

31 August 2023

Strictly Private & Confidential

«Title» «Initials» «Surname»
«Address1»
«Address2»
«Address3»
«Address4»
«Address5»
«Postcode»

Dear «Title» «Surname»

**The Baptist Pension Scheme (“the Scheme”) – Defined Benefit (“DB”) Plan
Good news – making progress in securing members’ benefits**

This letter is being sent to you as a beneficiary of the DB Plan from the Trustee of the Scheme. We wrote to you in July 2022 explaining some very positive news on steps we were taking to secure the DB Plan benefits with the insurance company Just Group (“Just”). Those steps helped to improve the security of members’ benefits in the Scheme. This letter is an update on progress and to let you know what to expect going forward. **There is no action you need to take as a result of this letter.**

If you would like to look back at the July 2022 letter, which provided information about the steps we were taking at the time and the arrangement with Just, there is a copy on the Baptist Pension Scheme website in the Members section under Defined Benefits.

What has happened since July 2022?

Broadstone have continued to administer the Scheme, working closely with Just to make sure we have accurate data to pass over to them in due course. We are planning to fully transition the responsibility for DB Plan benefits to Just during 2024. This is known as a buy-out and involves the following steps.

- Just will issue you and all other DB Plan members with an individual contract setting out your entitlements.
- Just will take over administration of your DB entitlements from Broadstone.
- When the buy-out completes, your DB entitlements will no longer be part of the Scheme.

Making this transition means that the benefits and options of some non-retired members will need to change slightly. We have been working with the Baptist Union to consider these changes and to look at how any negative impacts can be compensated or mitigated.

Member consultation

Our current expectation is that members who are affected by any of these changes will be contacted by the Baptist Union later this year. That communication will set out the changes and the proposed mitigations. This will be a formal consultation by the Baptist Union on behalf of the employers under the Scheme.

There are no changes for members whose pensions are already in payment. When Just take over the arrangements you will continue to receive your pension on the same terms as now.

What about the Defined Contribution (“DC”) Plan?

When the DB Plan transitions to Just, the DC Plan will continue to be run as the Baptist Pension Scheme. If you are currently contributing to the DC Plan then this will continue as before.

For DB Plan members who also have a DC fund, at present there is an option at retirement to combine the DB and DC benefits. This can be advantageous for members who wish to take part of the benefits as a cash lump sum. We are working with Just to try and maintain this option for the future.

Who to contact if you have any questions

You should continue to contact the Scheme Administrator, Broadstone, regarding any matters relating to the Scheme. Their contact details are as follows:

Telephone: 0117 937 8700

Address: Broadstone Consultants & Actuaries Limited
Broadstone House
23-25 St George's Rd
Bristol
BS1 5UU

Email: baptistpensions@broadstone.co.uk

As a Trustee Board we will continue to monitor the operation of the Scheme and the transition of DB Plan benefits to Just, aiming to look after the interests of all beneficiaries.

Yours sincerely



Chris Maggs
Moderator of the Scheme's Trustee Board