



# CB Benefits News

## An update on your pension and benefits plans

### Plan performance

After 2019 ended on a very strong note for investors, the world’s stock markets experienced a substantial shock due to the Novel Coronavirus (COVID-19) pandemic. Concerns over the disease and its impact on the economy have caused anxiety among investors, negatively impacting markets and pension plans, including ours.

As a result, investment returns across all CBPP funds (Conservative, Moderate, Balanced, Aggressive and Retirement) saw a downturn at the end of the first quarter.

Here is a summary of the fund performance as of March 31, 2020:

CBM Conservative Fund	CBM Moderate Fund	CBM Balanced Fund	CBM Aggressive Fund	CBM Retirement Fund
-3.2%	-6.6%	-8.2%	-11.3%	-7.3%

*\* Please note that in January 2020, there was movement from the global fund allocation to international fund allocation staying within the SIPP guidelines for the plan.*

### Keep calm in the storm

While it can be worrying and upsetting to see markets decline, it’s important to remember that they had very strong returns in 2019. Some downturns are inevitable, but pension investing is a long-term proposition, and markets are still expected to grow over time.

Having realistic strategies in place to handle market volatility will help you avoid making rash decisions. Here are some suggestions to stay calm and stay invested:

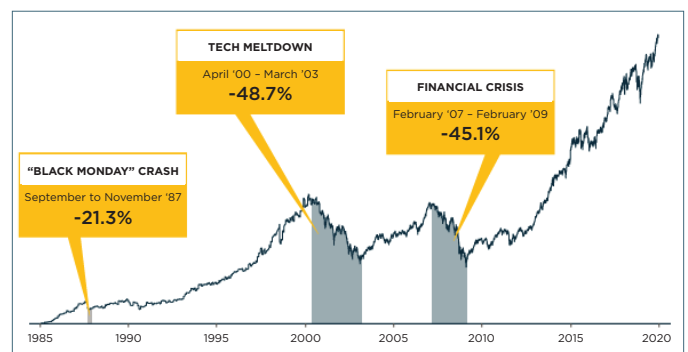
**Focus on the big picture:** It’s a smart idea to review your investments and ensure they’re still appropriate, based on your comfort level with risk and how long you have until retirement – especially because recent fluctuations may have altered your asset mix. That said, continually checking

your account balance or trying to time the market will often lead to bad choices. Keep your long-term goals in mind, rather than reacting instinctively to short-term events. Now might be a good time to review your investment risk profile found on the [Sun Life website](#).

**Stay invested:** Riding out an economic downturn isn’t easy, but if you stay invested, you will be better positioned when the market starts trending upwards again. You also get more value and buying power from your contributions, and those made for you by the Canadian Baptist Pension Plan (CBPP), during a market downturn, since you can buy more units at a lower cost.

**Stay calm:** When your account balance drops, it may be tempting to move your savings into “safer”, more conservative investments. However, keep in mind that lower risk also usually means lower reward. Through the added value of compound interest, the additional returns generated by equities can have a real impact on your ability to grow your savings into a secure nest egg over time.

Markets will likely remain challenging in the near term, but historically, volatility has also provided opportunity for investors with patience and a big-picture view. While we are clearly in unusual times, markets have rebounded very well after previous crises and large downturns (see the chart below for some examples):



Sources: Sun Life and Morningstar



## Stay well while working from home

During these unprecedented times, you may find yourself working remotely, having to juggle more family responsibilities and dealing with more anxiety.

There are many articles with tips on how to work from home more effectively, but most boil down to the following suggestions:

**Make a designated workspace:** Whether it's a home office or another location, ideally, you will be able to create a space that you associate with work, which is relatively free of distractions.

**Schedule your day:** Going to sleep at your normal bedtime, starting your day at the same time as usual, setting goals for each day and structuring your time will help you develop and maintain your new routine.

**Dress the part:** While it's cozy to stay in sweatpants or pyjamas all day, getting dressed for a workday helps put you in a state of mind that it's time to work.

**Accept the inevitable:** Kids and pets will provide interruptions at times. But rather than getting frustrated, try to accept that this remote working situation is not the norm, and there are bound to be some challenges. Routine is important for kids, as well! Giving them some structure to their day – while also allowing enough “free time” for play and creativity – can help free up some of your time. Remember, this situation is hard for them, too.

**Take breaks:** It can be easy to work straight through the whole day when you're working remotely. Get up from your desk and take your lunch break when it's time. Also take frequent “mini-breaks”: get up and stretch, or get a cup of coffee. Also make sure to maintain non-working time in the evenings – otherwise it's easy to get overworked.

**Communicate regularly:** Being distant from coworkers can be difficult, especially when working on collaborative tasks. Touch base often with your colleagues, communicate clearly and be understanding that everyone's circumstances are different. Everyone is handling this situation in their own way, and a little compassion can go a long way during trying times.

If you're dealing with more stress or anxiety, don't hesitate to reach out to your **Employee Assistance Program (EAP)**. Your EAP can help with:

- Managing stress, including a stress management program and online games to reduce stress;
- Conferencing via video and chat room with an EAP counsellor;
- Family support, such as help with aging parents;
- Financial support, including debt management, budgeting and cash management, and retirement planning;
- Legal support, with confidential consultations on how the law applies to your situation (i.e., landlord and tenant, will and estates, criminal law or civil litigation); and
- Physical health support, including nutrition and weight management.

You can access this resource 24 hours a day, 7 days a week, free of charge. Help is available via phone and online, as well as through text-based self-help.

To access your EAP or learn more, visit

[www.workhealthlife.com](http://www.workhealthlife.com) or call:

1-800-387-4765 (English)

1-800-361-5676 (French).

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## A final word

This bulletin has been prepared exclusively for Canadian Baptist Pension Plan and CB benefits plan members. It is not intended to be comprehensive or to provide advice. If there are any differences between the information provided in this bulletin and any legal documents that govern the delivery of benefits, the legal documents will apply.