



ELCIC Treasurers Update

March 2022

ELCIC National and Synod Treasurers continue to meet regularly to review regulatory and other changes pertaining to congregational financial and administrative issues.

From these discussions, there are a couple of items congregations should be aware of.

T4 Taxable Benefits

With the changes to the Health and Dental program that started in January 2021, there was an additional benefit called Lifestyle Spending Account available through Manulife ([1029254_CONVERTED_TO_GRACoL2006_Coated1v2.pdf \(elcicgsi.ca\)](#)). Any reimbursements from this program are considered a taxable benefit in the year paid. The amount of these reimbursement claims, where applicable, was communicated in the Taxable Benefit Statement that GSI sent to ELCIC treasurers in early February. GSI sent a subsequent communication to ELCIC treasurers on March 7, 2022, about how to treat this taxable benefit.

As per the email from GSI:

“The LSA is not considered to be pensionable income and is, therefore, not to be included in the calculation of an employee’s CPP pensionable earnings. It is subject to income tax only, as advised by Manulife who provides the benefit. Therefore, if your employee had an amount for the LSA on the Taxable Benefit Statement GSI sent, it should not be included in the employee’s CPP pensionable earnings on their 2021 T4 (box 26). If you included the LSA amount in CPP pensionable earnings (box 26) you may need to file an amended T4 for your employee. If you use an external payroll provider such as Ceridian, you should request a new code be set up for this benefit.”

Health Insurance Premiums

As a part of the changes to the ELCIC Health and Dental plan, employees might be paying a portion of Health and Dental Plan premiums (i.e., if an employee decided to top up their plan to move them to a new level). Please note that premiums paid by the employee are a tax deduction as medical expenses. If you have employees who pay for a top up, it would be helpful if you remind them of the employee portion of the premium they are paying, and that they may claim this amount as a qualifying medical expense on their 2021 income tax submission. In future years, you should include this amount in box 85 when you prepare their T4.

AON Communication

For those congregations in the ELCIC using AON as their insurance broker, they now have a centralized contact to help streamline oversight of our overall program. They have asked that elcic@aon.ca be cc'd when emailing your normal AON contact.

Statement on Ukraine

The ELCIC's National Church Council (NCC) met virtually from March 4-6, 2022. As part of their work, they issued a statement calling for an immediate ceasefire in Ukraine and global solidarity with the people of Ukraine. Read the full statement here:

<https://elcic.ca/2022/03/07/a-statement-from-the-elcics-national-church-council-on-ukraine/>

In the statement, NCC also asked all members, congregations and related agencies to examine their financial investments to ensure they do not support Russian investments.

The ELCIC National Office has discussed their investments with their two key investment advisors and have been informed that there are, in fact, no direct Russian investments.