board, among other governance reforms. SHARE will continue meeting with Pfizer in 2020 to address the full range of concerns we have raised.
- On behalf of the pension plan, SHARE filed a shareholder proposal on Indigenous rights at **TC Energy** asking that the company address shortcomings in its policy and management of Indigenous rights risks both in Canada and internationally. In response to our proposal, TC Energy provided significantly more information about its approach to Indigenous peoples on its website and published a long-awaited Indigenous relations policy. However, the company still lacks key features of competency in this area including board training or expertise and embedding understanding of Indigenous rights across company departments and decision points. Our shareholder proposal, presented by Carmen Lansdowne, won 10.2% support from shareholders and discussions with the company have continued. SHARE will continue its efforts on this engagement in 2020.

- In 2020 the pension plan sponsored a shareholder resolution filed at **Ovinitiv** (formerly **Encana**) to disclose climate-related targets that are aligned with the goal of the Paris Agreement—to limit a global average temperature increase to well below 2°C relative to pre-industrial temperatures and pursue efforts to limit the increase to 1.5°C. The resolution specified that the targets should address the company's key climate-related risks and opportunities over medium- and long-term time horizons. The targets should be quantitative and progress against such targets should be reported annually. Management of the company opposed the resolution in its proxy statement. Mitchell Anderson presented the proposal at the company's annual general meeting on April 29. To our surprise the resolution passed with 56% of shareholders voting for the resolution. We look forward to reviewing the company's disclosure next year.

As in previous years, a survey of environmental, social, and governance (ESG) practices was issued to public equity, fixed income, and real estate managers in the fall of 2019. Overall, the quality of the responses and integration of practices continue to improve. One public equity manager and one real estate manager were the only firms who had not signed on to the UN Principles for Responsible Investment. The equity manager has since indicated the intention to become a signatory and the real estate manager is aligning to real estate focused organizations to develop the company's approach to ESG integration.

Actuarial Valuation

The last filed valuation of the plan was performed as at December 31, 2017. A valuation is being conducted effective December 31, 2019, to be filed with Ontario's Financial Services Regulatory Authority. It is anticipated, from regular estimates, that the valuation will confirm that the plan is fully funded. The plan will not be required to file the next regular valuation for three years, providing three years of contribution and benefit stability.

Funding Policy

A new regime for Ontario-registered defined benefit pension plans became effective May 1, 2018. The new defined benefit funding regime replaces the existing solvency funding priority with enhanced going concern funding. As a result, the Pension Board and the Pension Plan Advisory Committee developed a revised Funding Policy that was approved by the Executive of the General Council in May 2020.

Statement of Investment Policies and Procedures (SIPP)

The Statement of Investment Policies and Procedures was updated to reflect the current asset mix.

Governance Review Recommendations

The Terms of Reference for the Pension Board, Investment Committee, and Pension Plan Advisory Committee have been updated. These documents are reviewed periodically to ensure that they reflect current best practices.

Statement of Beliefs and Guiding Principles

A working group made up of members of the Pension Board, Pension Plan Advisory Committee, and Investment Committee reviewed the Statement of Beliefs and Guiding Principles and recommended changes to refresh the document. The revised Statement was adopted by the Sub-Executive of the General Council in April 2019.

Financial Statements

Statement of net assets available for benefits

as at December 31, (*amounts in thousands*)

	2019	2018
Assets		
Investments	**$1,507,940**	$1,373,004
Cash	**10,526**	17,102
Amounts receivable	**2,128**	2,142
Interest and dividends receivable	**5,669**	4,939
	1,526,263	1,397,187
Liabilities and trust		
Amounts payable and accrued liabilities	**3,038**	2,464
	3,038	2,464
Net assets available for benefits	**1,523,225**	$1,394,723

Statement of changes in net assets available for benefits

as at December 31, (*amounts in thousands*)

	2019	2018
Net assets available for benefits, beginning of year	**$1,394,723**	$1,470,589
Increases		
Net gain on sale of investments	**39,810**	38,872
Change in unrealized gains (losses) in the year	**94,147**	(106,902)
Change in fair value of investments	**133,957**	(68,030)
Investment Income	**48,612**	48,412
Contributions		
Employers	**12,439**	12,653
Members	**8,304**	8,525
	203,312	1,560
Decreases		
Pensions paid	**63,311**	62,481
Refunds	**3,467**	5,127
Administrative, project, and investment expenses	**8,032**	9,818
	74,810	77,426
Change in net assets available for benefits	**128,502**	(75,866)
Net assets available for benefits, end of year	**$1,523,225**	$1,394,723

Financial Analysis

Fund Performance

In 2019, the fund experienced a rebound in returns.

Our fund rate of return on investment was 13.4% in 2019, which was greater than our benchmark goal by 0.3% and much better than our –1.5% return in 2018. The strong 2019 return was also surprising because the risk level on the fund was reduced with an increased allocation to fixed income. At the beginning of 2019, the asset mix was changed to 55% fixed income and cash/45% equities from 40% fixed income and cash/60% equities. In 2019, the Investment Committee spent a great deal of time analyzing where performance has lagged and focused its attention on the fund's foreign equity allocation. By the end of 2019, the Investment Committee landed on a plan of action, which will see changes implemented in the foreign equity allocation in 2020. In addition, the Investment Committee increased its investment in real estate by making a $20 million commitment to a multi-residential property fund. No new private equity commitments were made, but the fund continued to invest with its current allocations. The returns from private equity continue to exceed expectations. The year ended with few economists concerned about a looming recession.

Investment Type	2019	2018	2017
Canadian Fixed Income	46%	33%	28%
Global Fixed Income	6	6	7
Canadian Equities	12	20	22
International Equities	10	12	14
US Equities	13	17	16
Real Estate	6	6	6
Private Debt	1	1	2
Private Equity	5	4	3
Cash	1	1	2
	100%	100%	100%

Canadian Fixed Income: Mostly government and corporate bonds

Global Fixed Income: Mostly government and corporate bonds issued in countries outside Canada

Equities: Mostly large corporations' stock, with a market capitalization over $500 million

Real Estate: Pooled Canadian funds, diversified by geography and property type

Private Debt: Mostly secured loans to corporations, similar to bank loans

Private Equity: Equity and debt invested with a diversified group of small to mid-sized companies

Cash: Includes guaranteed investment certificates, treasury bills, and cash on hand

The financial outlook at the beginning of 2020 was very strong, and equity markets reached all-time highs in February. By March, the pandemic had thrown most economies and markets into a downward spiral. Central banks and governments came to the rescue at the end of March doing what was needed—providing benefits to those in need and increasing liquidity so the financial system could operate.

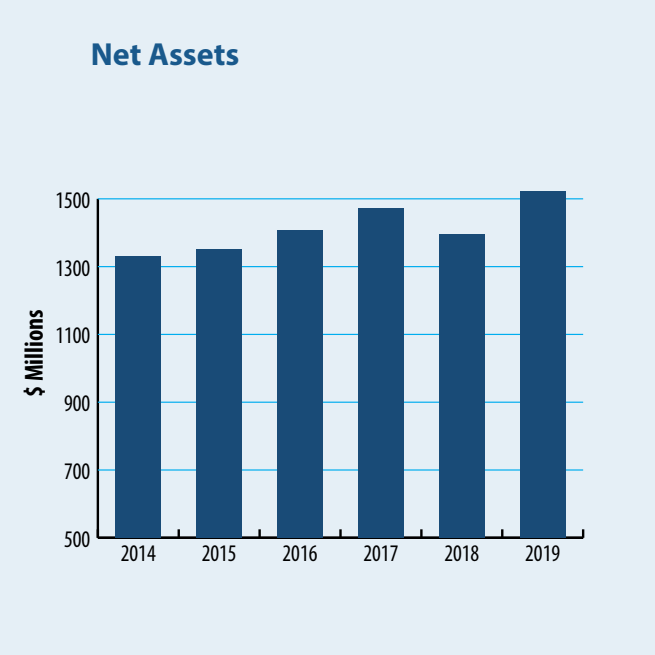
By June 2020, markets have recovered somewhat as people are beginning to believe that the pandemic is waning. Ultimately, the risks of this pandemic will not be eliminated until a vaccine has been deployed. Through this period the Investment Committee has been focused on understanding the fund's exposure to the pandemic, where there is potential for losses, and possible

mitigation strategies. So far, the Investment Committee has not had to take any additional measures to mitigate losses. Unfortunately, as the pandemic continues, the valuation of the fund's assets may be negatively impacted, particularly if there is a second wave of infections. On the bright side, the plan did provide a benefit increase in 2020 and members should have seen that in their bank accounts at the beginning of April. So far in 2020, estimates indicate that the plan remains 100% funded on both a solvency and a going concern basis.

Assets in the fund are invested using a prudent investment philosophy, and the goal is to provide stable benefits to members over the long term. As mentioned, at the beginning of 2019 the asset mix was changed to 55% fixed income and cash/45% equities from 40% fixed income and cash/60% equities. The strong equity returns in the fourth quarter of 2019 resulted in the asset mix having a 2% overweight to equities at year-end. Given the difficult market conditions in the first quarter of 2020, the Investment Committee did not actively rebalance. The overweight to equities is well within acceptable range according to the Statement of Investment Policies and Procedures.

The fund has 6% of its assets in real estate, 2% below its target. This year the allocation to real estate did not change with new investments and appreciation offsetting asset sales. As mentioned, the fund committed $20 million to a Canadian property fund that invests in Canadian multi-residential properties, which will help bring the real estate allocation closer to its target. Because the fund is slightly above its target allocation to private equity, it did not make any additional private equity commitments in 2019, nor is it looking to make any in 2020. Lastly, the fund is winding down its current private debt allocations. The fund may add private debt commitments in the future as the fund reviews its fixed income allocations.

The financial value of our assets increased by $129 million in 2019, as investment gains and contributions more than offset pension payments.



Actuarial Performance

On a going concern basis, our funded position remained strong in 2019.

When valuing the plan, a going concern basis assumes the plan and the investments in the fund will continue well into the future. The actuarial value of the plan assets includes the investment in the fund and the present value of future contributions. It also averages the investment income so that a large gain or loss in any one year does not unduly affect the result. The actuarial liability of the plan is the present value of future payments to pensioners, which means that a decrease in interest rates increases the calculated liability and weakens the funded position of the plan.

The plan has been in a surplus position on a going concern basis, where assets are greater than actuarial liabilities, since 2014. This surplus was the result of changes in contribution and benefit rates and positive investment returns. The plan maintained this position at the end of 2019 whereby assets exceeded actuarial liabilities by an estimated $250 million. The surplus fell in 2019, because the liabilities increased more than the assets. The liabilities increased due to decreasing asset return expectations, low interest rates, and mortality (length of life). The asset value is smoothed where investment gains are spread over a number of years, which mutes the effect of a large increase in asset value, as experienced in 2019.

On a wind-up basis, the plan is estimated to be close to 115% funded (assets greater than liabilities). In this mature plan, retirees outnumber active members. Contributions only cover 31% of benefit payments; the remainder of benefit payments are covered from investments. Over time, benefit payments will continue to increase and contributions decrease, which will place more reliance on investments to cover the plan's cash requirements.

Plan Audit

In 2019, the Pension Board reappointed PricewaterhouseCoopers LLP, Chartered Accountants, as the auditor for the pension plan. PricewaterhouseCoopers audited the special purpose financial statements as at, and for the year ended, December 31, 2019. The plan is also subject to regular, ongoing actuarial review.

SERVICE PROVIDERS

The Benefits Centre

The Benefits Centre manages the daily transactions for the pension and benefits plans and can be reached by telephone at 1-855-647-8222 or 905-480-8222, or by e-mail at

Benefits@united-church.ca
Disability@united-church.ca
Pension@united-church.ca

United Church employees staff the centre, which is located at the General Council Office in Toronto.

Specialist Services

Other services used on an ongoing basis by the Pension Board to fulfill their fiduciary duty to plan membership through due diligence are

- Shareholder Association for Research and Education (SHARE, https://share.ca): SHARE is a Canadian leader in responsible investment services, research, and education. SHARE provides proxy voting and engagement services to the Pension Board. Working with SHARE allows the Board to leverage the fund's assets with those of other clients to bring more assets under management to the table in discussions with companies. When possible, engagement is done ecumenically or in partnership with other investors who share the same concerns or values.
- BMKP Law: Brown Mills Klinck Prezioso LLP provides legal services for the pension plan. This includes legal updates and amendments to the plan and legal advice, as needed.
- Mercer: Mercer provides actuarial and consulting services for the plan, including ongoing monitoring of the plan's funded status. They also attend meetings of the Pension Plan Advisory Committee to provide analysis of legislation changes, such as Ontario's new funding requirements for defined benefit pension plans.

FOUNDING PRINCIPLES

Funding Policy

The Funding Policy was drafted for consistency with the Statement of Beliefs and Guiding Principles of the Pension Plan and provides guidelines for members of the Pension Board and its delegates in making decisions regarding asset mix, pension increases (or decreases), and contribution levels. Funding requirements for Ontario-registered defined benefit (DB) pension plans were changed effective May 1, 2018. As a result, the Pension Board and Pension Plan Advisory Committee reviewed and revised the plan's Funding Policy. The updated Funding Policy was approved by the General Council Executive on May 25, 2020.

Statement of Investment Policies and Procedures

The Statement of Investment Policies and Procedures is a required document for all pension plans registered in Ontario. It is reviewed annually and any revisions are filed with the regulator.

The Statement of Beliefs and Guiding Principles is available online for reference by all members and employers of the plan.

COMMUNICATIONS FROM THE PENSION BOARD

Keeping You Informed

The goal of the communications from the Pension Board and the Ministry and Employment Unit is to provide you with information about your pension plan and the efforts of the Pension Board to ensure that your plan is secure. Despite many challenges common to all defined benefit pension plans, the plan's actively contributing members and pensioners belong to a pension plan that is responsibly managed by many talented volunteers and overseen by a Pension Board that will do everything possible to honour the pension promise.

We've developed a few different ways to share pension information.

Connex

Connex is the quarterly newsletter of the Ministry and Employment Unit. *Connex* contains information on

- pension
- benefits
- compensation
- Ministry Personnel vocational support

The pension section of *Connex* includes a feature entitled "STRAIGHT TALK about Our Pension Plan" that contains information about some of the issues members ask about most.

Employers and members, both active and retired, are currently mailed a printed copy of *Connex*. Efforts are underway to create a list of e-mail addresses so that interested members can receive *Connex* electronically. Thank you for your patience as we develop the capacity to honour your mail preferences.

To Update Your Mailing Address

Actively employed: Advise your payroll administrator.

Retiree: Contact MinistryandEmployment@united-church.ca, or leave a message at 1-800-268-3781, ext. 3031.

Online Seminars

Staff in the Ministry and Employment Unit have updated the online presentations to shift the focus from only personnel who are getting ready to retire to a more inclusive Pension Information Seminar that is relevant to all employees. Learn how your pension works for you, how the plan is governed and responsibly invested, and what you should be aware of as you accrue benefits during your active years.

Offered in collaboration with United in Learning, these online seminars are regularly attended by a range of employees and volunteer leaders (treasurers, M&P committee members) and are accessed virtually through the AdobeConnect portal. The interactive format is great for getting answers to questions and learning from other participants and the staff of the Ministry and Employment Unit. **The next scheduled date for the Pension Information Seminar is September 15, 2020.**

If you can't join us live or would like to review previous seminars, recordings are available at united in-learning.com's Recorded Webinars page.

The Annual Report

The Pension Plan Annual Report is no longer printed but is available as a PDF from the Benefits Centre Document Library.

If you would like to receive a hardcopy of this report, contact the Ministry and Employment Unit:

- E-mail MinistryandEmployment@united-church.ca with "Pension Annual Report" in the subject line.
- Leave a message at 1-800-268-3781, ext. 3031. Please include your name (spell your last name) and your mailing address with postal code.
- Write to us at the General Council Office—see the address on the final page of this report. Indicate "Pension Annual Report" on your envelope for ease of routing.

We can send you any resource produced by Ministry and Employment; contact us using any of the above methods.

VOLUNTEERS AND STAFF

Pension Board

Rev. Mitchell Anderson, BA (Hons), MBA, MDiv (Hons)

Sharon Aylsworth, BA (Hons)

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This report is for you, members of the pension plan. Through it we seek to be accountable for the resources you have entrusted to our care. We endeavour to be faithful to this stewardship trust.

We want to thank you for your faithful service in the United Church and in the local ministries, organizations, and communities where you serve. Together we share a commitment to celebrate God's presence, to live with respect in Creation, to love and serve others, to seek justice and resist evil, and to proclaim Jesus.

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