



Retirement Planning Q&A

Planning your retirement is one of the most anticipated stages of your life, and the Pension and Benefits department wants to help make the planning process as easy as possible for our members. This guide provides answers to our most frequently asked questions regarding the retirement planning process.

01. At what age can I retire?

The normal retirement date of the PCC pension plan is the first day of the month after the date you turn 65. If you retire on or after your normal retirement date, you'll receive your pension without any reduction.

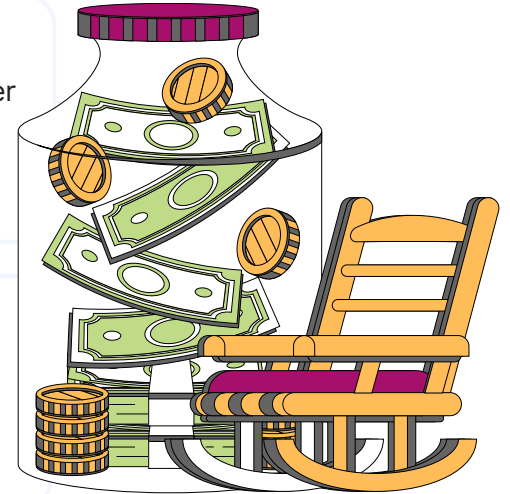
You may retire with a reduced pension any time after you reach 55. Your **Pension Plan Booklet** (found on our website) outlines this option in greater detail.

02. Do I have to retire at 65?

Not at all. You may postpone retirement beyond age 65. However, the Income Tax Act requires that you start your pension, including the Canada Pension Plan (CPP) by December in the year you reach age 71.

03. What does deciding to retire mean, exactly?

Retirement means that you are withdrawing from pensionable service, no longer actively working and making contributions to the pension plan and drawing pension benefits from the pension plan. In order to commence your PCC pension, you must retire.



04. Can I return to work after retirement?

It is very common for a retired member to return to work in some capacity. Working after retirement does not impact your pension and member contributions are not required. The only stipulation for retired ministers is that they are no longer eligible to take a called position.

05. Retirement seems so far away - how do I plan?

There is no one answer to this question - retirement planning is different for everyone. We strongly advise seeking the services of a trusted financial advisor to help guide your retirement planning. That said, there is some basic information available to you that will help give you a foundation for conversations regarding your retirement planning.

A. Your PCC Pension Plan:

Each June our office sends you an Annual Pension Statement which provides you with the most up-to-date estimate of what you can expect to receive in pension benefits.

B. Your Canada Pension Plan:

Almost all individuals who work in Canada qualify for CPP (excluding Quebec, where QPP would be applied).

To find out more about your CPP or QPP eligibility and retirement pension, go to: www.esdc.gc.ca

C. Personal Savings:

This could be RRSPs, investments, or other long-term savings meant to augment the above pensions. Your financial advisor will advise you regarding how much personal savings you will need for retirement and how best to save. While retirement may seem like a distant destination, it is important to start planning early.

06. Getting Ready to Retire

1. Choose a retirement date taking into consideration any vacation and/or paid time remaining, as this must be taken prior to your retirement date. Please note that all pension retirements commence on the 1st of the month.
2. Contact the Pension and Benefits Office approximately four months before you plan to retire and inform us of your intended retirement date in writing. This is the directive we need to review your member records and prepare a pension calculation - all information is held in confidence.
3. Please ensure to advise your Congregation/Presbytery/Employer according to their required timelines of your retirement date.
4. We will provide you with a Retirement Pension Package inclusive of forms and applications that are required to process your pension (see below).
5. Return your completed forms and documents by the deadline noted in your letter.

07. Retirement Pension Package - Forms and applications required to process your retirement pension:

1. An Application for Retirement Pension - Certification of Presbytery Form is sent to clergy members (as listed on the roll of presbytery) and an Application for Retirement Pension Form is sent to non-clergy members of the pension plan. These forms will confirm your intention to retire.
2. We will provide you with a Retirement Option Election Form, which has information related to your pension and payment options to choose a pension that is right for you. To review the payment options, please refer to the **Pension Plan Booklet**.
3. Federal and Provincial tax forms required for income tax purposes.
4. Banking documentation is required for the processing of direct deposits of your pension payment.
5. We will require proof of age for you and your eligible spouse (if applicable).
6. If you are eligible, we will include application forms for the Retiree Life Insurance Plan and Retiree Health and Dental plan. You have a one-time opportunity at your date of retirement to continue in these retiree plans if you are going from active membership in the plan directly into retirement.
7. Declaration of marital status form for confirmation of your current marital status.

08. Choosing Health & Dental Coverage at Retirement

For the most part, coverage remains the same between the active and the retiree health and dental plan, but there are two significant changes:

1. There is a \$50,000 lifetime limit for medical claims (per person).
2. Out of Country Emergency Medical coverage is not included in the retiree health and dental plan. You will need to purchase alternate emergency medical insurance when you travel outside of Canada.
3. To continue with the Health & Dental Plan, there is an annual premium cost required. The cost will be provided to you with your retirement package.



09. Choosing Group Insurance Coverage at Retirement

1. You will also be given the option to maintain life coverage and dependent life coverage (if applicable) under the Retiree Life Insurance plan. Coverage is reduced at retirement.
2. To continue with the Group Insurance Plan, there is an annual premium cost required. The cost will be provided to you with your retirement package.

Have Questions?

The Pension and Benefits Office would be happy to answer your questions regarding retirement.

Contact us at:

Pension and Benefits
The Presbyterian Church in Canada
1-800-619-7301 or 416-441-1111 (ext.229)