

November 19, 2009

Dear Treasurers:

Invoicing

Just a reminder that you can receive your monthly invoice by e-mail. Make the request by email to gsi@elcic.ca Note that if you are on the e-mail list you can request return envelopes (with our new mailing address).

Premium for Health and Dental

We have included the health and dental monthly premium rate table for 2010 on page 2 of this letter, as well as posted the premiums on our website for your reference.

Premium for Life, Disability, AD&D and short term counselling

These member benefits have been bundled in one premium at 3.25% of your employees' Salary Basis (no change from 2009).

Premiums for new hires or at time of termination

Please remember that if a new employee begins after the first of the month no premiums for benefits are payable until the following month. However, the premium, regardless of the day of the month the employee terminates, is determined on a full month's Salary Basis. (Pension contributions are on all earnings including partial months.)

Taxable Benefits

The amount paid by an employer as premium to an employee's benefit plan for life insurance coverage is a taxable benefit to the employee. This calculation and related deductions when calculating income tax and CPP **should be made on a monthly basis.**

Example of how the calculation is made based on the 2010 rate
Let's say the Salary Basis (see salary calculation form) is \$40,000

Basis life insurance coverage equals 3 times ($\$40,000 \times 3 = \$120,000$)

Calculation of monthly taxable benefit is:

Employee life insurance	$\$.265 \times \$120,000 / 1,000 =$	\$31.80
Dependent life insurance (if applicable)		<u>\$ 4.00</u>
Total monthly taxable benefit		\$35.80

Please add tax of 8% in Ontario and 9% in Quebec

Note: this tax remains after the conversion to HST in Ontario.

ELCIC Group Services President Receives Recognition

Please share the following message with members of your congregation (in your church newsletter or bulletin) as this recognition also belongs to them as they have supported the work of GSI.

ELCIC Group Services Inc. (GSI) President, John Wolff, was recognized as one of the Top 25 Most Influential Plan Sponsors at the Third Annual Benefits Canada Awards. The Benefits Canada Awards honour individuals and organizations who have demonstrated leadership and innovation in pension investment and administration, and who have contributed to the retirement security of Canadian employees and their families.

The full article is posted on the GSI website.

Report to Convention June 2009

At the recent national convention we reported that the ELCIC Pension Plan entered into an annuity contract with Sun Life, taking advantage of a market anomaly and realizing a significant gain in the Pension Plan, while eliminating 90% of the mortality risk and any residual interest rate risk under the immunization investment strategy that was previously undertaken. With continued contributions from ELCIC congregations the ELCIC Pension Plan will be fully funded within four years.

Supplemental Contributions (6% of Salary Basis)

Please remember that the 6% contribution applies not only to all your employees enrolled in the pension plan, but also to all clergy who may be retired or ordained by another Church (Anglican, United, etc.), including interim and stipends for casual work.

Pension Contributions for Clergy under age 65

Please remember that pension plan contributions are required on all earnings from any ELCIC congregation for all pension plan members. This includes vacation relief, interim assignments, stipends for services, etc.

December Pension Plan Contributions

It is important to note that pension contributions for 2009 must be received in our office by December 31st in order to appear on the member's 2009 pension statement. Any contributions that we receive after that date will appear in 2010. We will send out the December invoices a week earlier than normal to give more turn around time. Alternatively, a postdated cheque for December could be enclosed with the November payment if your invoice does not usually fluctuate.

Best regards,
ELCIC Group Services Inc



Hildy Thiessen CA
Executive Director



ELCIC Group Services Inc Monthly Health and Dental Rates Effective January 1, 2010				
		Extended Health & Travel	Dental	Total
BC	single	68	42	110
	family	173	106	279
Alberta	single	83	50	133
	family	207	124	331
Saskatchewan	single	75	33	108
	family	181	84	265
Manitoba	single	77	30	107
	family	183	75	258
Maritimes	single	92	45	137
	family	256	120	376
Ontario including 8% tax	single	100	49	149
	family	276	129	405
Quebec including 9% tax	single	101	49	150
	family	278	130	408