



**The United
Church of Canada
L'Église Unie
du Canada**

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Volunteers Needed

Pension Board, Member at Large (1 vacancy)

The General Council Executive is seeking an individual to join the Pension Board as one of its members at large. We are seeking either an active or retired minister who brings understanding of the values of the United Church and the role of the pension plan in supporting its leadership.

Mandate

The Pension Plan of The United Church of Canada is a multi-employer, multi-jurisdictional, defined benefit pension plan maintained for the benefit of approximately 9,300 active and retired plan members, with assets of approximately \$1.6 billion. The General Council Executive is the plan administrator in accordance with the Pension Benefits Act in Ontario. It has established the Pension Board to support the Executive in governing, managing, and operating the plan and its assets (the fund).

The General Council Executive approves

- the [Pension Plan Statement of Beliefs and Guiding Principles](#)
- appointments to the Pension Board and its committees
- the [Pension Board Terms of Reference](#)
- the fund trust agreement
- annual accountability reports received from the Pension Board

All other plan functions have been delegated to the Pension Board, the details of which are set out in its terms of reference. A brief description can also be found in the [Pension Plan Governance Chart](#).

Membership

The Pension Board is made up of nine to 11 members, consisting of

- at least five people who have, collectively, relevant professional experience and expertise in the following core areas of pension practice: institutional investing, actuarial, legal, responsible investing, human resources, strategic leadership, and governance
- two or three members at large
- two members of the General Council Executive

The membership composition will recognize the church's equity commitments and include both lay people and ministry personnel from across the geography of the church.

Member Skills and Experience

Collectively, the members at large enhance the professional pension expertise of the Pension Board by bringing additional gifts, including an appreciation of the theological values and commitments of the United Church. Members at large do not need to be pension experts but

should bring knowledge and interest in the work of pension boards and a commitment to the broader principles of pension governance.

Members at large will be active participants in a community of faith or ministry who are

- committed to the calling of the United Church and willing to discern God's yearnings for this work
- predisposed to collaboration and teamwork
- able to listen and discern
- comfortable with and able to participate in electronic meetings
- able to commit the time required for this responsibility
- committed to right relations, the principles of the United Nations Declaration on the Rights of Indigenous Peoples, the vision of becoming an intercultural church, and the journey to becoming an anti-racist denomination

Equity Commitment

The United Church is committed to working toward the full participation of people with disabilities, youth and young adults, those who identify as 2S or LGBTQIA+, Indigenous, racialized, or Francophone, people active in French ministries, those who speak a primary language other than English or French, and people from marginalized communities not named here. This is a part of the United Church's commitments to equity and self-determination, as well as eliminating barriers and working toward the full participation of all people.

Individuals with these identities and lived experiences are encouraged to express interest.

Expectations and Term

A member of the Pension Board is expected to participate in all board meetings and to be available, dedicated, and willing to invest the time to obtain the knowledge necessary to discharge their obligations as a board member. Board members are asked to take on additional roles or projects from time to time.

A member may be subject to background checks concerning conflicts of interest, criminal record or civil suits, and credit history. Members are required to sign an annual compliance certificate stating that they do not have an interest, directly or indirectly, in any contract, transaction, or other matter arising between the pension plan or the fund and any business entity or other organization, and that they commit to be guided by the Code of Conduct and the Statement of Beliefs and Guiding Principles in the course of carrying out their duties as a member of the board or committee of the board.

The board meets at least four times a year virtually or in person in Toronto. Travel and accommodation costs are covered. The term of appointment is for three years beginning December 2025. Board members can serve a maximum of three consecutive terms.

Visit our [Opportunities page](#) for information on this and other opportunities.

Use our [online nominations form](#) to nominate someone or express your own interest.

Deadline: Thursday, October 16, 2025