

# **THE ANGLICAN CHURCH OF CANADA**

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## **GENERAL SYNOD BENEFIT PLANS ADMINISTRATION AND EXPENSES**

### **REGULATION**

## **MADE PURSUANT TO SECTION 4 OF CANON VIII**

**January 1, 2015  
Amended June 2018**

# 1. DEFINITIONS

In these Regulations, unless the context requires otherwise, the terms defined in section 1 b) of Canon VIII or in the General Synod Pension Regulation shall have the meanings ascribed therein, and:

1. **"Benefit Plan"** means one of the Benefit Plans;
2. **"Benefit Plans"** means The General Synod Pension Plan, the General Synod Long Term Disability Plan, the Lay Retirement Plan, the Continuing Education Plan, the Self-Insured Death Benefit Plan, the Group Benefit Plan, and any other plan that has been or is created by the Pension Committee pursuant to section 4 t) of Canon VIII;
3. **"Expense"** means any cost incurred in the administration and/or investment of the Benefit Plans, including but not limited to administration of benefits, investment management, service providers (e.g., custodian, auditor, actuary, lawyer, consultant etc.), and any regulatory fines or penalties levied against the Board of Trustees.
4. **"Required Contribution"** means the amount that each Participating Employer is required to contribute to pay for the expenses associated with the Benefit Plans pursuant to Article 3 of this Regulation.

# 2. PURPOSE

1. The purpose of this regulation to impose the obligation on all Participating Employers to pay all Expenses in respect of the Benefit Plans to the extent that the expenses are not paid from the assets of the applicable Benefit Plan.

# 3. REQUIRED CONTRIBUTIONS

1. The Pension Committee is empowered to establish the amount of the Required Contribution of each Participating Employer by resolution from time to time.
2. The Required Contribution may be expressed as a percentage of the Salary to all Members in Active Service who are employees of a Participating Employer and otherwise entitled to participate in the Benefit Plans or as otherwise determined by the Pension Committee.
3. The Required Contributions will be paid to the Pension Office, to be allocated to pay the expenses of the Benefit Plans as necessary.
4. If the Pension Committee determines that it is necessary or desirable to alter the amount of the Required Contribution, the Pension Committee shall provide sixty (60) days' written notice to each Participating Employer prior to the effective date of the new Required Contribution.

# 4. GENERAL POWERS OF PENSION COMMITTEE

1. The Pension Committee may appoint agents or delegate to any person the authority to collect and allocate the Required Contributions and pay the applicable expenses.
2. For greater certainty, the Pension Committee is hereby empowered to enter contracts with third parties to provide for the orderly administration of the Benefit Plans as is necessary or desirable.