

November 13, 2008

Dear Treasurers:

Search for ELCIC Group Services Board members

The final term for two of our appointed Board members ends in June 2009. We are looking for people with an actuarial background or experience with investing and finance. If you know someone in your congregation with this skill set please invite them to contact us to discuss this volunteer opportunity.

Health and Dental Rates

We have printed the health and dental monthly premium rate table for 2009 on page 2 of this letter, as well as posted the premiums on our website for your reference.

Alberta and Manitoba will have the greatest increase for 2009 due to high dental costs related to crowns and retainers. Manitoba also experienced an increase in fillings, extractions and root canals.

All synods will have an increase to health rates due to increased use of massage therapy, chiropractor claims, private duty nursing and medical equipment such as mobility devices and insulin pump claims.

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

These member benefits have been bundled in one premium at 3% of your employees' Salary Basis. Our short term counselling utilization has doubled from 3 years ago. Also, in the last couple of years we have experienced an increasing trend in disability claims. Part of that trend is due to the increasing average age of our members, but also the nature of our work where high stress is a significant contributing factor. The disability plan has been running a deficit for the past two years and we have not seen any indicators that the trend is reversing. Therefore the premium will increase effective January 1, 2009 to **3.25%** of Salary Basis.

The taxable benefit for life insurance remains the same for 2009. Please review the example of the taxable benefit calculation on our website if you need assistance with the calculation.

December Pension Plan Contributions

It is important to note that pension contributions for 2008 must be received in our office by December 31st in order to appear on the member's 2008 pension statement. Any contributions that we receive after that date will appear in 2009. 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.

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.

Unfunded Liability

A year ago we made a strategic change in how we invest the assets in the Retired Benefit Account used to pay the pensions. The new strategy, referred to as 'immunization' locked in some of the past investment gains, created more certainty going forward, and will further protect downside risk. This tactic is sheltering the Retired Benefit Account in the current crisis in the world's financial markets. We continue to make progress in the funding plan (6% of salary basis) to address

the unfunded liability that arose in 2002 and 2003 and we anticipate it will be fully funded by the year 2015. 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.

Treasurer’s Information

While we make every effort to keep you advised of new information we recognize that not all news may be relevant across our many congregations at any one time. Therefore we encourage you to check the website when you are making hiring or other personnel decisions or call our office to ensure that you are meeting all of your statutory and fiduciary requirements with respect to pension and benefits for your employees.

Best regards,
ELCIC Group Services Inc



Hildy Thiessen CA
Executive Director

ELCIC Group Services Inc Monthly Health and Dental Rates Effective January 1, 2009				
		Extended Health & Travel	Dental	Total
BC	single	64	43	107
	family	164	114	278
Alberta	single	82	57	139
	family	210	138	348
Saskatchewan	single	84	33	117
	family	181	84	265
Manitoba	single	77	34	111
	family	168	84	252
Maritimes	single	81	43	124
	family	242	119	361
Ontario including 8% tax	single	88	48	136
	family	260	129	389
Quebec including 9% tax	single	89	48	137
	family	262	130	392