

2022 ANNUAL REPORT

*For Fiscal Periods Ending August 31, 2022



BUILDING FOR THE FUTURE



**Christian
Education Benefit
Solutions Society**

Stronger Together • Benefits for Life

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**Christian
Education Benefit
Solutions Society**

Stronger Together • Benefits for Life

ANNUAL GENERAL MEETING
OF THE
CHRISTIAN EDUCATION BENEFIT
SOLUTIONS SOCIETY

Wednesday, February 1, 2023

@ 7:30 pm (EST), 5:30 PM (MST) and 4:30 PM (PST) VIA ZOOM

AGM
AGENDA

1. WELCOME AND OPENING DEVOTIONS

2. CEBS SOCIETY INTRODUCTION AND UPDATE

Jan van der Woerd, Society Board Chair

Who we are and what we are doing.

3. CEBS BOARD OF TRUSTEES INTRODUCTION AND UPDATE

Peter Buisman, BOT Chair

4. QUESTIONS AND COMMENTS

5. CEBS SOCIETY AGM BUSINESS MEETING

A. Call to Order

B. Attendance/Notices

C. Resolution #1 Directors Report of Activities and Actions (page 8)

MOTION: THAT all actions of the Directors of the Society during the fiscal year ending August 31, 2022, be and they are hereby approved, ratified and confirmed.

D. Presentation of Financial Statements (page 9)

The financial statements for 2020-2021 and 2021-2022 and budget for 2022-2023 are presented to the membership for information. The financial statements have been reviewed by an auditor; members can request a copy of the statements from the Society office.

E. Resolution #2: Election of Directors (see bio on page 7)

MOTION: THAT Gayle Monsma be, and is hereby elected to the CEBS Society Board of Directors for a first term of three years.

F. Resolution #3: Waiving the Appointment of Auditor

MOTION: THAT the appointment of an auditor of the Society be and it is hereby waived effective for the current fiscal period of the Society.

G. Resolution #4: Adjournment

THAT the 1st CEBS Society Annual General Meeting of the membership be, and is hereby adjourned.

6. CLOSING DEVOTIONS



BUILDING FOR THE FUTURE

image: Freepik.com

“It is an exciting time for Christian education in Canada. On September 1, 2021, the sponsorship of the Canadian Christian School Health and Pension Plans was transferred to the Christian Education Benefit Solutions (CEBS) Society.”

This means the management oversight and executive functions are moving into the hands of Canadians. The daily operation of the plans continues to be administered with the same quality of service by the same front-line staff to which you have become accustomed.

As the board chair, it is my privilege to present this Annual Report regarding the work of the Society and the status of your Pension and Health plans. In this document, you will find:

- information about our board
- information about the CEBS Society
- information for the AGM meeting; and,
- in Appendix A, you will find the 2021/2022 Board of Trustees Report for the Christian Education Health and Pension Plans.

This is our accountability report to you, the members. Participants and members speak highly of the work of the staff. We appreciate your support, and as a team we are focused on continuously improving our service and communication.

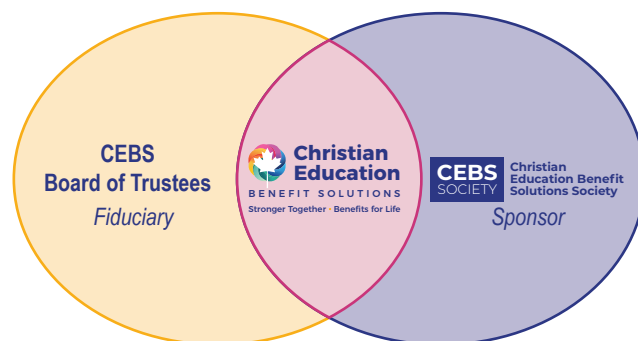
As a society, both the board and you the members have the responsibility to do God’s will in looking after the health and welfare of all Christian school staff. As a board, we have the added responsibility of supporting the sustainability of the member organizations who participate in programs offered by the Christian Education Benefit Solutions.

Historically, the plans were only available to schools and organizations that were members of Christian School International. As the new sponsor, our mandate is to make the plans available to all Christian school educators in Canada, regardless of their affiliation.

With the Board of Trustees (BOT), we have a plan to expand from our 100+ member organizations to offering our benefit plans to all Christian schools and staff throughout Canada. A recent internal survey has put that number at 500+ schools and organizations who would benefit from these plans.

I invite you to share your thoughts about our work and to assist us in expanding our membership.

Jan van der Woerd,
CEBS Society Board Chair





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Who we are.

The Sponsor (CEBS Society) Board is made up of Canadian Christian educators, current and former plan participants, as well as former members of Christian School Boards. Each board member is passionate about ensuring that Christian education flourishes in Canada, and has relevant experience with the plans and/or skills in accounting, business management, law, and teaching.

Our role.



Appoint

the trustees of the Plans



Approve

plan design changes to the Christian Education Pension Plan



Consider

appeals related to benefit decisions made under the Plans



Review

the activities of the Plans regularly, and offer advice to the trustees regarding the sustainability of strong benefit plans



Report

to our society members, in cooperation with the trustees of the Plans, regarding the health and growth of the Plans through regular communications and the Annual General Meeting (AGM)

Our membership.

Christian education organizations that participate in the Christian Education Benefit Solutions' Health Plan and/or Pension Plan are automatically members of CEBS Society. Members pay an annual service fee of \$250 for each Plan to cover the operating costs of the Society.



90

educational organizations participating
in both the Health Plan and Pension Plan

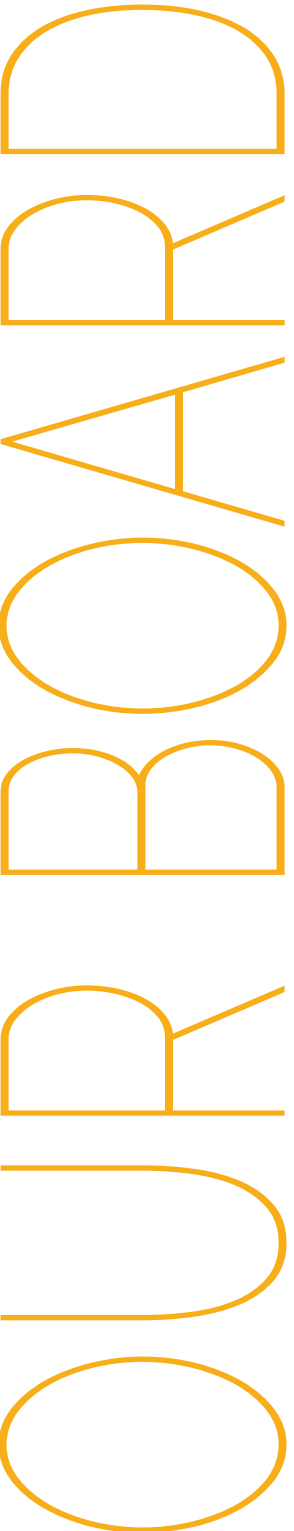
11

educational organizations participating in
the Health Plan Only

14

educational organizations participating in
the Pension Plan Only

For more information, go to www.cebsociety.org



Jan van der Woerd, Board Chair

Jan is a committed supporter of Christian education. He believes that Christianity needs to be taught and modeled for the development of our faith as Christians. He attended numerous Christian schools in various parts of Ontario, and graduated from Hamilton District Christian High School (HDCH) in Ancaster.

Jan is a Civil Engineer as well as a Certified Business Coach. He holds a Bachelor's degree in Engineering and Management, and a Master's degree in Business Administration, both from McMaster University, Hamilton.

Jan has experience and education in General Management, Finance, Marketing, and Sales in a wide range of businesses. His career includes executive positions at Union Gas Ltd., Trojan Technologies, and Arise Corporation. In addition, he has operated a consulting business for the past 25 years, targeting small and medium sized business owners wanting to grow their businesses while improving their balance between work and family.

Jan has served as a trustee of the Canadian Christian Education Health and Pension Plans for 22 years. He currently serves as the chair of the Christian Education Benefits Solution Society. He serves as board member and treasurer for his condominium as well as doing volunteer work for his church and a variety of other charities. He and his wife are also lifetime members of the Bruce Trail Conservancy.

He met his wife at HDCH and they reside in Hamilton, ON. They have 4 children and 12 grandchildren, all of whom have benefited from the faith formation of Christian Education. They enjoy hiking, skiing camping, golfing, travelling, and finding ways to bless their grandchildren.

Ray Hendriks, Board Treasurer

Ray is a firm believer in the role of Christian education in the life of the Christian community. He believes that a knowledge of the Word of God, through which a Christian worldview is taught and modeled, is foundational to all activities of the Christian school. Ray Hendriks has been passionate about Christian education throughout his career and delights in being able to speak about Christian day school education.

Ray served as principal at Rhema Christian School in Peterborough, ON, for 23 years and teacher in Drayto, ON, prior to that. From 2008-2018, he served as a Director for the Ontario Alliance of Christian Schools, and as its Executive Director during its final year and a half of operations. He was responsible for board leadership development, by-law and policy advice, leadership search and evaluation, and human resource support. His pastoral heart makes him an encourager and mentor for schools and their leaders. During these years, Ray enjoyed volunteering his time to work with boards such as Christian School Foundation, Christian Schools Canada, and Christian School International.



Now retired, Ray remains actively engaged in board work, coaching of school administrators, and from time to time, some preaching in local churches. Retirement, however, has also allowed Ray to spend more time in activities like gardening, walking, enjoying the front or back porch of his home in Hamilton, and planning for travel. Ray and his wife Marlene share 6 children and their families which also includes 6 grandchildren, bringing great joy to both of them.



Gayle Monsma

Gayle is the Executive Director of the Prairie Centre for Christian Education (PCCE), headquartered in Edmonton, Alberta, which is an organization that partners with Christian schools in Alberta, Saskatchewan, and Manitoba. Prior to this position, Gayle served for 28 years as a teacher and principal at Covenant Christian School in Leduc.

Seeing Christian schools flourish has been Gayle's goal throughout her career. She has been involved with the development of Teaching for Transformation from the beginning and is excited by the impact it is making in her community. Gayle has also been involved in the wider Christian school community, with some of her current connections being serving as the chair of Christian Schools Canada, a member of EduDeo board and Walking Together Learning Leader in Zambia, and a facilitator for the Emerging Leaders Development Institute (ELDI).

Gayle lives in Edmonton, and outside of work, she attends The River Community Church, where she is currently the Chair of the Board, and is very involved with the church's Social Justice Network. She also enjoys travelling, hanging out with family and friends, and exploring the city on her bike.

Ken Volkenant, CEBS Trustee Rep

Ken is a partner in the law firm of De Jager Volkenant & Company, in Surrey, British Columbia. Called to the British Columbia Bar in 1987, he carries on a solicitor's practice in the areas of corporate and commercial law, wills and estates, and real estate development. Ken specializes in the area of charity law, incorporating non-profit organizations, charities, and foundations, and assisting organizations with governance matters, restructuring, amalgamations, cooperative ventures, property transactions, and development programs. Ken also advises charities regarding legal risk management, asset protection, planned giving, and fundraising programs.

Ken is a frequent presenter on topics related to charities and planned giving, and serves on the boards and advisory committees of several non-profit and charitable organizations. Ken resides in Surrey, British Columbia with his wife Sandee who is a passionate teacher. Together they enjoy travel, tennis, golfing, and spending time with their family and grandchildren.



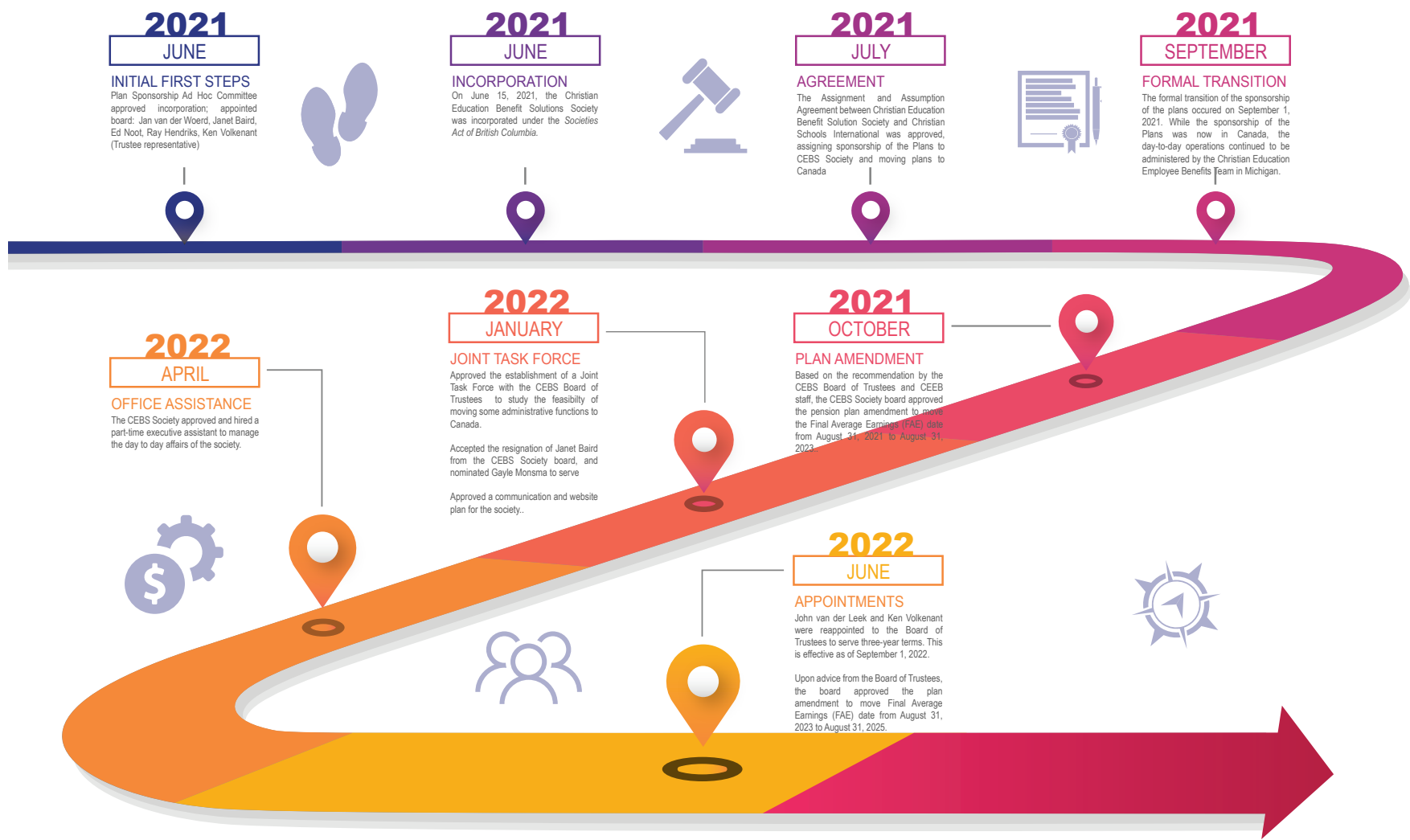
Ed Noot

Ed passionately believes that Christian education is as relevant and necessary today as it ever has been, and he has spent his career helping Christian schools flourish. If Christian schools are flourishing, then so are their staff members, which is why vibrant benefit and pension plans are so important in this sector.

Ed is a career educator, having worked in the roles of teacher, vice principal, principal, superintendent, and executive director. He has embraced opportunities to participate in school inspection and policy development work for the British Columbia Ministry of Education both in BC and internationally. He has served on the boards of The King's University, the Christian Educators of BC, the Federation of Independent Schools Associations of BC, Christian Schools Canada, and Christian Schools International.

Ed has a BA in Philosophy from Calvin College in Grand Rapids, MI, and an M.Ed. in Educational Leadership from University of BC in Vancouver, BC. Ed enjoys reading and watching movies. He continues to referee hockey, helping grown men have a safe and enjoyable experience on the ice, and he passionately pursues greater success on the golf course.

After years of being served well by Christian Schools International (CSI), internal and external circumstances brought about the transfer of sponsorship of the Canadian Christian Education Health and Pension Plans from CSI in Michigan, USA, to the CEBS Society in Canada. While this formally took place on September 1, 2021, discussions and negotiations had been occurring for many years prior.



2021
JUNE

INITIAL FIRST STEPS
Plan Sponsorship Ad Hoc Committee approved incorporation; appointed board: Jan van der Woerd, Janet Baird, Ed Noot, Ray Hendriks, Ken Volkenant (Trustee representative)

2021
JUNE

INCORPORATION
On June 15, 2021, the Christian Education Benefit Solutions Society was incorporated under the *Societies Act of British Columbia*.

2021
JULY

AGREEMENT
The Assignment and Assumption Agreement between Christian Education Benefit Solution Society and Christian Schools International was approved, assigning sponsorship of the Plans to CEBS Society and moving plans to Canada

2021
SEPTEMBER

FORMAL TRANSITION
The formal transition of the sponsorship of the plans occurred on September 1, 2021. While the sponsorship of the Plans was now in Canada, the day-to-day operations continued to be administered by the Christian Education Employee Benefits Team in Michigan.

2022
APRIL

OFFICE ASSISTANCE
The CEBS Society approved and hired a part-time executive assistant to manage the day to day affairs of the society.

2022
JANUARY

JOINT TASK FORCE
Approved the establishment of a Joint Task Force with the CEBS Board of Trustees to study the feasibility of moving some administrative functions to Canada.

Accepted the resignation of Janet Baird from the CEBS Society board, and nominated Gayle Monsma to serve

Approved a communication and website plan for the society.

2021
OCTOBER

PLAN AMENDMENT
Based on the recommendation by the CEBS Board of Trustees and CEEB staff, the CEBS Society board approved the pension plan amendment to move the Final Average Earnings (FAE) date from August 31, 2021 to August 31, 2023.

2022
JUNE

APPOINTMENTS
John van der Leek and Ken Volkenant were reappointed to the Board of Trustees to serve three-year terms. This is effective as of September 1, 2022.

Upon advice from the Board of Trustees, the board approved the plan amendment to move Final Average Earnings (FAE) date from August 31, 2023 to August 31, 2025.

CEBS Society Financial Statements

August 31, 2022

	2020-2021 Actual	2021-2022 Actual	2022-2023 Budget
REVENUE			
Membership Fees	-	50,000 ²	51,000 ²
Grants	37,232 ¹	59,592 ¹	
Other Income	-	-	
TOTAL REVENUE	37,232	109,592	51,000
EXPENDITURES			
Personnel	-	1,625	9,750
Office Expenses	-	-	2,000
Marketing & Communications	6,509	27,969	5,000
Board Expenses			
Board Expenses	-	903	5,000
Board Development	-	-	7,500
Audit & Legal	30,723	27,888	8,000
Insurance	-	1,199	1,300
Contingency	-	-	10,000 ³
Bank Charges	-	8	120
TOTAL EXPENDITURES	37,232	59,592	48,670
EXCESS/(DEFICIENCY) OF REVENUE OVER EXPENDITURES	-	50,000	2,330

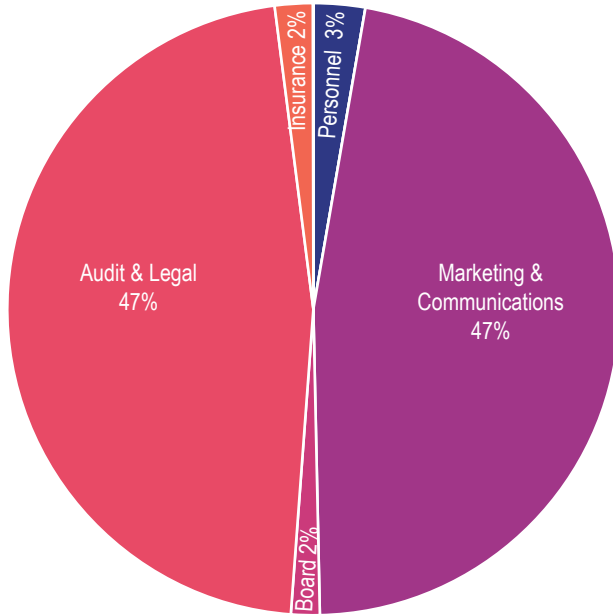
NOTES

¹An initial grant of \$119,000 was received from Christian Schools International to cover initial start-up expenses of the sponsor, which covered the 2020-2021 expenses (78 days) and 2021-2022 expenses.

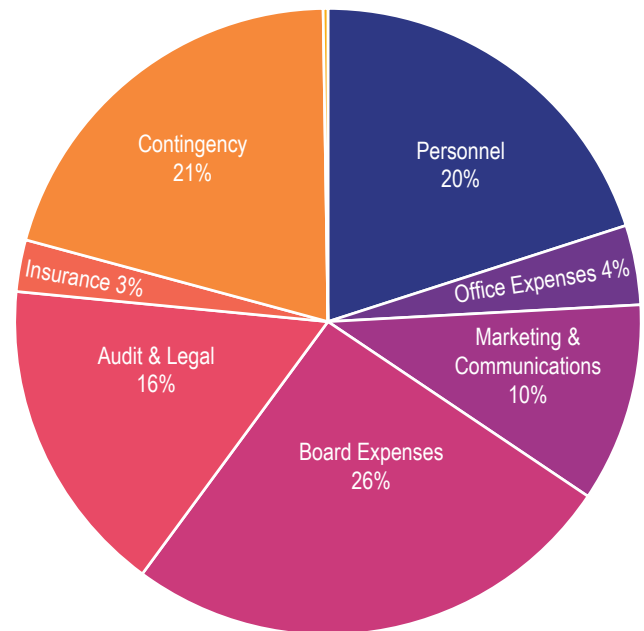
²CEBS Society Membership fees are invoiced at \$250 per plan in which an organization participates.

³Due diligence and risk management practices dictate that the society accrue a contingency fund to cover any legal costs over and above insurance coverage that may occur in the course of being the plan sponsor.

Income and Expenses 2021-2022



Budget 2022-2023



■ Personnel ■ Office Expenses ■ Marketing & Communications ■ Board Expenses ■ Audit & Legal ■ Insurance ■ Contingency ■ Bank Charges

CEBS Society Balance Sheet as at August 31, 2021 and 2022

	31-Aug-21	31-Aug-22
ASSETS		
Current Assets		
Cash and Bank	89,724	83,351
Account Receivable	-	250
Total Assets	89,724	83,601
LIABILITIES		
Current Liabilities		
Accounts Payable	7,957	11,425
Accrued Liabilities	-	22,176 ¹
Deferred Revenue	81,768	-
Total Liabilities	89,724	33,601
FUND BALANCES		
Fund Balance	-	50,000
TOTAL LIABILITIES AND EQUITY	89,724	83,601

NOTES

¹ Initial Grant from Christian Schools International to cover costs for the first two years, with agreement to repay some of the grant to CSI. In 2020-2021 and 2021-2022, the grant amount equals the expenses; thus the accrued liability of payment to CSI is \$119,000 - \$96,824 (expenses 2020-2021: \$37,232 + expenses 2021-2022 \$59,592) = \$22,176



2021/2022 Board of Trustees Report for the Christian Education Health and Pension Plans

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Stronger together. Benefits for life.

2021/2022 Board of Trustees Report for the
Christian Education Health and Pension Plan

Welcome



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The CEB Solutions Trustees are proud to present our 2021/2022 annual report.

We would like to thank you for your membership in our plans and for allowing us to serve you. This annual report summarizes the performance of the Christian Education Health and Pension plans during 2021/2022, and gives you information about the people who oversee and manage your plans. Questions can be addressed to our Christian Education Employee Benefits (CEEB) Team by calling 877.274.879 ext. 226 or emailing howard.vanmersbergen@cebteam.org.

To reduce printing costs and paper waste, this publication is distributed as an electronic document through the CEB Solutions and CEBS Society website at www.christianeducationbenefitsolutions.org and cebssociety.org.

Board Report

On behalf of the Board of Trustees, it is my pleasure to present the annual report of the Christian Education Benefit Solutions Health Plan and Pension Plan for the year ending August 31, 2022.

A new organization, with a long history of excellence.

In 1943, a group of Christian schools came together to build employee benefit plans and services, designed specifically by and for the Christian education community.

In September 2021, these Plans found a new Canadian home, in Christian Education Benefit Solutions, making them a stronger option than ever. The Plans continue to have excellent Canadian Trustees appointed to give oversight and care to the pension and health benefit plans on behalf of participating Canadian Christian education organizations.

Today, these world-class plans serve over 100 schools, and over 6,000 participants. In 2021/2022, the Christian Education Health Plan paid over \$7 million in claims. The Pension Plan serves retirees from 100 schools across Canada, paying out pension benefits of over \$18 million in 2021/2022.

I am pleased to report that in its first year of existence, Christian Education Benefit Solutions retained all previously participating schools and educational organizations, and even added new member schools for the September 2022 school year. In short: the launch of Christian Education Benefit Solutions has been a success.

In this report, you'll meet your Trustees, and may recognize many of them. Every Trustee is deeply dedicated to seeing Christian education thrive in Canada – now and in the future. We are a board made up of experienced educators, bank executives and business leaders – and many of us are plan participants. Before becoming a Trustee myself, I didn't know how hard the Trustees work on behalf of plan participants, and now I'm grateful for all the work that has already been done, and well aware of all the work to be done!

A significant initiative taken on by the Board and management throughout 2021/2022 was to develop and implement a growth-focused Strategic Plan, and continue to work alongside a team of best-in-class advisors including Actuarial, Investment, and Insurance Consultant Mercer, and Investment Consultants like Acadian, Global Alpha, TD Asset Management, and Alliance Bernstein, and Legal Counsel provided by McCarthy Tetrault to ensure that your plans are strong today, and strong for the future. The Christian Education Employee Benefits (CEEB) Team continues to provide excellent support and service to the Trustees and Christian education organizations and Participants. Our CEEB Team works alongside our Marketing and Communications partner Graf-Martin Communications, ensuring we have what we need to grow plan membership and engagement from coast to coast.

To conclude, I would like to express my gratitude to all CEB Solutions members, the Plan's management and staff, as well as our consultants and advisors. For Christian education to thrive in Canada, educators, administrators, and support staff need to know they are cared for today, and have what they need to plan for tomorrow. Together, we are making this a reality. When we work together, our opportunities grow, and Christian education from coast to coast thrives.

Simply put: we're stronger together.

And, as Christian education staff are supported to live out their mission to see children grow in wisdom and knowledge, and find their place in God's world, these plans truly are benefits for life.

In gratitude,



A handwritten signature in black ink that reads "P. Buisman".

Peter Buisman
Board Chair, CEB Solutions Board of Trust

Governance

With our plans serving over 100 schools across Canada, and 6000 participants, we see Christian Education organizations from coast to coast strengthened through excellent benefits.

With skill and experience, each Plan Trustee deeply cares for Christian education, and bears the fiduciary duty to represent the best interests of the schools, organizations and individual staff members participating in the Plans. As Fiduciaries, the Trustees are held to high standards of

excellence, and participate in ongoing training, intensive quarterly working board meetings, and work with a large number of advisors and partners.

A Pension Fund of over \$432 million is carefully managed by the Trustees in collaboration with a carefully curated network of world-class advisors, helping ensure that Christian Education employees can live out their personal and professional Christian education mission while their family is well cared for through high-quality benefits.



Peter Buisman, B.Ed., M. Ed. | St Albert, AB

Peter is recently retired, having worked in Christian Education for 41 years. For 10 years Peter taught at Toronto District Christian High School and then for 31 years he was a teacher, administrator and Director at Edmonton Christian High School.



John van der Leek, BA, M. Ed. | Abbotsford, BC

John has served as an Administrator and Teacher at Abbotsford Christian School for the past 5 years.

Previously, he taught at Surrey Christian School (9 years) and was an Administrator and teacher at Langley Christian School for 17 years.



Keith Oosthoek | Kitchener, ON

Keith retired as a senior executive with the Royal Bank of Canada. He worked with the bank for 38 years. He started as a trainee at 17 and began a life of continuous learning. He retired as a Senior Vice President and Ombudsman in 2005. Since retirement, Keith has served on a number of boards for various agencies and committees in the Christian Reformed Church.



Marianne Vangoor, BA, BA of Ed., Certified Christian School Principal, FTMS, ATMS Part A | Mount Hope, ON

For the past two years, Marianne has served as the Director of Leadership for Edvance. Prior to her current role, she taught in a Christian school for 13 years and was a Christian School Administrator for 27 years.



Sandra Kolarcik, BBA, CPA | Surrey, BC

Sandra is a Public Accountant at Coopers & Lybrand and an Accountant at several private companies. She has also served as the Director of Finance at Surrey Christian School and Chief Financial Officer at Elim Village since 2011.



Ian Timmerman, BA, BA of Ed., M.Ed, | Cambridge, ON

Ian's work in the education field started in 1996 at Dunnville Christian School. In 2001, he joined Laurentian Hills Christian School in Kitchener, first as a teacher, then IT Coordinator, vice-principal, and then as principal and COO. Currently he is the Director of School Services at Edvance.



Marv DeVries, B. Sc., M. Eng | Delaware, ON

Marv has 25 plus years of experience serving on local school Boards and committees. He is currently active on five Boards and Committees related to Christian Education. He spent 30 years with a global water treatment company (Trojan Technologies) and 15 years as President (until retirement in 2018). Marv also has eight years of international service with World Renew.



Ken Volkenant, BA, LLB | Vancouver, BC

Ken has been a lawyer at three law firms over a span of 36 years. He is currently a partner at De Jager Volkenant.

Who We Are

VISION

To be the trusted, first choice in Canadian Christian education benefits to strengthen Christian education and advance the Kingdom of God by caring for valued employees.

Christian Education Benefit Solutions (CEB Solutions) provides health and pension products and services, designed specifically by and for the Canadian Christian education community.

As a Christian education community with decades of experience and a deep commitment to strengthening Christian education, we understand the unique challenges that Christian educational institutions face as they meet the retirement and health care needs of their staff.

Our flexible, cost-effective health and pension plans provide a range of benefit solutions to help Christian educational organizations attract and retain world-class staff. The Christian Education Health and Pension Plans are given oversight by a Trustee board made up of Canadian Christian education champions and plan participants who are passionate about ensuring Christian education in Canada flourishes.

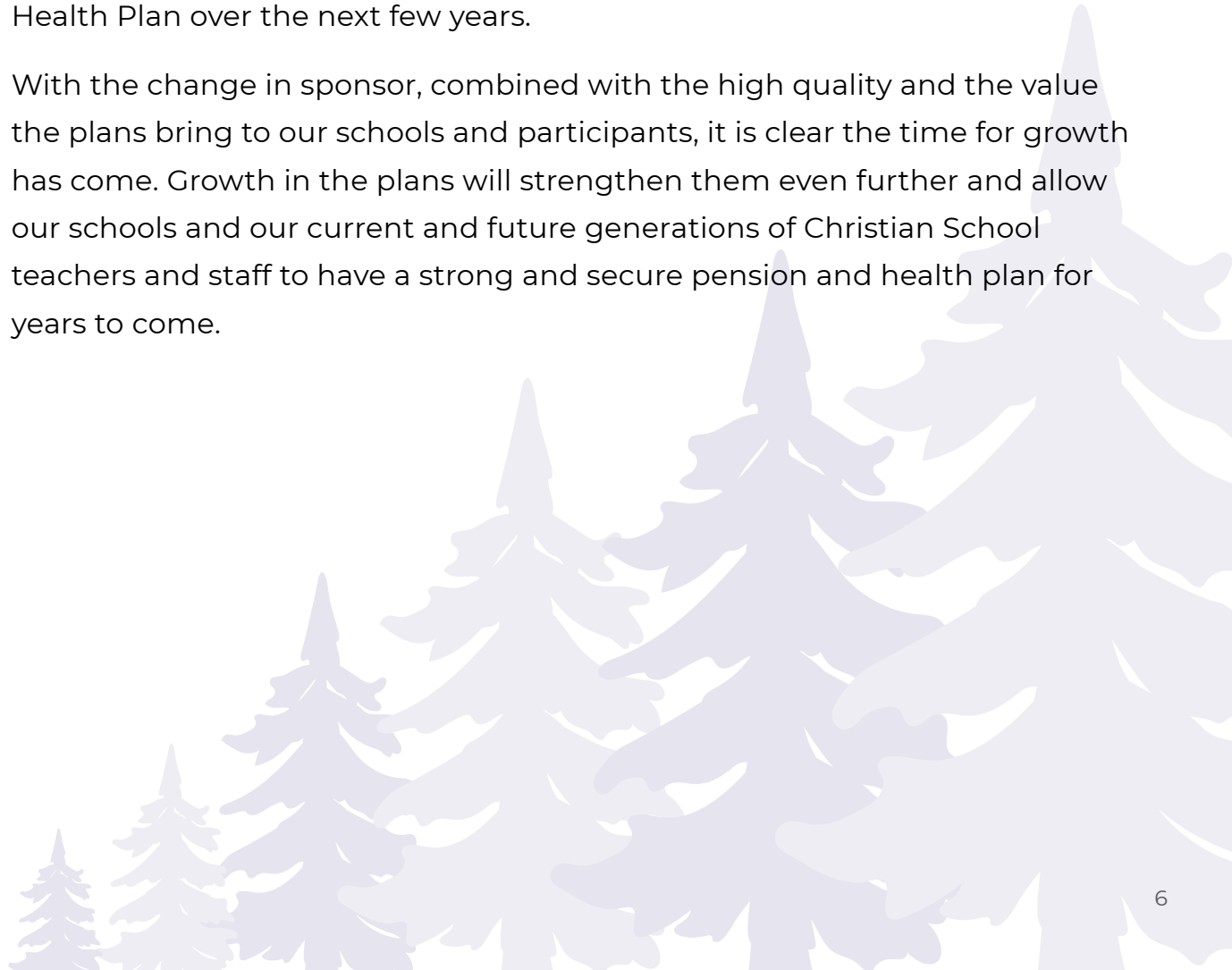
MISSION

We strengthen the community in pursuit of excellence in Canadian Christian education by providing flexible, competitive employee benefit solutions.

6000 Participants and Growing

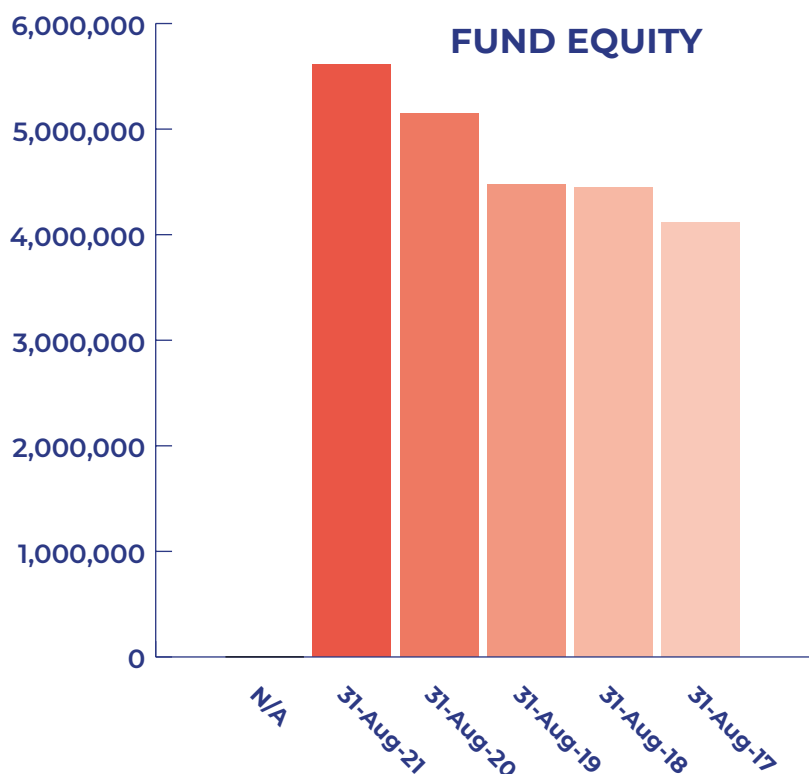
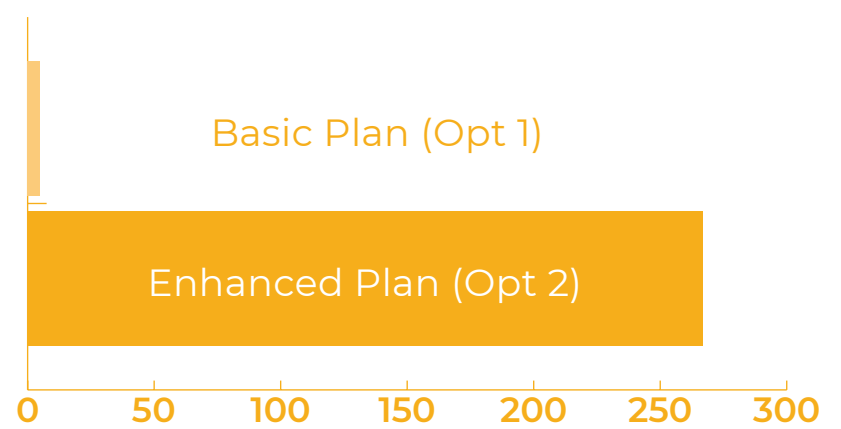
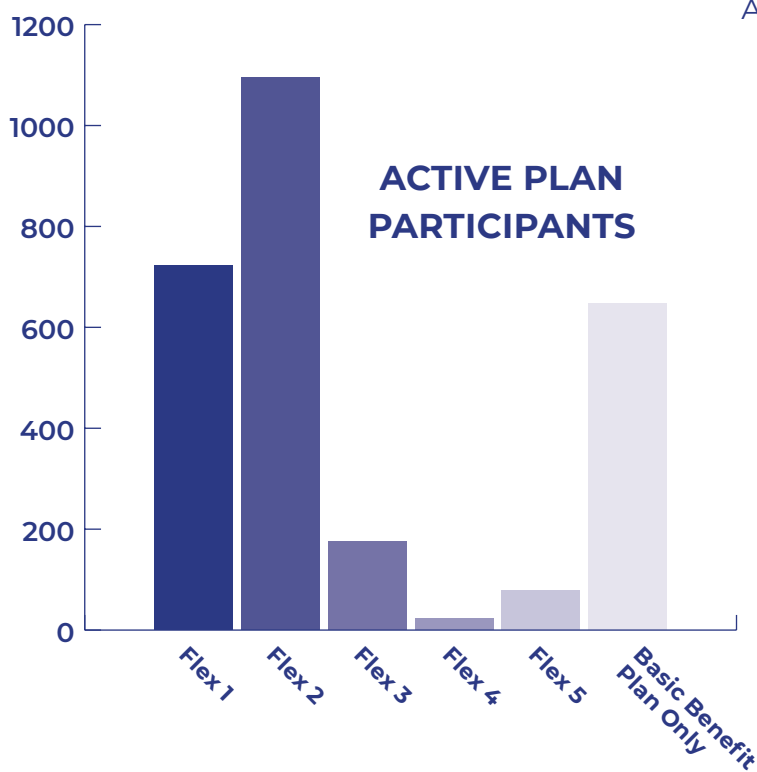
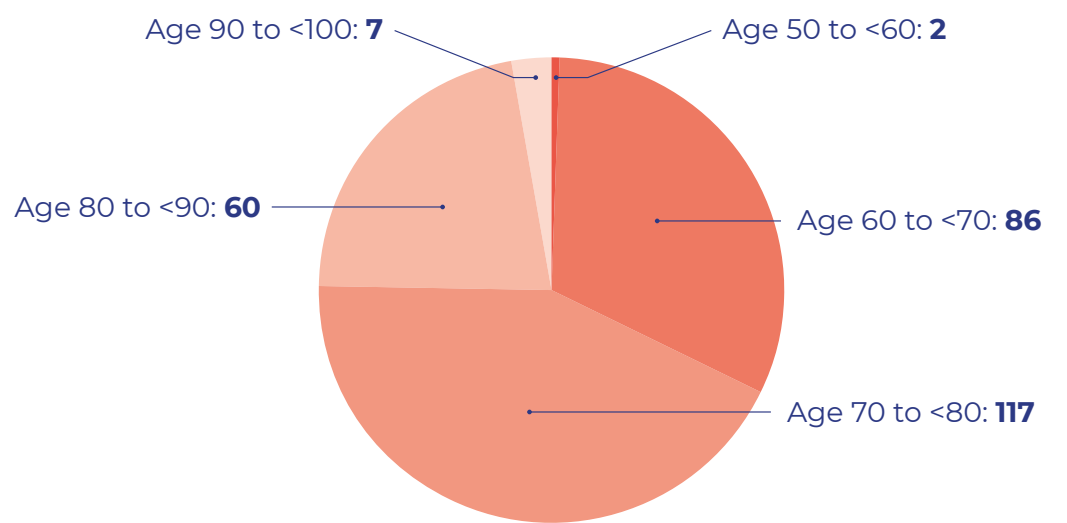
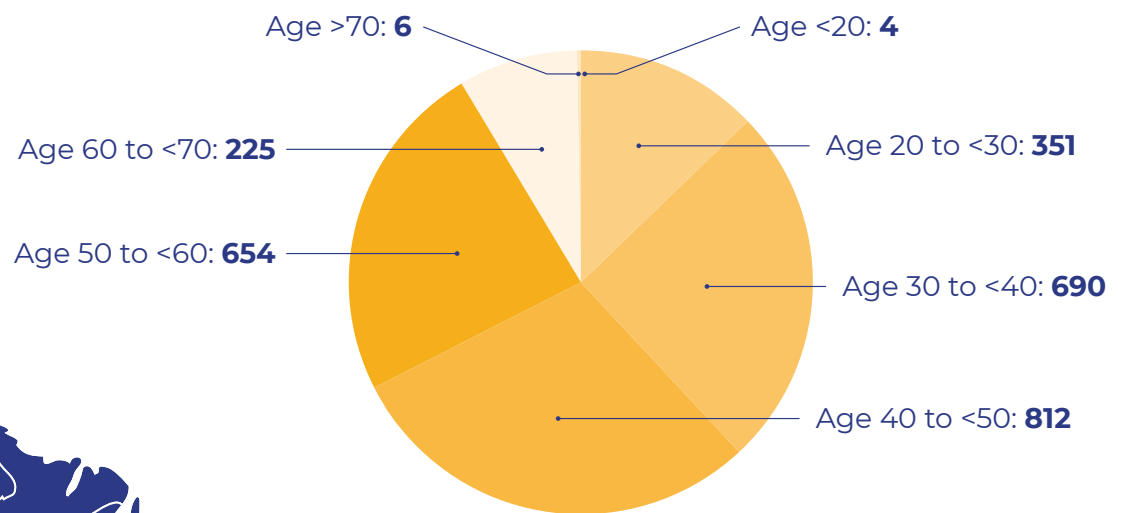
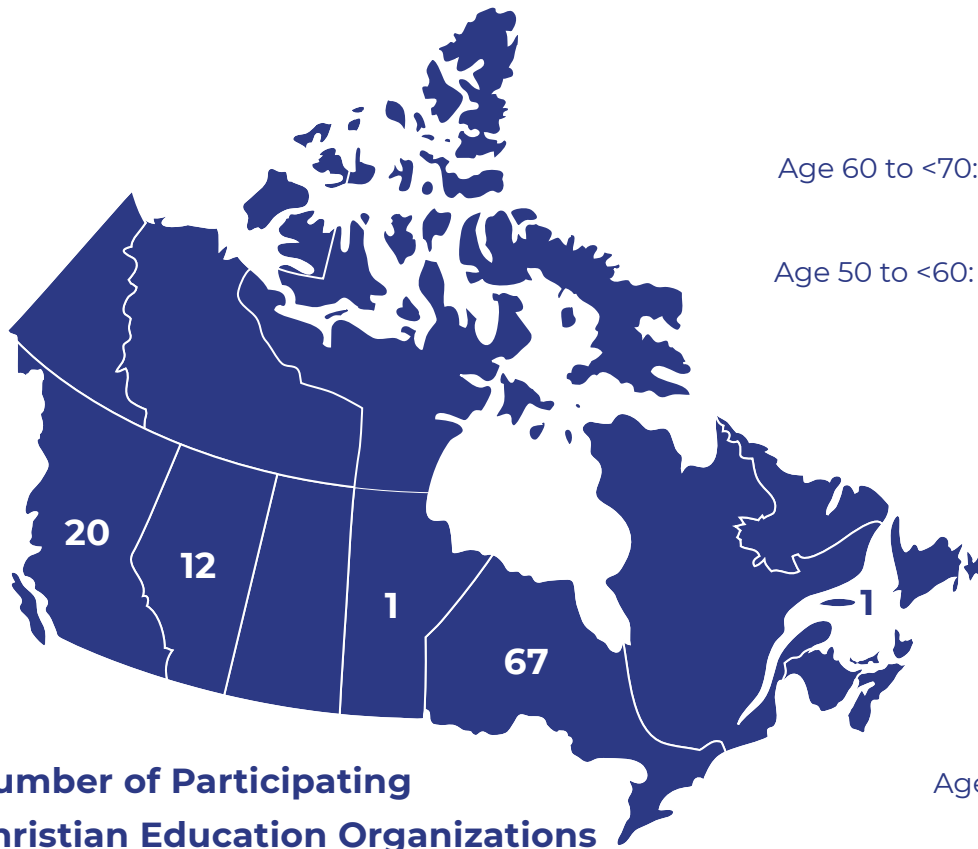
The Trustees have a strategic plan in place to aggressively grow participation in both the Christian Education Pension Plan and the Christian Education Health Plan over the next few years.

With the change in sponsor, combined with the high quality and the value the plans bring to our schools and participants, it is clear the time for growth has come. Growth in the plans will strengthen them even further and allow our schools and our current and future generations of Christian School teachers and staff to have a strong and secure pension and health plan for years to come.



2021/2022 Health Plan Highlights

The Christian Education Health Plan is curated to specifically meet the health care needs of Christian educational organization staff. Our plan includes comprehensive benefit offerings that are flexible, cost-effective, and can be customized to each organization's unique needs.



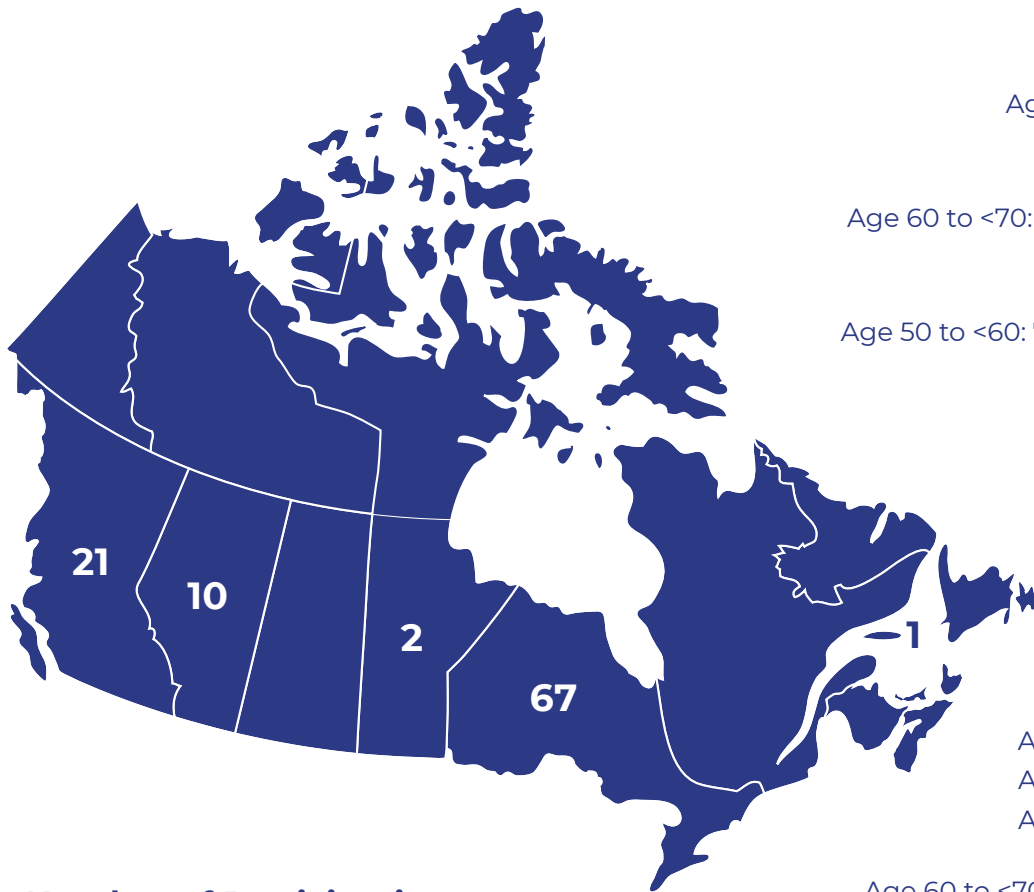
In 2021/2022, Manulife processed **98,000 health and dental claims** FOR OUR PARTICIPANTS

Insurance Premium Invoiced for the Plan Year Ending August 31, 2022:

\$12,804,613

2021/2022 Pension Plan Highlights

The Christian Education Pension Plan is a Target Benefit Plan, providing a Pension benefit for life. Unlike an individual plan, the investment risk of the Christian Education Pension Plan is shared by a collective group of over 100 Canadian Christian schools and organizations, as well as thousands of participants. As more Christian educational organizations participate, the Pension Plan strengthens.

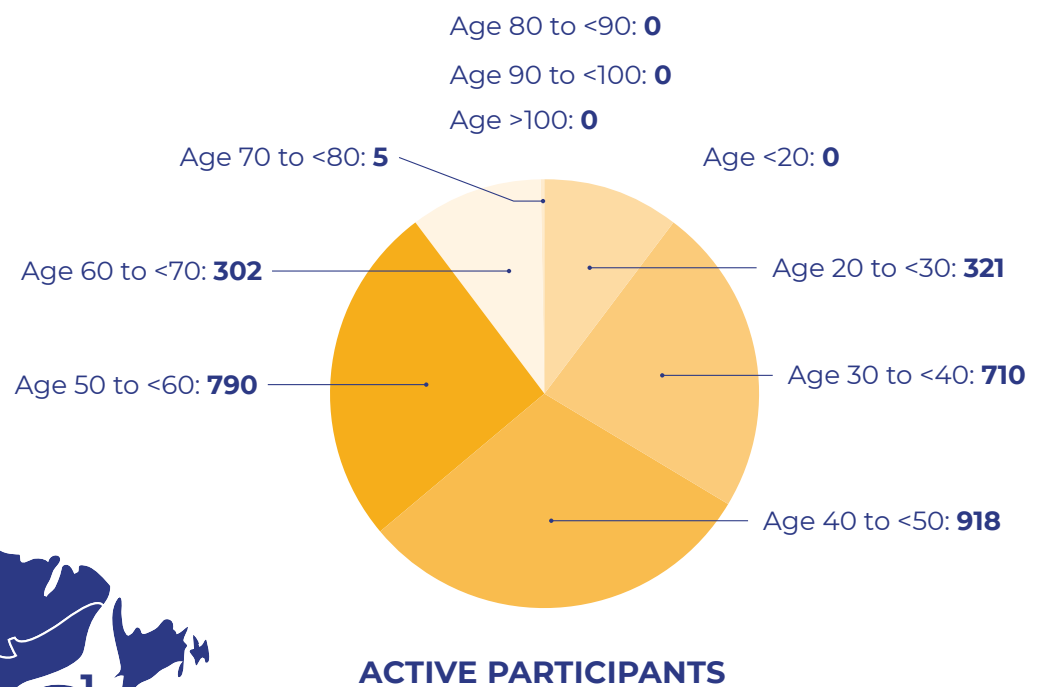


Number of Participating Christian Education Organizations

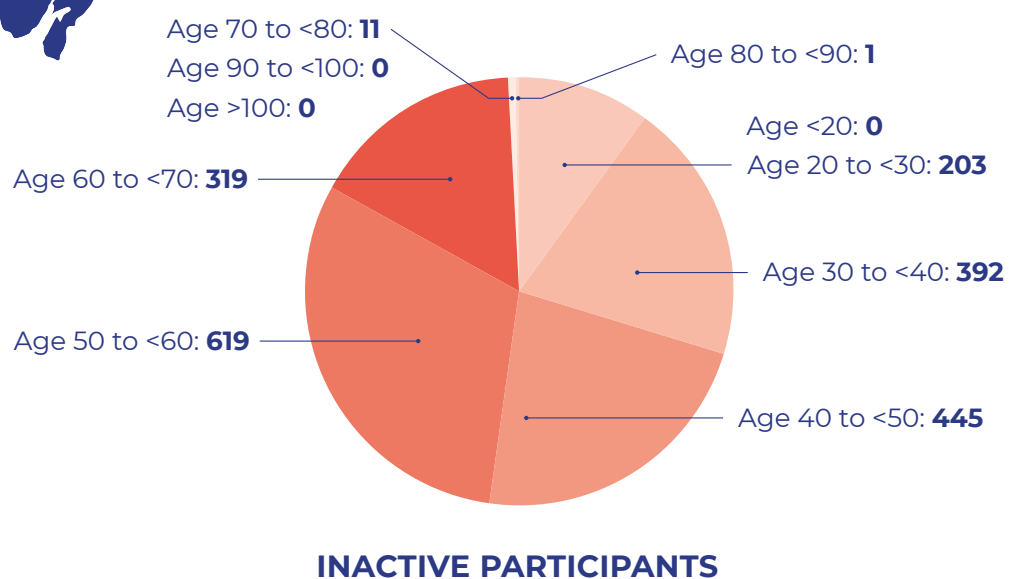
Active Participants

72% F
28% M

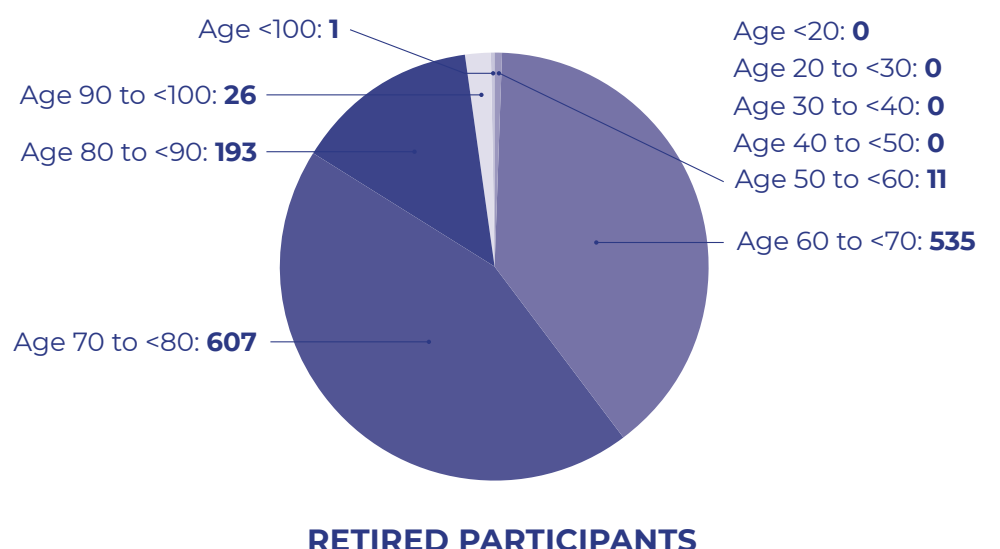
Retired Participants
74.3%F 25.7%M



ACTIVE PARTICIPANTS



INACTIVE PARTICIPANTS



RETIRED PARTICIPANTS

Year	31-Aug-22	31-Aug-21	31-Aug-20	31-Aug-19	31-Aug-18	31-Aug-17
Funding Ratio	Not Available Yet	104%	93%	90%	94%	93%
Total School Contributions	27,734,233	26,266,218	24,347,458	22,933,159	20,728,241	19,180,468
Retiree Benefit Payments	18,728,527	17,678,511	16,477,055	15,732,640	14,586,736	13,172,505
Market Value of Assets	432,000,000	520,358,809	447,071,538	397,347,586	373,781,249	341,854,421

Payroll Services

8 schools in
CANADA
participate

FIVE **1B**
ONTARIO **1C**
One MB
1 ALBERTA

Group payroll services are provided by our partner of over 10 years, Automatic Data Processing (ADP). For our schools participating, this means faster, more efficient processing of their payroll. Additionally, we can offer this plan at significantly reduced rates. Group discounts can range from 20 to 50 percent, depending on the ADP platform chosen.

Also, because the ADP platform is online-based, there is no software or IT work needed on the school's end. Plus, the system updates automatically when there are tax law changes.

ADP Highlights

- The largest provider of payroll services in North America
- Work with more than 400,000 small businesses (100 employees or fewer)
- Triple A rated by Standard & Poor's and Moody's
- Average client tenure of 10 years
- Local representatives in your market
- Total Compensation Statements
- Currently, 8 member schools utilize ADP

Christian Education Employee Benefits Team

Our Christian Education Employee Benefits Team is made up of dedicated professionals passionate about seeing Christian Education thrive. The team's deep familiarity with the unique needs of Christian school employees makes them an invaluable resource for our plan participants and schools.



What Our Schools Say

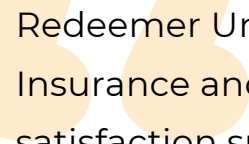
“Our school is excited to be joining the Christian Education Pension Plan this year. We joined the pension plan to be able to provide our staff with an excellent retirement benefit. Also, attracting and retaining staff is a consideration and we see the Christian Education Pension Plan as one way to keep our school competitive as a place where teachers and school staff want to come and work.

We are looking forward to the opportunity we have through the Christian Education Pension Plan to continue building up the retirement benefits offered to our staff.

Overall our experience in working with the Christian Education Employee Benefits Team has been great. They walked us through the process of joining the pension plan every step of the way and have answered questions in a timely manner. We are happy to be partnering with Christian Education Benefit Solutions in offering retirement benefits to our staff.

Howie Martin

Principal, Milton Christian School



Redeemer University has participated in the Christian Education (formerly CSI) Insurance and Pension Plans for almost forty years. Without exception, our employee satisfaction surveys have consistently reported high ratings for both of these Plans. The choice of insurance benefits (Flex Options), the level of coverage, and the excellent customer service provided by the insurance and pension specialists, are reasons that support this satisfaction. In our most recent survey of the market, we were advised by an external consultant to stay with our current insurance plan (CSI/Christian Education Health Plan) because of the value for coverage the plan offers.

Jim Van Geest

Director, Payroll and Benefits, Redeemer University



**Stronger together.
Benefits for life.**

Christian Education Employee Benefits
2969 Prairie Street SW, Suite 102, Grandville, MI 49418
877.274.8796 | christianeducationbenefitsolutions.org

