

**GENERAL SYNOD 2025  
RESOLUTION**

**Resolution Number A170**

**Subject:** General Synod Pension and Benefits Plan

**Moved By:** Canon Ian Alexander

**Seconded By:** The Ven. Tanya Phibbs

**Be it resolved that this General Synod:**

Confirm the amendments to the General Synod Pension and Benefits plans approved by the Council of the General Synod as attached as Schedule A to this resolution.

**Source:** Pension Committee

**Submitted By:** Pension Committee

Does this motion contain within it any financial implications?      Yes      **No**

If yes, has the General Synod Expenditures Committee considered the implications?      Yes      No

Does this motion contain within it any staffing implications?      Yes      **No**

**EXPLANATORY NOTE/BACKGROUND**

Confirmation of amendments previously approved by the Council of the General Synod.

Pursuant to [Canon VIII](#) section 4(b), the Pension Committee is empowered to adopt and amend regulations regarding the pension and benefits plans that it administers, subject to the approval of the Council of the General Synod. All such regulations must be confirmed by the General Synod at its next session in order to remain in effect. These amendments were duly adopted by the Pension Committee and ratified by the Council of the General Synod during the last biennium. They are presented for confirmation by the General Synod as required by the canon referred to above.

**PROCEDURE FOR ADOPTION (G)**

*In the normal course, an ordinary motion must be passed by a majority of the members of General Synod present and voting together.*

*Six members of General Synod may, prior to the question being put, require a vote by Orders, with a majority of each Order being necessary to pass.*

*If a question passes on a Vote by Orders, any six members (two from each of three different dioceses) may immediately before the next item of business require a vote to be taken by dioceses. A motion passes if a majority (or a tie) of dioceses vote in favour.*

Source: Sections 4 and 5 of the [Declaration of Principles](#) and sections 18, 19 and 20 of the [Rules of Order and Procedure](#).

**GENERAL SYNOD PENSION AND BENEFITS PLAN RESOLUTIONS  
APPROVED BY THE COUNCIL OF THE GENERAL SYNOD DURING THE BIENNIUM (2023-2025)**

**Resolution - General Synod Pension Plan – Canon VIII – Motion 1**

**May/June 2024**

Moved by: The Ven. Jonathan Hoskin

Seconded by: The Rt. Rev. Helen Kennedy

Be it resolved that the Council of General Synod approve the recommendation of the Pension Committee to provide a 3% increase to all active members, inactive members, and retired members effective July 1, 2024, in respect of accrued pensions as of December 31, 2023.

**ADOPTED #CoGS 007-05-24**

**Resolution - General Synod Pension Plan – Canon VIII – Motion 2**

**May/June 2024**

Moved by: The Rt. Rev. David Lehmann

Seconded by: The Rev. Canon Dr. Stephen Fields

Be it resolved that the Council of General Synod approve the recommendation of the Pension Committee to amend Schedule A of the Regulations of Canon VIII by adding Section 13 as follows:

**13. Bonus Addition to Accrued Pensions as of December 31, 2023**

**The amount determined as of December 31, 2023, in accordance with Regulation 5.1 with respect to a Member shall be increased by 3.0% effective July 1, 2024. For greater clarity, this increase applies to all Active Members, Inactive Members and Retired Members as of December 31, 2023.**

**Note: Bold text is new, and ~~strikeout~~ is removed.**

**ADOPTED #CoGS 008-05-24**

**Resolution - General Synod Pension Plan – Canon VIII – Motion 3**

**May/June 2024**

Moved by: Ms. Kim Chadsey

Seconded by: Canon Andrew Stephens-Rennie

Be it resolved that the Council of General Synod approve the recommendation of the Pension Committee for the amendment of Section 1.6 of Regulations of Canon VIII as follows:

**“Back Service” means:**

- If the Member’s eligibility in the Plan is in accordance with Regulations 2.1 or 2.2, **or if the Member’s eligibility in the Plan is in accordance with Regulation 2.2A and they became an Active Member on or after January 1, 2020,** the years or part years served after ordination or after employment by the Church , or any other body in the Anglican Communion, and before being enrolled in the Plan for which no funds were transferred to the Plan from any other pension program;
- If the Member’s eligibility in the plan is in accordance with Regulation 2.2A or 2.2B, the years or part years of service for which the member participated in a registered retirement program with the Participating Employer and before being enrolled in the Plan for which no funds were transferred to the Plan from any other pension program.

**Note: Bold text is new, and ~~strikeout~~ is removed.**

**ADOPTED #CoGS 009-05-24**

**Resolution – General Synod Pension Plan – Canon VIII**

**March 2025**

Moved by: The Rt. Rev. Helen Kennedy

Seconded by: The Rev. Canon Dr. Stephen Fields

Be it approved that the Council of General Synod:

- a) approve the recommendation of the Pension Committee to implement a 4% increase to pensions accrued as of December 31, 2024, for all active members, inactive members, and retired members effective July 1, 2025.
- b) approve the recommendation of the Pension Committee to amend Schedule A of the Regulations of Canon VIII by adding Section 13 as follows:

**13. Bonus Addition to Accrued Pensions as of December 31, 2024**

**The amount determined as of December 31, 2024, in accordance with Regulation 5.1 with respect to a Member shall be increased by 4.0% effective July 1, 2025. For greater clarity, this increase applies to all Active Members, Inactive Members and Retired Members as of December 31, 2024.**

**Note: Bold text is new, and ~~strikeout~~ is removed.**

**ADOPTED #CoGS 002-03-25**