



805-177 Lombard Avenue  
Winnipeg, MB R3B 0W5  
204.984.9181 | 1.877.352.4247  
[info@elcicgsi.ca](mailto:info@elcicgsi.ca)  
[elcicgsi.ca](http://elcicgsi.ca)

### New Insured Benefit

ELCIC Group Services Inc. (GSI) is introducing a new national benefit to provide supplemental pay for plan members on a maternity or parental leave.

The ELCIC would like to support young families with vocations in ministry and church work.

The principle in providing this benefit on a national group basis is so that the cost will be shared equally across all congregations/employers, so that those with a plan member on leave are not faced with funding this leave by themselves and so that congregations/employers will not avoid hiring people they anticipate might become parents in order to avoid the extra cost associated with maternity/parental leave. Having this policy will also make the ELCIC a more attractive potential employer for younger rostered members and other workers.

### Current Policy

Some synods currently have a Supplemental Pay Policy for Rostered employees.

### New National Policy

The new national policy will provide for a supplemental income benefit for all eligible plan members of the ELCIC Group Benefits Plan. This income benefit will be to replace a portion of the members' salary in addition to Employment Insurance.

### Timelines

This new program will begin January 1, 2017.

### More Information

In the coming months, GSI will provide more information. If you have any questions please contact us by e-mail [info@elcicgsi.ca](mailto:info@elcicgsi.ca) or call 1-877-352-4247.