

# CCCC EMPLOYEE'S PENSION PLAN



## THE CANADIAN RETIREMENT LANDSCAPE

by Ryan Kuruliak, Proteus Performance Management

The past several articles have discussed retirement payment options available to you as a Member of the CCCC Employees Pension Plan. Your plan is one of the tools available to prepare for retirement. Overall, there are three levels of retirement plans available in Canada; government sponsored public plans, privately sponsored employer plans and individual plans.

The foundation (first level) of the system are the government plans. These include Old Age Security (OAS) and the Canada/Quebec Pension Plans (CPP/QPP). They are designed to cover the widest selection of individuals and to help provide for the basic needs of retired Canadians.

A future issue of this Newsletter will discuss these plans in greater detail, including the different levels of programs

and the level of income you may receive.

Privately sponsored employment plans (the second level), include defined benefit pension plans, defined contribution pension plans (such as this Plan) and group registered retirement savings plans. These plans are a great benefit, as they offer professionally managed funds, sophisticated planning tools and low fees. However, it is not mandatory for employers to offer a retirement plan to employees. In fact only about 33% of Canadians belong to a employer sponsored pension plan.

The final level consists of personal savings including registered plans such as RRSPs and assets held outside of registered plans (cash, stocks, bonds, real estate and mutual funds).

The final two levels (employer spon-

sored and personal plans) are important because government plans are designed to provide only basic income levels. It is your private pension and savings that determine the type of lifestyle you will be able to afford when you retire.

Governments have recognized this and encourage savings in these plans. They do this through tax refunds on deposits into registered plans and through the tax free growth of interest, dividends and capital gains inside your registered plans. If you are interested in learning more about what level of income you can expect when you retire, please go to [www.cccc.org/pension](http://www.cccc.org/pension) click Employees - Resources for various helpful information sources. You can also log into Group Retirement Services website from here and use their free tools available to help you, or, speak with your personal financial planner.

**The 2008 CCCC Employees Pension Plan Survey is available on line and in printable format at our website ([www.cccc.org/pension](http://www.cccc.org/pension)). It's brief and we appreciate your time in providing the Plan with this important information. We look forward to hearing from you before the survey closes on September 1, 2008.**



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## PLAN PERFORMANCE

Under the plan, you may select one or more of the following fund options. If you do not make a selection your funds are automatically invested in the Jarislowsky Fraser Balanced Fund. The chart below shows the performance of the various funds compared to the benchmark index and has been provided for your information.

Period Ending - June 30, 2008	1 year	3 year	4 year	10 year
<b>Bond Funds</b>				
McLean Budden Fixed Income Index	6.2%	3.2%	5.4%	6.0%
	6.8%	3.6%	5.6%	6.0%
<i>Income bearing investments. Lower risk, lower-medium growth potential.</i>				
<b>Balanced Funds</b>				
Jarislowsky Fraser Balanced Fund	-1.5%	5.1%	6.8%	7.3%
Meritas Socially Responsible Balanced Fund	-2.1%	4.5%	5.2%	n/a
Index	0.7%	6.8%	7.9%	6.0%
<i>Diversified mix of investment vehicles. Medium risk, medium growth potential.</i>				
<b>Canadian Equity Funds</b>				
Jarislowsky Fraser Canadian Equity	4.4%	13.0%	16.7%	15.0%
Great West Life Ethics Fund	7.8%	17.2%	17.9%	n/a
Index	6.7%	16.2%	16.6%	9.0%
<i>Predominately stocks of Canadian companies. Medium-higher risk, medium-higher growth potential.</i>				
<b>U.S. Equity Funds</b>				
McLean Budden American Equity	-13.1%	0.2%	-0.6%	3.1%
Index	-16.8%	-1.8%	-2.1%	-0.8%
<i>Predominately stocks of non-Canadian companies. Higher risk, higher growth potential.</i>				
<b>International Equity Funds</b>				
Sprucegrove International Equity	-16.9%	4.8%	5.6%	6.8%
Index	-14.3%	6.4%	5.9%	2.3%
<i>Predominately stocks of non-Canadian companies. Higher risk, higher growth potential.</i>				

### How can I change my investment choices?

We encourage all plan members to complete an investor profile questionnaire to help you decide which mix of investments is right for you ([www.grsaccess.com](http://www.grsaccess.com)). To change your investment choice click on "Your Retirement Portfolio". Click on "Fund Transfer" to reallocate past contributions. Select "Future Deposits" to change instructions for future contributions.

### MOVING?

#### Update Your Contact Information

You can update your personal contact information by going to [www.grsaccess.com](http://www.grsaccess.com). Logon, click on "Your Retirement Portfolio". Click on "Member Information".

### WHERE TO FIND INFORMATION

#### CCCC Pension Website - [www.cccc.org/pension](http://www.cccc.org/pension)

Our CCCC pension website is the place to go to connect you with a wide variety of information and links to other resources including:

- Detailed information about the Plan
- Investor Profile Questionnaire
- Glossary of Common Investment Terms
- Frequently Asked Questions (FAQ's)
- Information on Fund Choices
- Information on CCCC Pension Plan Performance
- News Updates
- Retirement Income Calculator

#### Group Retirement Services (GRS) Website - [www.grsaccess.com](http://www.grsaccess.com)

Group Retirement Services is retiring their name and will begin using the Great-West Life logo. As they transition to their new look, you may continue to see existing GRS materials but over time they will be moving to newly designed materials and website. CCCC retains the services of Great-West Life to provide member statements and support, and also pay benefits under the plan. You can access your personal account information by using your login ID and password mailed to you by GRS. Forgot your ID or password?

You can click on their "Need Help?" section on the website or call the GRS Access Line at 1-800-724-3402. If you call, you will need your Social Insurance Number and the Plan number which is 37631.

