

Pension and Benefits



BACK TO BASICS

Agenda



- Pension and Group Insurance Deductions
- Congregational Assessments
- Remitting to the Pension and Benefits Office
- Resources for Treasurers
- Questions

Pension and Group Insurance



- **Members contribute 9% of their MQI for Pension and currently 0.6% for Group Insurance**
 - What is MQI? How is this calculated? What are the guidelines around how much our minister/employee can or should be paid
- **A member's MQI for ministers is: stipend +60%.**
- **A member's MQI for other employees is: salary + the H&D premium.**
- **MQI is subject to yearly maximum which is set by General Assembly. In 2018 it will be \$71,940.**
- **Group Insurance Rate 2018 will be 0.7%**

Pension and Group Insurance – Examples



- **A full time minister who makes \$45,000 in stipend, and lives in a manse.**
- **MQI:** $45,000 + 60\%$ (or $\times 1.6$) $= 72,000$. This is over the 2018 max, so we use that figure instead: **\$71,940**
- **Pension:** $\$71,940 \times 9\%$ (0.09) $= \$6,474.60$ or **\$539.55 / month**
- **Group Insurance:** $\$71,940 \times 0.7\%$ (0.007) $= \$503.58$ or **\$41.97 / month (+ tax if applicable)**

Pension and Group Insurance – Examples



- **A part time receptionist who is on the Health and Dental Plan, works 3 days a week, and makes \$20,000**
- **MQI: Salary + 4,327 = \$24,327**
- **Prorate the max to get the part-time max MQI for this member (they are working 60% time) - \$71,940 x 0.6 = \$43,164.**
- **Pension: \$24,327 x 0.09 = \$2,189.43 or \$182.45 / month**
- **Group Insurance: \$24,327 x 0.007 = 170.29 or \$14.19 / month (+ tax if applicable)**

Congregational Assessments



- Congregational Assessments are the employer share of the pension plan
- All congregations, regardless of if there is currently a minister there or not, must pay
- The calculation is 5% of the Dollarbase
- Sent by our office in October. Going forward you will receive an email in October and a paper copy in January.

Sending in your remittances



- **Must be paid monthly** – this is a pension legislation requirement, not a policy of our office. Pension regulators monitor our pension fund for fluctuations in remittances.
- We happily accept post dated cheques
- We can receive payments via EFT or TelePay
- Filling out the form
 - Congregation Code
 - Member ID (Not their SIN)
 - Apply tax to Group Insurance if in ON, MB, SK, PQ
 - Separate form for each member



- **Monthly**
 - Remittances are sent to our office.
- **Quarterly**
 - Health and Dental invoices are sent. These go out from Financial Services. Funds cannot be on the same cheque as Pension Funds.
 - Check that contributions are up to date
- **Annually**
 - All Contributions are due by December 31



- **Specific times of the year**

- **January** – New Congregational Assessment will be mailed; New rates and calculations **MUST** be used
- **February 28** – Pension Adjustment must be done - T4s are due
- **October** – Next year's Congregational Assessment will be emailed
- **November** – Next year's Health and Dental premium, group insurance rate, MQI will be sent out
- **December** – All contributions due.
- Treasurers' Bulletin goes out as needed – usually in the fall



- **When to contact our office**

- If you have a new minister or your minister is leaving.
- If your minister is retiring, encourage them to contact our office four months before their intended date of retirement.
- If there is a new position at your congregation
- If there is a change in a position, Full time to Part time, for example
- If there is a change in treasurer information – email must be up to date

Resources for Treasurers



- [Pension and Benefits Website](#)
- **Treasurers' Handbook**
 - Resources > Finance and Administration
- **Call us! 1-800-619-1111**

Questions?



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