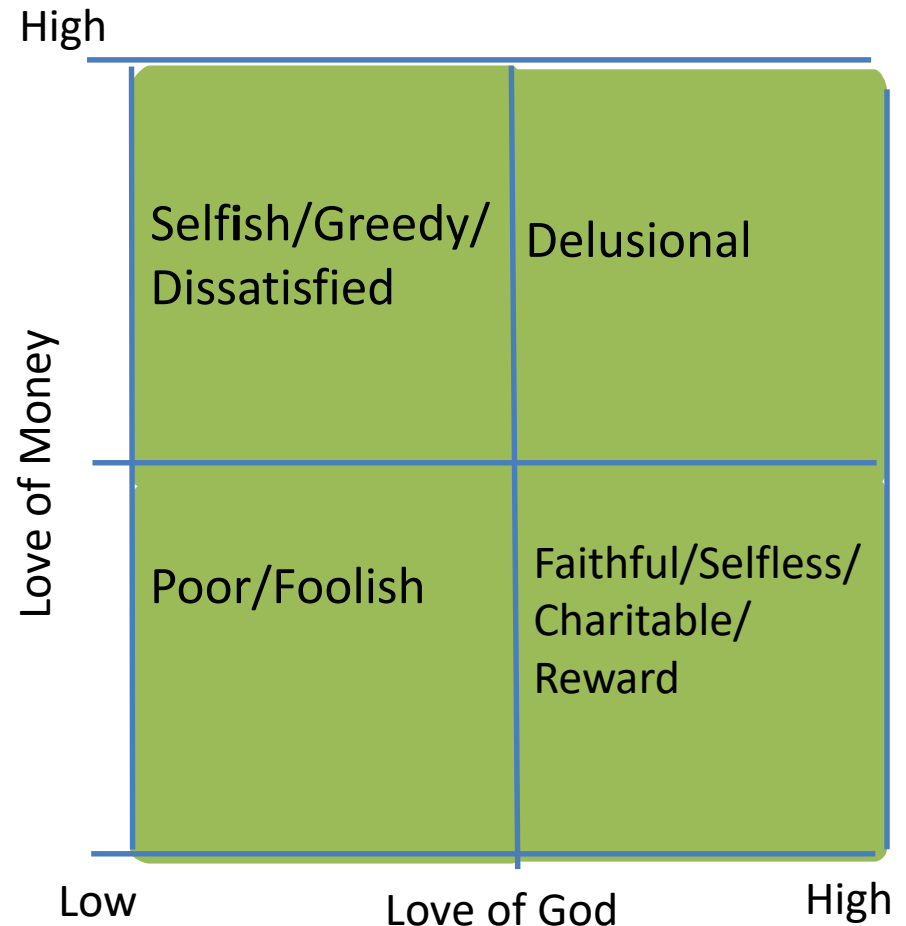


# CB Benefits

Supporting members  
through our Pension and  
Benefit Plans

# Luke 16:13 “No one can serve two masters. Either you will hate the one and love the other, or you will be devoted to the one and despise the other. You cannot serve both God and money.”

- Mathew 6:21 - For where your treasure is, there your heart will be also.
- Hebrews 13:5 - Keep your lives free from the love of money and be content with what you have, because God has said, “Never will I leave you; never will I forsake you.”
- Mathew 19:21 - Jesus answered, “If you want to be perfect, go, sell your possessions and give to the poor, and you will have treasure in heaven. Then come, follow me.”
- Acts 4:34 - that there were no needy persons among them. For from time to time those who owned land or houses sold them, brought the money from the sales

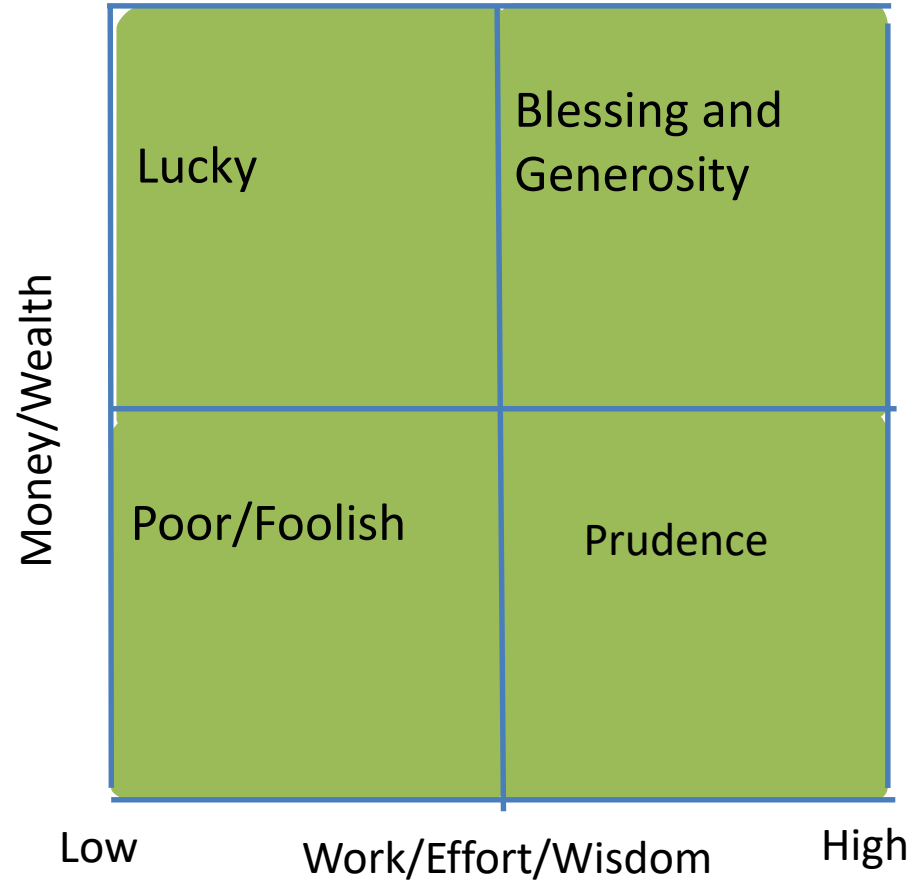


## Proverbs 6:6-9

Go to the ant, you sluggard! Consider her ways and be wise...Which, having no captain, overseer or ruler...Provides her supplies in the summer, and gathers her food in the harvest...

- Luke 14:28 - Suppose one of you wants to build a tower. Won't you first sit down and estimate the cost to see if you have enough money to complete it?
- Ecclesiastes 7:12 - Wisdom is a shelter as money is a shelter, but the advantage of knowledge is this: Wisdom preserves those who have it.
- Proverbs 10:4 - Lazy hands make for poverty, but diligent hands bring wealth.
- Malachi 3:10 - Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this," says the LORD Almighty, "and see if I will not throw open the floodgates of heaven and pour out so much blessing that there will not be room enough to store it.

High



# Employee Perspective

- My employer has a responsibility to ensure that I retire with enough funds to live at an acceptable standard of living? - **50%**
- My employer has a responsibility to ensure that the investment choices I make in my employer sponsored plan are the best choice for me? - **64%**
- What rate of return are you expecting over the long term until you retire? - **Average 17.3%**

# Employer Perspective

- It is the responsibility of the employee to take an active role in their plan to ensure they can retire successfully. - **96%**
- Our plan members are actively involved in their employer sponsored savings plan. - **76%**
- It is important to my organization that our employees retire with adequate retirement income - **88%**

Source: Sunlife Retirement Survey

# Tax Free Savings Account (TFSA)

- Save up to \$5,500 every year - Tax free
- Key benefits of a TFSA include:
- **Flexibility** – make regular or lump sum contributions at any time during the year.
- **Tax advantages** – contributions will grow tax-free, and you can withdraw them whenever you want without paying tax.
- **Carry forward** – carry forward unused contribution room every year. If you make a withdrawal, that amount will be added to your contribution room for the next year.
- **No age limits** – no age limit for contributing, and you don't have to start drawing retirement income at age 71.

# CBPP Plan Design

- Very generous Defined Contribution plan with 6% employee and 6% employer matched contributions
- Additional voluntary contributions (AVC's) and transfers allowed
- Asset allocation fund choices based on investor profile
- RIF/LIF and Retirement transition products offered with plan
- Best in class record keeping with Sun Life and Investment manager, Canada Life
  - Funds in CBPP have consistently outperformed their indexes over a 10 – year period.

# Canadian Baptist Pension Plan (CBPP)

CHOICE	FLEXIBLE	CHURCHES
You have choices and options within the plan	On purpose!	A product specifically for churches and pastors in mind

**\$241 Million in Managed Assets**



# Partners

## CONSULTANTS

Investment consultants  
Accounting professionals  
Regional staff  
Pension committee

## INVESTORS

Professionally-  
managed funds

## CUSTOMER SERVICE

Call centre  
Advice/planning  
Employee assistance  
Training

# CBPP Ranking

SPECIAL REPORT: TOP 50 DC PLANS

SPECIAL REPORT: TOP 50 DC PLANS

TOP 50 DEFINED CONTRIBUTION PLANS									
<b>THE PUBLIC EMPLOYEES PENSION PLAN (SASKATCHEWAN)<sup>1</sup></b> Rank 2014: <b>1</b> ↑25.3% 2015 PA: \$1,451.0 2014 PA: \$6,753.2	<b>WESTERN UNIVERSITY</b> Rank 2014: <b>4</b> ↓18.0% 2015 PA: \$1,066.2 2014 PA: \$1,349.0	<b>ROYAL BANK OF CANADA</b> Rank 2014: <b>11</b> ↑4.7% 2015 PA: \$899.8 2014 PA: \$850.0	<b>QUEBECOR MEDIA INC.<sup>2</sup></b> Rank 2014: <b>16</b> ↓251.0 2015 PA: \$221.9 2014 PA: \$221.9	<b>FINNING INTERNATIONAL</b> Rank 2014: <b>21</b> ↓219.0 2015 PA: \$219.0 2014 PA: \$197.0	<b>LA COOP FÉDÉRÉE</b> Rank 2014: <b>31</b> ↓225.5 2015 PA: \$225.5 2014 PA: \$208.1	<b>PCL CONSTRUCTION GROUP INC.</b> Rank 2014: <b>36</b> ↑8.4% 2015 PA: \$225.5 2014 PA: \$208.1	<b>LAKEHEAD UNIVERSITY</b> Rank 2014: <b>41</b> ↓5.2% 2015 PA: \$208.6 2014 PA: \$222.2	<b>GOLDER ASSOCIATES LTD.</b> Rank 2014: <b>42</b> ↓1.4% 2015 PA: \$193.0 2014 PA: \$213.0	<b>RESOLUTE FP CANADA INC.</b> Rank 2014: <b>47</b> ↓3.2% 2015 PA: \$183.0 2014 PA: \$189.0
<b>CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN</b> Rank 2014: <b>2</b> ↑2.3% 2015 PA: \$1,136.8 2014 PA: \$1,268.1	<b>MANULIFE FINANCIAL<sup>3</sup></b> Rank 2014: <b>7</b> ↑21.8% 2015 PA: \$1,875.0 2014 PA: \$1,822.5	<b>UNIVERSITY OF SASKATCHEWAN</b> Rank 2014: <b>10</b> ↓21.8% 2015 PA: \$1,875.0 2014 PA: \$1,822.5	<b>SKY INJECTION MOLDING SYSTEMS LTD.</b> Rank 2014: <b>34</b> ↓21.8% 2015 PA: \$1,875.0 2014 PA: \$1,822.5	<b>CANADIAN BAPTIST MINISTRIES</b> Rank 2014: <b>40</b> ↑0.9% 2015 PA: \$217.0 2014 PA: \$215.0	<b>HSBC BANK CANADA</b> Rank 2014: <b>51</b> ↑9.4% 2015 PA: \$217.0 2014 PA: \$215.0	<b>GEORGE WESTON LTD.</b> Rank 2014: <b>42</b> ↑13.4% 2015 PA: \$203.4 2014 PA: \$179.6	<b>GEORGE WESTON LTD.</b> Rank 2014: <b>42</b> ↑13.4% 2015 PA: \$203.4 2014 PA: \$179.6	<b>CITY CANADA*</b> Rank 2014: <b>48</b> ↓4.8% 2015 PA: \$179.5 2014 PA: \$171.3	<b>BAKER HUGHES CANADA CO.</b> Rank 2014: <b>49</b> ↓36.5% 2015 PA: \$164.6 2014 PA: \$231.8
<b>UNIVERSITY OF BRITISH COLUMBIA FACULTY PENSION PLAN</b> Rank 2014: <b>3</b> ↑4.3% 2015 PA: \$2,809.2 2014 PA: \$1,927.2	<b>SOBEYS INC.</b> Rank 2014: <b>8</b> ↑1.1% 2015 PA: \$1,031.6 2014 PA: \$1,020.2	<b>THE CO-OPERATORS GROUP LTD.</b> Rank 2014: <b>9</b> ↑1.3% 2015 PA: \$933.1 2014 PA: \$919.1	<b>CLAC PLAN</b> Rank 2014: <b>17</b> ↓557.0 2015 PA: \$557.0 2014 PA: \$557.0	<b>31, 2015</b> Rank 2014: <b>37</b> ↑0.4% 2015 PA: \$231.0 2014 PA: \$230.0	<b>2015</b> Rank 2014: <b>41</b> ↑0.9% 2015 PA: \$217.0 2014 PA: \$215.0	<b>2015</b> Rank 2014: <b>51</b> ↑9.4% 2015 PA: \$217.0 2014 PA: \$215.0	<b>2015</b> Rank 2014: <b>40</b> ↓10.9% 2015 PA: \$219.8 2014 PA: \$197.0	<b>2015</b> Rank 2014: <b>44</b> ↓2.4% 2015 PA: \$200.0 2014 PA: \$205.0	<b>2015</b> Rank 2014: <b>46</b> ↓36.5% 2015 PA: \$164.6 2014 PA: \$231.8
<b>IBH CANADA LTD.</b> Rank 2014: <b>4</b> ↑0.3% 2015 PA: \$1,209.0 2014 PA: \$1,208.0	<b>THE CO-OPERATORS GROUP LTD.</b> Rank 2014: <b>9</b> ↑1.3% 2015 PA: \$933.1 2014 PA: \$919.1	<b>CLAC PLAN</b> Rank 2014: <b>17</b> ↓557.0 2015 PA: \$557.0 2014 PA: \$557.0	<b>31, 2015</b> Rank 2014: <b>37</b> ↑0.4% 2015 PA: \$231.0 2014 PA: \$230.0	<b>2015</b> Rank 2014: <b>41</b> ↑0.9% 2015 PA: \$217.0 2014 PA: \$215.0	<b>2015</b> Rank 2014: <b>51</b> ↑9.4% 2015 PA: \$217.0 2014 PA: \$215.0	<b>2015</b> Rank 2014: <b>40</b> ↓10.9% 2015 PA: \$219.8 2014 PA: \$197.0	<b>2015</b> Rank 2014: <b>44</b> ↓2.4% 2015 PA: \$200.0 2014 PA: \$205.0	<b>2015</b> Rank 2014: <b>46</b> ↓36.5% 2015 PA: \$164.6 2014 PA: \$231.8	<b>2015</b> Rank 2014: <b>49</b> ↓36.5% 2015 PA: \$164.6 2014 PA: \$231.8
<b>COSTCO WHOLESALE CANADA INC.</b> Rank 2014: <b>5</b> ↑18.0% 2015 PA: \$1,361.0 2014 PA: \$964.0	<b>SHELL CANADA LTD.</b> Rank 2014: <b>10</b> ↑10.7% 2015 PA: \$899.0 2014 PA: \$812.0	<b>ACTRA FRATERNAL BENEFIT SOCIETY</b> Rank 2014: <b>15</b> ↓2.3% 2015 PA: \$583.0 2014 PA: \$570.0	<b>POTASH CANADA</b> Rank 2014: <b>21</b> ↑4.8% 2015 PA: \$377.9 2014 PA: \$370.0	<b>2015</b> Rank 2014: <b>37</b> ↑0.4% 2015 PA: \$337.9 2014 PA: \$337.0	<b>2015</b> Rank 2014: <b>41</b> ↑0.9% 2015 PA: \$337.9 2014 PA: \$337.0	<b>2015</b> Rank 2014: <b>37</b> ↑0.4% 2015 PA: \$337.9 2014 PA: \$337.0	<b>2015</b> Rank 2014: <b>41</b> ↑0.9% 2015 PA: \$337.9 2014 PA: \$337.0	<b>2015</b> Rank 2014: <b>41</b> ↑0.9% 2015 PA: \$337.9 2014 PA: \$337.0	<b>2015</b> Rank 2014: <b>41</b> ↑0.9% 2015 PA: \$337.9 2014 PA: \$337.0
<b>2015 TOP 50 TOTAL: \$34,535.9</b> <b>2014 TOP 50 TOTAL: \$31,966.6</b> <b>VARIANCE: ↑ 8.0%</b>									

Notes: \* 2014 figure has been restated.

1 Merged with Capital Pension and Benefits Administrations Plan in 2015.

2 Manulife acquired Standard Life, along with its pension plans, in 2015.

3 The pension assets for Videotron, a subsidiary of Quebecor Media, were added to this year's figure.

Figures in this report are based on responses provided by the survey participants. Benefits Canada assumes no responsibility for the accuracy of the data provided. All totals are subject to +/- variance due to rounding.

POWERED BY  
**INSTITUTIONAL INVESTMENT NETWORK**

2015 pension assets (millions) are as of Dec. 31, 2015  
 2014 pension assets (millions) are as of Dec. 31, 2014

PA = pension assets ↑/↓ indicates an increase or decrease in total pension assets from 2014

Source: Companies participating in the 2016 Canadian Institutional Investment Network pension fund survey or annual reports.

# Annual Fees

0.62%

**CBPP**  
8.9% – 10 year

VS

1.95%

**TD Comfort Balanced**  
6.7 % – 10 year

# CBPP – Effect of Fees

- 1% difference in fees on a \$100,000 over a 20 year time period

\$22,019

# CBPP – 10 year Performance

- Conservative 6.3%
- Moderate 8.0%
- Balanced 8.9%
- Aggressive 10.3%
- Retirement N/A

# CBPP – Performance



Universe: Eckler Balanced Universe

	VT	RM	Returns	Standard Deviation
CBM Aggressive Portfolio Fund	SA	GF	6.42	6.49
CBM Aggressive Portfolio Fund Benchmark	BP	BP	6.04	7.20
CBM Balanced Portfolio Fund	SA	GF	5.70	4.97
CBM Balanced Portfolio Fund Benchmark	BP	BP	5.49	5.89
CBM Moderate Portfolio Fund	SA	GF	5.57	3.80
CBM Moderate Portfolio Fund Benchmark	BP	BP	5.39	4.80
CBM Retirement Portfolio Fund	SA	GF	5.52	3.45
CBM Retirement Portfolio Fund Benchmark	BP	BP	5.33	4.72
CBM Conservative Portfolio Fund	SA	GF	4.93	2.70
CBM Conservative Portfolio Fund Benchmark	BP	BP	4.88	3.96
Eckler Balanced Universe	---	---	5.91	5.54

Results displayed in CAD.

# Are you Ready to Retire? - Rules of Retirement

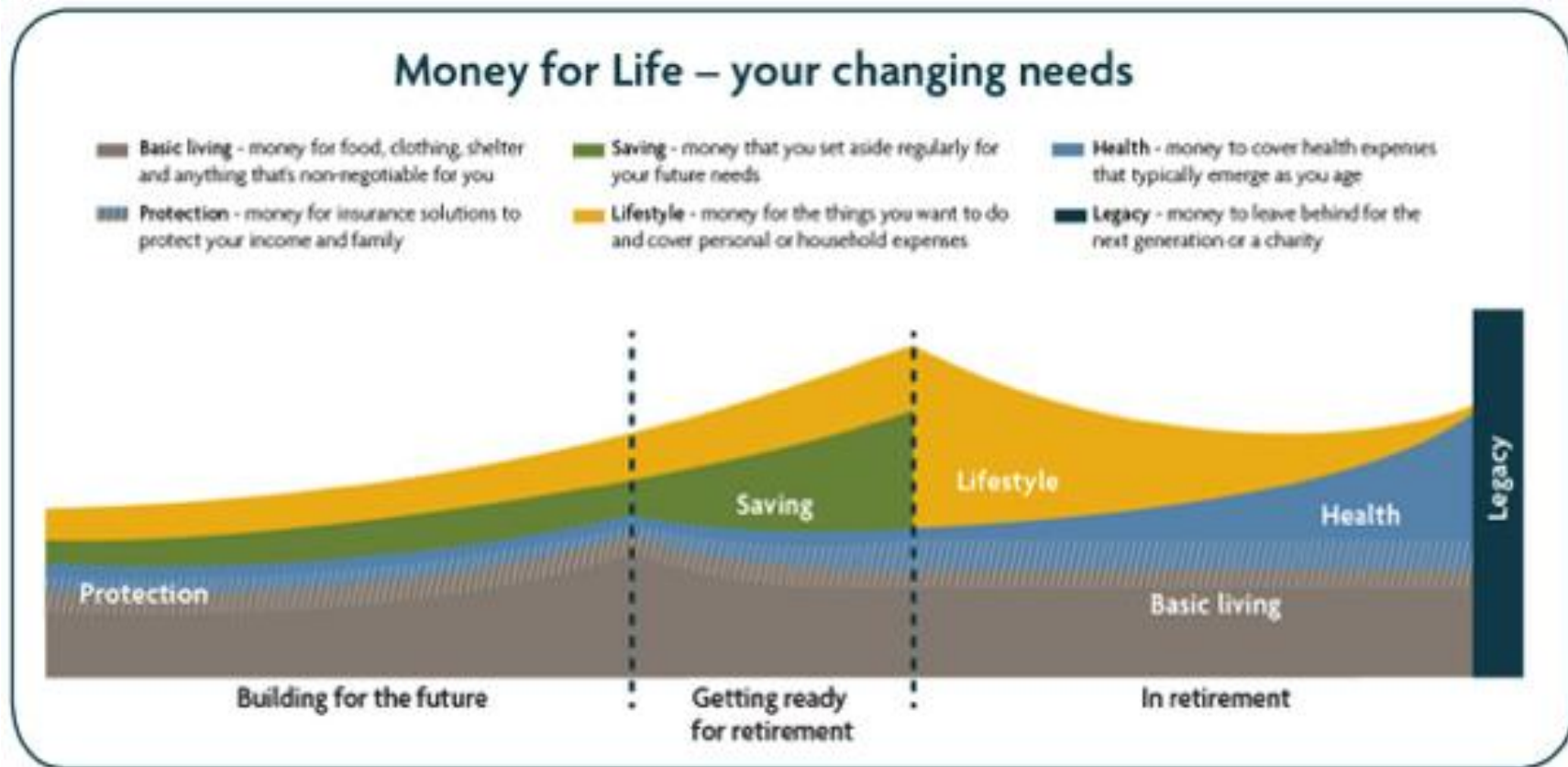
- 10% Savings Rate
- If I had a \$1,000,000
- 70% Replacement Rate
- 4% Withdrawal Rate

# Factors that affect the Rules of Retirement





# Factors that affect the Rules of Retirement



# Some Really Magical Math

	Amount	Net
Pre Retirement Income	\$50,000	
Reduced Costs Associated with Retirement	\$18,000	\$32,000
New Sources Income		
	CPP \$7,700	\$24,300
	OAS \$7,000	\$17,300

Annual Amount needed to be funded by savings or other sources



# Some Complex Math – Total Savings Required

RRIF	ANNUITY
<ul style="list-style-type: none"><li>• Age – 65</li><li>• Rate of Return – 6%</li><li>• Inflation Rate – 2%</li><li>• Income - \$17,300</li></ul>	
<b>\$250,000</b>	<b>\$335,000 – \$405,000</b>

# Key Takeaways

- Creating retirement income can be complex
- Retirement income needs vary by person – **goal is to maintain your lifestyle**
- With some help most people can formulate a plan
- Low investment fees can help you meet your goals and plan
- The **AVERAGE** person needs to save much less than the financial industry advocates

# Are you Ready to Retire

- Retirement is a major transition time in life and we want to be there with you
- Pre-Retirement seminars and workshops
- Individual consultations with CBM staff and Sun Life
- Online tools to help you navigate
- Ability to stay in plan even after you retire
- Seamless transition

# Contact Us

- **CBPP/CBBP - CBM Office**

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- Daryl Mackenzie

- **Sun Life Financial**

| P : 1-866-733-8613 | W : [www.mysunlife.ca](http://www.mysunlife.ca)

- **Great West Life**

| P:1-800-957-9777 | W: [www.greatwestlife.com](http://www.greatwestlife.com)

- **EAP** | 1.800.387.4765 | W: [www.workhealthlife.com](http://www.workhealthlife.com)

Please visit our website [www.cbbenefits.ca](http://www.cbbenefits.ca) for more information.

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