

## GENERAL SYNOD PENSION PLAN

### 1 Application of General Synod Canons, Regulations, Policies and Guidelines

- 1(1) An employee's pension is governed by:
  - a) [Canon VIII of the General Synod of The Anglican Church of Canada](#), entitled 'General Synod Pension and Benefit Plan'; and,
  - b) The [General Synod Pension Plan Regulations](#).
- 1(2) A pension plan member may obtain guidance from this Regulation and from the General Synod Pension Plan Booklet, which has been prepared by the General Synod Pension Office and available from the Diocesan Synod.
- 1(3) In the case of a conflict between this Regulation and the documents referred to in s. 1(1), the latter will apply.

### 2 Administration

- 2(1) The General Synod Pension Office and the Diocesan Synod jointly administer the General Synod Pension Plan. See Regulation 7-1 for contacts.

### 3 Eligibility

- 3(1) Each employee, working half-time or more, automatically becomes a member of the General Synod Pension Plan of the Anglican Church of Canada (GSPP) immediately upon his or her employment, unless the employee is hired under a contract of less than one year.

### 4 Contributions

- 4(1) The GSPP is a defined benefit plan. Each active member of the pension plan shall contribute 4.4% of his or her pensionable earnings to the pension fund. Employers contribute an additional amount equal to 10% of the member's pensionable earnings. This amount is not a taxable benefit.

### 5 Retirement Age

- 5(1) The GSPP offers three options for retirement - normal, early and postponed.
- 5(2) The normal retirement date is the first day of the month after the contributor's 65th birthday or after the contributor has contributed to the plan for 40 years, whichever comes first.
- 5(3) Early retirement allows a contributor with a vested pension to retire before age 65 and take an unreduced pension if they have contributed to the plan for thirty-five (35) years. If a member has contributed to the plan for less than 35 years, they may take early retirement within ten years of the normal retirement date, but on a reduced pension. If a contributor with a vested pension chooses to retire under age 55, they have the option to take a deferred pension, transfer the cash value of his or her pension to an RRSP, transfer

it to a new employer's plan if allowed, or use the cash value to buy an annuity with a life insurance company.

- 5(4) A member who postpones his/her retirement until after age 65 continues to accrue certain pension credits until age 69.

## 6 Amount of Pension

- 6(1) Pension credits are:

- a) 1.6 % of salary for each year of GSPP service from 1961 - 1982;
- b) 1.9% of salary from 1983 to 1996;
- c) 2% of salary from 1997 – 2005; and,
- d) 1.9% of salary in 2006 and afterwards.

- 6(2) Subject to certain conditions after a member's death, a survivor spouse continues to receive 60% of the member's pension benefit.

- 6(3) Notwithstanding 6(1), upon retirement a member may elect to receive a smaller pension and designate a 100% Survivor's Benefit for the spouse.

## 7 Vesting

- 7(1) If a member ceases to participate in the GSPP before having contributed for two continuous years, they will receive a refund of his or her own contributions plus interest.

- 7(2) After two continuous years of contributions, the benefit vests, and the provisions regarding "retirement" apply.

Adopted  
7 September 2008  
Revised  
11 February 2009  
27 July 2011  
27 September 2025