

Canadian Forces Non-Public Funds (NPF)  
Employees Pension Plan

# Pension Board Strategic Plan

2022-2024 Summary



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# The Pension Board members consider their fiduciary duties to Plan members as a fundamental covenant.

In 2022, the Pension Board developed a three-year strategic plan. This plan sets goals in key areas of focus to ensure the long-term sustainability of the Pension Plan and continued secure retirement income for its Plan members. The five goals listed here form the current Strategic Plan that will be reviewed on a three-year rolling basis.

Summarized on the following pages are the key priorities set for each of the five goals.

**GOAL 1** Ensure the long-term sustainability of the Pension Plan. *Page 4*

**GOAL 2** Ensure the governance framework enables proactive and agile delivery to respond to industry changes and fiduciary obligations. *Page 5*

**GOAL 3** Invest in administrative and financial services to meet the evolving needs of Plan members. *Page 6*

**GOAL 4** Improve the Plan member experience. *Page 7*

**GOAL 5** Invest in the development and education of Pension Board members. *Page 8*

# GOAL 1

## Ensure the long-term sustainability of the Pension Plan.

- Review of investment processes and policies to ensure alignment with the Plan's targets.
- Assessment and review of potential impact on the Plan by upcoming federal legislation.





## GOAL 2

**Ensure the governance framework enables proactive and agile delivery to respond to industry changes and fiduciary obligations.**

- Continuous assessment and determination of resourcing needs to ensure good governance and oversight of the Plan.
- Development of a Pension Plan Funding Policy to outline objectives and guide the Board in decision making.

## GOAL 3

Invest in administrative and financial services to meet the evolving needs of Plan members.



- Refining service standards and enhancing performance reporting of service providers to increase oversight of service levels.
- Collaborating with service providers to identify areas of opportunity to provide an improved Plan member experience.

## GOAL 4

### Improve the Plan member experience.



- Continue to increase transparency of Pension Board activities to provide Plan members with more oversight of their Plan.
- Develop a Plan member experience strategy to increase communication with Plan members and provide frequent education opportunities.

## GOAL 5

Invest in the development and education of Pension Board members.



- Expand educational programming and learning opportunities for Pension Board members to ensure they are adequately knowledgeable to perform their fiduciary duties.





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