

ELCIC Group Services Inc. Philosophy of Benefits

ELCIC Group Service Inc. ("GSI") was established in 1997 to administer and facilitate pension plans, benefits plan, programs and services for the Evangelical Lutheran Church in Canada.

Caring for and looking after employees, in partnership with congregations, is vital to who we are. Therefore, creating and offering optimal pension and benefits plans for the ELCIC is at the heart of GSI's purpose and the soul of what we do.

Group Plans Offer Many Advantages

Providing group pension and benefits for all congregations has many advantages, including:

1. consistency that enables employees to move between calls and congregations without worrying about
 - a. comparing benefit packages,
 - b. learning the details of a new plan coverages, or
 - c. satisfying medical requirements,
2. simplicity, with the elimination of additional paperwork and new account set-up,
3. efficiency in administrative costs and group pricing, while ensuring fair and consistent claims adjudication.

Pension Plan for Peace of Mind

The ELCIC Pension Plan is there to help employees save for the time of life when their professional responsibilities are complete. These savings are an important part of financial wellness in those years.

Money is set aside for each eligible employee each month. These funds are then invested using GSI's expertise and resources so the savings will grow. When the time comes, the member can access the funds to set up a retirement income stream of their choosing. The pension plan is designed to provide peace of mind for members in their retirement.

Comprehensive Benefits Plan

Supporting plan members in strengthening their physical, mental and financial health is vital for today and into the future. Healthier employees are more likely to maintain the strength needed to do their jobs effectively.

The health plan, with its comprehensive list of benefits, provides access to preventative and emergency health care. The disability and parental leave plans protect a family's income and provide support to assist in managing an absence with care and compassion. The employee and family assistance plan (EFAP) is the core of the wellness

Mission

GSI administers pension and benefits plans that enhance the well-being of employees who serve in the ELCIC and its affiliates.

Vision

GSI supports plan members in leading healthy lives and achieving financial security.

Motto

Better Health
Better Living

ELCIC Group Services Inc. Philosophy of Benefits

program and is supplemented with various initiatives to promote physical, mental and financial wellness.

Shared Cost

Sharing the costs of the benefits plan among all participants eases and distributes the financial responsibilities of looking after each other.

GSI remains committed to monitoring and managing the plan costs and working to make the best use of limited resources.

Strategy

In carrying its our mission to the ELCIC, GSI continually reviews and updates plan designs to react nimbly to the changes in our environment. GSI wants to provide a balanced response to plan members' needs and offer helpful communications.

This philosophy informs GSI's vision to support plan members in leading healthy lives and achieving financial security.