

## December 2009

### What do you think?

Lutheran Church–Canada's Worker Benefit Plans Board of Managers is constantly evaluating the health and income protection coverage; pension and retirement needs of plan members and the cost impact on employers.

To assist with this process the board is seeking your input on our pension plan and retiree benefits. By answering a quick survey, you will be participating in discovering how we can contain costs yet continue offering valuable coverage for your employees.

Go to [www.tinyurl.com/listeningtoemployers](http://www.tinyurl.com/listeningtoemployers) to let us know what you are thinking or complete the attached survey if you don't have the ability to fill it out online. Return it to our office in the envelope provided.

### An invitation

January 19-20, 2010 the Board of Managers, plan member and employer representatives, and WBP staff will meet to work on a strategic plan that will help guide decision making in the future. Attached is an invitation that tells you how you can apply to be part of the discussion. The application form is at [www.tinyurl.com/wbplanning](http://www.tinyurl.com/wbplanning) or we've included a paper copy which can be mailed to us in the envelope provided. If your application is accepted, WBP will cover your travel, accommodation and local costs.

### The deadline for applications is December 11, 2009.

### Watch for your January billing statement

In January while most people are recovering from the rush of Christmas and New Years, the Worker Benefit Plans team enters one of its busiest times. A new year means major updating in the accounts for our members and employers. All this activity means our January billing statement won't arrive until the middle of the month, unlike all other months when you see it at the beginning.

When the January statement arrives, please review it carefully so you can make any corresponding changes to taxable cash, taxable benefit, and payroll deduction amounts. If you don't receive your statement before you issue the first pay cheque of the year, you may be required to make a retroactive adjustment.

Thanks for bearing with us! If you have any questions, please call Janice at 1-800-588-4226 ext 2226.

### Pensions in the news

Recent news reports out of Ottawa talked about changes to Canada's pension legislation. The federal government regulates a small number of national pension plans. Most plans are regulated by the provinces. The Finance Minister suggested that changes in the federal government would provide a starting point for provincially-based plans.

**Keep us up-to-date**

Please let us know about new enrolments, terminations, worker status changes, salary changes and addition or removal of dependents within a month or as soon as possible. We can only make coverage and associated billing changes retroactive for 31 days. Enrolment and Request for Change forms are available for download on our website: [www.lccbenefts.ca](http://www.lccbenefts.ca) or by calling Janice at 1-800-588-4226 ext. 2226.

**LCC Pensions benefit from stronger stock market**

At its September meeting the Board of Managers (BOM) of LCC's Worker Benefits Plan received encouraging reports from the three investment firms—Foyston Gordon-Payne, TDQ, and Sky Capital—who each manage a portion of LCC's Pension Plan assets. The investment managers reported significant gains in their portfolios, resulting in a positive return in pension plan assets of 15 percent for the period January 1– August 31, 2009. However, based on its current valuation, the plan is still underfunded.

**...and finally**

As 2009 draws to a close, we thank our Lord for the many blessings of the past year, especially the partnership we have with you in providing for the current and future needs of those He has entrusted to our care.

Lutheran Church–Canada's Worker Benefit Plans team prays that your Advent and Christmas seasons will be a time of joy as you celebrate the birth of God's greatest gift, His Son, Jesus Christ.