

**CEBS**  
SOCIETY

Christian  
Education Benefit  
Solutions Society



# ANNUAL REPORT 2023

For Fiscal Periods Ending August 31, 2023

**STRONGER TOGETHER • BENEFITS FOR LIFE**

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Stronger Together • Benefits for Life



**STRONGER:** This highlights what's contributing to our increased strength. It involves our dedicated Trustees and Sponsor, who they are, and the steps they've taken to understand our Plans and Pension better.

**TOGETHER:** This speaks to the collaborative efforts between the Society and Trustee Board, as well as the growing number of schools joining our Plans.

**BENEFITS:** Focusing on the health of our Plans, presenting relevant data to demonstrate their effectiveness.

**FOR LIFE:** Going back to our core mission, this would address the "why" behind what we do. It emphasizes how Christian employees not only enjoy benefits now but are also set up for lifelong security.

# ANNUAL GENERAL MEETING OF THE CHRISTIAN EDUCATION BENEFIT SOLUTIONS SOCIETY

Thursday, February 1, 2024  
@ 7:30 pm (EST), 5:30 PM (MST) and 4:30 PM (PST) VIA ZOOM

## 1. WELCOME AND OPENING DEVOTIONS

## 2. CEBS SOCIETY INTRODUCTION AND UPDATE

Ed Noot, Society Board Chair

## 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. Approval of the Minutes (page 6)

MOTION: THAT the minutes of the Christian Education Benefit Solutions Society membership meeting of February 1, 2023, be and they are hereby approved, ratified and confirmed.

### d. Resolution #1: Directors Report of Activities and Actions (page 2)

MOTION: THAT all actions of the Directors of the Society during the fiscal year ending August 31, 2023, be and they are hereby approved, ratified and confirmed.

### e. Presentation of Financial Statements (page 8)

The financial statements for 2022-2023 and budget for 2023-2024 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.

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

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

### g. 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.

### h. Resolution #4: Adjournment

THAT the 2<sup>nd</sup> CEBS Society Annual General Meeting of the membership be, and is hereby adjourned.

## 6. CLOSING DEVOTIONS



# REPORT OF ACTIVITIES AND ACTIONS

for fiscal period ending August 31, 2023

In February 2022 the Christian Education Benefits Solutions (CEBS) Society hosted our first ever AGM. The [2022 Annual Report](#) highlighted the significance of health and pension plan sponsorship being transferred to the Christian Education Benefits Solutions Society, bringing management oversight and executive function under the purview of a Canadian not for profit. This was a monumental step in the history of our plans!

This past year, our plans experienced another landmark change that was precipitated by the retirement of long-time plan Managing Director, Howard VanMersbergen. When Howard announced his plan to retire, the Society Board, along with the Plan Trustees, established a joint task force to explore staffing options moving forward. The strong consensus of this task force was that a Canadian Managing Director should be hired to oversee the Canadian plans and to engage in marketing strategies outlined in the Trustees' strategic plan. This recommendation was adopted by both the Society Board (Sponsor Board) and the Plan Trustees, and we were delighted to hire a successful candidate for this positing.

Jonathan Bilodeau joined CEB Solutions as the Canadian Managing Director in May, 2023 and is based in Edmonton, Alberta. With his keen enthusiasm, commitment to personal and professional growth, and financial expertise, he brings a wealth of experience to his new role. Jonathan is a proven servant leader, experienced senior manager, and proficient alliance builder with a focus on strategic excellence and operational success. With his immersive knowledge of finance, human resources, and communications, he is well-equipped to lead our Canadian operations to new heights.

Beyond his professional accomplishments, Jonathan is deeply committed to his faith and involvement in his church. His active faith commitment speaks to his values of service and community, which align perfectly with our plan's ethos.

While we welcome Jonathan as our new Managing Director, we also offer sincere thanks to Howard for decades of dedicated service to Christian educators on both sides of the 49th parallel. Howard worked diligently for the success of our plans, and he frequently traveled to Canada, helping school staff understand the dynamics and financial status of our plans. We wish Howard all the best in this next stage of his life.

We also wish to acknowledge our founding board chairperson, Jan van der Woerd, who retired from the CEBS Society board this year. Jan served multiple terms as a Trustee for the Plans before becoming the founding board chairperson of the Society when sponsorship was transferred in 2021. Jan has been a strong advocate for our plans over decades through his diligent service as a Trustee and Board Member and we offer him our sincere thanks.

We are excited to host our 2<sup>nd</sup> AGM, taking time to keep our members informed of the status of our plans, along with progress towards our strategic objectives. As a Sponsor Board, we have a unique role in the regulatory framework of pension and benefits plans under Canadian law. Our role is important, but limited, and we function in constructive collaboration with the Plan Trustees to ensure that our plans remain healthy and sustainable.

This past year, our plans experienced another landmark change with the retirement of long-time plan Managing Director, Howard VanMersbergen and the hiring of Jonathan Bilodeau as the Canadian Managing Director.



The specific activities and actions of the CEBS Society board for 2022-2023 were:

- The reappointment of Peter Buisman, Marv DeVries, Sandra Kolarcik, Keith Oosthoek, and Ian Timmerman to the Board of Trustees which was effective September 1, 2023. This provides for continuity in these first years of the plan being in Canada.
- We approved recommended plan amendments which:
  - Changed the FAE date from August 31, 2025 to August 31, 2026.
  - Revised the language regarding Early Retirement Benefits
  - Added a definition of New Participating Employers
  - Revised the language regarding individuals who elect not to participate in the plans
  - Added language about Participating Employers Mergers
  - Revised the language about Termination of Employment
- We approved a Membership Fees Policy for CEBS Society
- We repaid a portion of the grant of \$119,000 that was received from CSI to cover first year costs start-up of CEBS Society. The amount repaid was \$22,176.

It is a pleasure for our board to serve as the plan sponsor. We continue to work together with the Board of Trustees and the Christian Education Employee Benefits team to ensure strong and healthy plans that will benefit you and your employees well into the future. We look forward to sharing more information at our February 1st, 2024 AGM. Pension and benefit plans are an important part of your school's staff compensation package and represent a significant financial commitment by your school. We look forward to seeing many of you at our AGM on February 1st.

Ed Noot  
Christian Education Benefit Solutions Society  
Board Chair





For more information, go to [www.cebssociety.org](http://www.cebssociety.org)

## OUR MEMBERSHIP\*

\*as of January 1, 2024

**93**  
educational organizations participating in both the Health Plan and Pension Plan

**10**  
educational organizations participating in the Health Plan only

**14**  
educational organizations participating in the Pension Plan only

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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.



**ED NOOT**

CHAIR

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 retired 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.



**RAY HENDRIKS**

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 God's Word, through which a Christian worldview is taught and modeled, is foundational to all activities of the Christian school. Ray 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 Drayton, 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 8 children and their families which also includes 6 grandchildren, bringing great joy to both of them.



**GAYLE MONSMA**

VICE CHAIR

Gayle is the Executive Director of the Prairie Centre for Christian Education (PCCCE), 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.

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# MINUTES OF CEBS SOCIETY AGM

for fiscal period ending August 31, 2022

## 1. CALL TO ORDER

Meeting called to order by the chair, Jan van der Woerd at 8:15 pm EST, 6:15 pm MST, 5:15 pm PST

## 2. ATTENDANCE/NOTICES

a) 29 schools/organizations represented.

Abbotsford-Abbotsford Christian School	Listowel-Listowel Christian School
Ancaster-Vocate Christian School Employees Assoc.	London-London Christian High
Aylmer-Immanuel Christian School	Maple Ridge -Maple Ridge Christian School
Bowmanville-Knox Christian School	Milton-Milton Christian School
Chatham-Chatham Christian School	Nanaimo -Nanaimo Christian School
Cobourg-Northumberland Christian School	Oakville-John Knox Christian School
Duncan-Duncan Christian School	Oakville-King's Christian Collegiate
Edmonton-The Prairie Centre For Christian Education	Oakville-Oakville Christian School
Hamilton-Calvin Christian Schools	Owen Sound-Timothy Christian School
Hamilton-Christian School Foundation	Peterborough-Rhema Christian School
Lacombe-Central Alberta Christian High School	Ponoka-Ponoka Christian School
Lacombe-Lacombe Christian School	Prince George -Cedars Christian School
Langley-Christian Educators of British Columbia	Sarnia-Sarnia Christian School
Langley-Society of Christian Schools in British Columbia	Smithville-Smithville Christian High School
Lethbridge-The Society For Christian Education in Southern Alberta	

- b) The Chair, noting that all the members entitled to attend and vote at general meetings of the Society were present at this Meeting, declaring a quorum of members present.
- c) The Chair advised the Meeting that the notice calling this Meeting and the other requisite material had been mailed to all members entitled to attend at this Meeting, and an Agenda of the Meeting had been circulated to those members.
- d) The Chair then declared the Meeting properly constituted for the transaction of business and called the Meeting to order.

## 3. RESOLUTION #1: DIRECTORS REPORT OF ACTIVITIES AND ACTIONS

- a) 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. Moved by Duncan Christian School, Duncan, seconded by Sarnia Christian School, Sarnia ... APPROVED.

## 4. RESOLUTION #2: ELECTION OF DIRECTORS

- a) MOTION: THAT Gayle Monsma be, and is hereby elected to the CEBS Society Board of Directors for a first term of three years. Moved by Smithville Christian High School, Smithville, seconded by Vocate Christian School Employees Association, Ancaster ... APPROVED.

## 5. PRESENTATION OF FINANCIAL STATEMENTS

- a) 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.





## 6. RESOLUTION #3: WAIVING THE APPOINTMENT OF AUDITOR

- a) MOTION: THAT the appointment of an auditor of the Society be and it is hereby waived effective for the current fiscal period (2022-2023) of the Society. Moved by Abbotsford Christian School, Abbotsford, seconded by Maple Ridge Christian School, Maple Ridge ... APPROVED.

## 7. RESOLUTION #4: ADJOURNMENT

- a) MOTION: THAT the 1st CEBS Society Annual General Meeting of the membership be, and is hereby adjourned. Moved by Smithville Christian High School, Smithville, seconded by Vocate Christian School Employees Association, Ancaster ... APPROVED.
- b) The meeting was adjourned at 8:40 pm EST, 6:40 pm MST, 5:40 pm PST.

# MEET THE NOMINEE



### KEVIN TEBRAKE

Kevin is the Director of Planned Gifts & Investments at the Christian School Foundation (Canada) Inc. The Foundation serves Christian schools and donors across Canada providing bursaries and resources, together expanding the influence of Christ in our culture. Kevin has a passion for Christian education and stewardship, and enjoys sharing his passion with people. He is continually amazed at how God uses many faithful people to build His kingdom through Christian education.

Kevin was educated in elementary and secondary Christian schools, and began his post-secondary education at Redeemer University (Ancaster, ON), and graduated from McMaster University (Hamilton, ON) with an Honours Bachelor of Commerce. He obtained his CMA (Certified Management Accountant) designation and worked in public accounting for 14 years in rural southern Ontario—most of those years as a partner in the family accounting firm. Kevin returned to school, attending both Calvin Theological Seminary (Grand Rapids, MI) and graduating from McMaster Divinity College (Hamilton, ON) with a Masters of Divinity. He was called into full-time parish ministry for 15 years, serving Christian Reformed churches in Kingston, ON and Exeter, ON. During that time, he served on several boards including 9 years as a trustee for the Christian Reformed Church Ministers' Pension Fund.

Kevin enjoys reading action filled books and watching action filled movies. He loves cooking, and at times uses his skills for fundraising and community events. Kevin currently lives in Exeter. He has been married to Mechele for over 30 years, and enjoys spending time and playing cards with their 4 children and their partners and finding much humour in their 2 joy-filled grand-daughters.



# CEBS SOCIETY FINANCIAL STATEMENTS

AUGUST 31, 2023

	2022-2023 Budget	2022-2023 Actual	2023-2024 Budget
<b>REVENUE</b>			
Membership Fees	51,000 <sup>1</sup>	51,375	51,750
Grants	-	-	-
<b>TOTAL REVENUE</b>	<b>51,000</b>	<b>51,625</b>	<b>51,750</b>
<b>EXPENDITURES</b>			
Personnel	9,750	9,750	9,750
Office Expenses	2,000	122	1,000
Marketing & Communications	5,000	2,432	2,000
Board			
Board Expenses	5,000	3,296	5,000
Board Development	7,500	-	7,500
Audit & Legal			
Accounting	5,000	5,280	5,000
Legal fees	3,000	1,231	3,000
Insurance	1,300	1,117	7,000 <sup>3</sup>
Contingency	10,000 <sup>4</sup>	-	10,000
Bank Charges	120	87	120
<b>TOTAL EXPENDITURES</b>	<b>48,670</b>	<b>23,315</b>	<b>50,370</b>
<b>EXCESS/(DEFICIENCY) OF REVENUE OVER EXPENDITURES</b>	<b>2,330</b>	<b>28,060</b>	<b>1,380</b>

## NOTES

<sup>2</sup>An 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. The agreement include paying back any unused funds. A sum of \$22,176 (CAD) was repaid to CSI in March 2023.

<sup>1</sup>CEBS Society Membership fees are invoiced at \$250 per plan in which an organization participates.

<sup>3</sup>The CEBS Society board with the help of CEEB, is looking to purchase Directors and Officers insurance. The cost of this insurance is still under negotiations.

<sup>4</sup>Due 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.



# CEBS SOCIETY BALANCE SHEET

AS OF AUGUST 31, 2023

	31-Aug-23	31-Aug-22
<b>ASSETS</b>		
Current Assets		
Cash and Bank	82,362	83,351
Account Receivable	-	250 <sup>1</sup>
Prepaid expenses	198 <sup>2</sup>	-
<b>Total Assets</b>	<b>82,560</b>	<b>83,601</b>
<b>LIABILITY</b>		
Current Liability		
Accounts Payable and Accrued Liabilities	4,500 <sup>3</sup>	11,425
Repayable to CSI	-	22,176 <sup>4</sup>
<b>Total Liability</b>	<b>4,500</b>	<b>33,601</b>
<b>FUND BALANCES</b>		
Fund Balance	78,060	50,000
<b>TOTAL EQUITY &amp; LIABILITY</b>	<b>82,560</b>	<b>83,601</b>

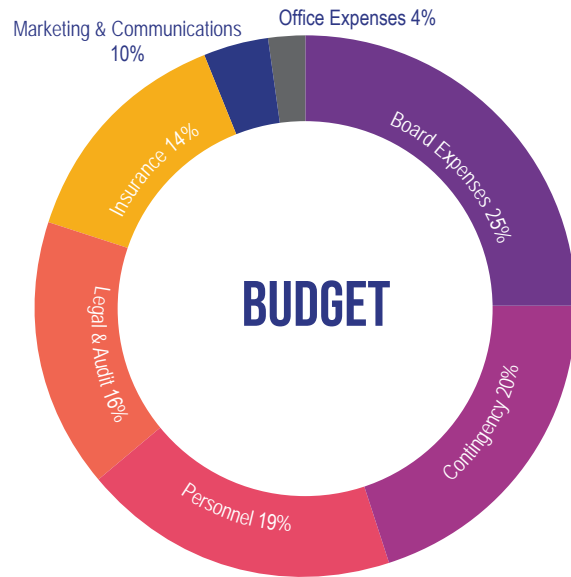
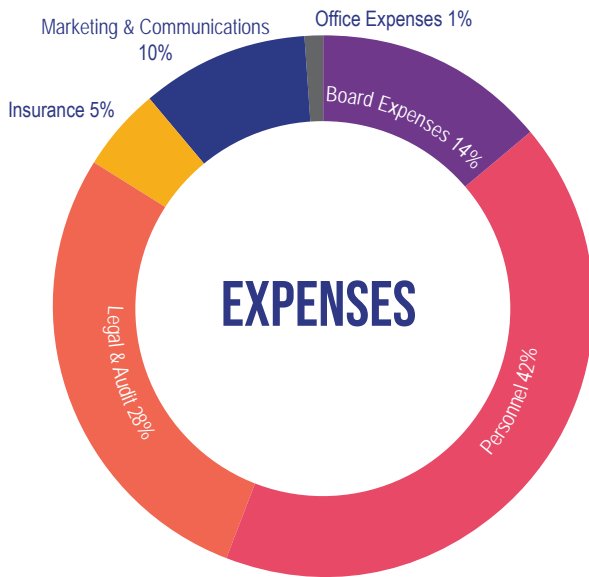
## NOTES

<sup>1</sup> Outstanding membership fees which were paid with 2022-2023 fees.

<sup>2</sup> Insurance premium for 2023-2024 prepaid in August 2023.

<sup>3</sup> Accrued for the audit fees for 2022-2023.

<sup>4</sup> Initial Grant from Christian Schools International to cover costs for the first two years, with agreement to repay some of the grant back to CSI. Repaid April 24, 2023.



● Personnel ● Office Expenses  
 ● Marketing & Communications ● Board Expenses  
 ● Legal & Audit ● Insurance ● Contingency

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# Stronger Together • Benefits for Life

2022/2023 Board of Trustees Report for the  
Christian Education Health and Pension Plan



**Christian  
Education**

BENEFIT SOLUTIONS



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## The CEB Solutions Trustees are proud to present our 2022/2023 annual report.

The CEB Solutions Trustees are proud to present our 2022/23 annual report. We thank you for your membership in our Plan and for allowing us to serve you. This annual report summarizes the performance of the CEB Solutions Health and Pension Plan during 2022/23, and gives you information about the people who oversee and manage your Plan. Questions can be addressed to our Christian Education Employee Benefits (CEEB) Team by calling 877.274.879 ext. 225 or emailing [jonathan.bilodeau@cebteam.org](mailto:jonathan.bilodeau@cebteam.org).

To reduce printing costs and paper waste, this publication is distributed as an electronic document through the CEB Solutions and CEBS Society websites at [www.christianeducationbenefitsolutions.org](http://www.christianeducationbenefitsolutions.org) and [cebssociety.org](http://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, 2023.

Throughout this report, you will read many statistics and numbers that all demonstrate one story: together, we are stronger than ever.

As Chair of the Board of Trustees, these numbers demonstrate a commitment to excellence in caring for valued Christian education employees so that Christian education in Canada can flourish. As a plan participant, I am grateful for the diligence of my fellow Trustees and the care and skill with which our CEEB Team serves member schools and their staff.

Our Board is composed of seasoned educators, accomplished banking executives, and visionary business leaders. Many of us also actively participate in the Plans we oversee, giving us a unique appreciation for the strength of these Plans. Each Trustee shares a profound commitment to nurturing the growth of Christian education in Canada, both now and for generations to come.

The CEB Solutions Trustees work with diligence on your behalf. This year's Trustee professional development includes learning Advanced Trust Management Standards and participating in the Mercer Global Investment Forum and Annual Canadian Employee Benefits Conference.

In May, the Trustees appointed a new Canada Managing Director, Jonathan Bilodeau. Jonathan is a proven servant leader, experienced senior manager, and proficient alliance builder with a focus on strategic excellence and operational success. With his extensive finance, human resources, and communications knowledge, he is well-equipped to lead our Canadian operations to new heights.

The Trustees' decision to bring in a dedicated leader for Canada is a significant move to strengthen the Canadian Plans while reinforcing our commitment to identifying opportunities for Plan growth in Canada.

Jonathan is the primary manager of our Plans within the Canadian educational community, serves the Trustees, and works hand in hand with the US Managing Director to provide leadership for the CEEB Team. We are encouraged by his enthusiasm in igniting interest among potential members and participants across the country.

It is my privilege to serve you alongside my fellow Trustees, our Canada Managing Director, and our Society board. As we work together, Christian education staff are supported in their mission to help children grow in wisdom and knowledge, and it becomes clear that these plans truly offer lifelong benefits.

In gratitude,



A handwritten signature in black ink that reads "P. Buisman". The signature is fluid and cursive, written over a light grey background.

**Peter Buisman**

Board Chair, CEB Solutions Board of Trustees

# Canada Managing Director Report

It is my distinct privilege to have been appointed as the first Canada Managing Director of the CEB Solutions' Plans.

Within my first nine months in this role, I have visited schools across Canada and engaged with hundreds of educational leaders at nationwide conferences. These interactions have been invaluable in understanding our stakeholders unique needs and aspirations.

Identifying the strength of these Plans and opportunities for growth has been encouraging. Today, our plans serve over 100 schools and over 6,000 participants in Canada. In the spirit of growth, we have successfully welcomed seven new schools into our pension plan and six new schools into our health plan. In 2022/2023, the Christian Education Health Plan paid over \$14 million in claims. In 2022/2023 the Christian Education Pension Plan paid out pension benefits of \$20 million. Despite the challenges posed by today's financial market conditions, the Christian Education Pension Plan continues to maintain a strong funding level.

We also maintained all core benefit offerings, ensuring comprehensive coverage for our participants.

## Expanding Our Reach

In the 2022/2023 fiscal year, our primary emphasis has been executing our growth-oriented strategic plan. This involved sustained collaboration with a select group of top-tier advisors, including actuaries, investment advisors, insurance consultants, money managers, and legal counsel from top Canadian firms to ensure that your plans are strong today and strong for the future.

Ensuring a user-friendly experience for our plan participants is one of our top priorities. That is why our team undertook a significant website project

to revamp our online presence, creating a more accessible Resource Center for our participants, and administrators. We also implemented a new Customer Relationship Management system to enhance our internal operations.

As we move forward, we focus on expanding our efforts to attract more schools to our plans. The benefits of increased participation are many, as they help us keep costs low, maintain stable benefits, and strengthen Christian educators nationwide. Together, we are better equipped to address today's evolving challenges and secure a prosperous retirement for all.

In conclusion, I want to express my deep gratitude to our members, the dedicated staff at CEB Solutions, and our trusted partners who continue to make our mission possible. As we work collaboratively, our collective efforts serve to fortify Christian education in Canada, ensuring educators have the support they need to thrive and make a lasting impact on future generations.

Sincerely,



A handwritten signature in black ink, appearing to read "Jonathan Bilodeau". The signature is written in a cursive style and is positioned to the right of the portrait.

**Jonathan Bilodeau**  
Canada Managing Director

# Governance

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, participate in ongoing training, have intensive quarterly working board meetings, and work with many advisors and partners.

A Pension Fund of over \$465 million is carefully managed by the Trustees in collaboration with a 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 ten years, Peter taught at Toronto District Christian 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 three years. Previously, he taught at Surrey Christian School (nine years) and was an Administrator and Teacher at Langley Christian School for 17 years.



**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.



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

Marianne is a retired Christian school administrator having served in Christian schools for 40 years. After two years of working with Christian school leaders at Edvance as Director of Leadership, she now supports the cause by serving as a leadership coach.



**Sandra Kolarcik, BBA, CPA Surrey, BC**

Sandra is a Chartered Professional Accountant, currently serving as the Chief Financial Officer of Elim Village in BC. She was the Director of Finance at Surrey Christian School and contracted CPA for various companies. Sandra has enjoyed volunteering and serving on various Boards and Committees.



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

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



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

Marv has over 25 years of experience serving on local Christian school Boards and committees. He is currently active on three Boards and Committees related to Christian education. He spent 30 years with Trojan Technologies, a global water treatment company, including 15 years as President until his retirement in 2018. Marv served for eight years internationally with World Renew. He is also involved in three water-related Boards and Committees, two of which address infrastructure challenges in First Nations communities across Canada.



**Keith Oosthoek Kitchener, ON**

Keith retired as a senior executive with the Royal Bank of Canada, where he worked 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 several boards for various agencies and committees in the Christian Reformed Church. He also volunteers to teach financial literacy in schools with Junior Achievement.



# 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.**

## MISSION

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

Christian Education Benefit Solutions (CEB Solutions) provides health and pension solutions 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 their staff's retirement and healthcare needs.

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

### **6000 Participants and Growing**

Building on the strategic priorities as set forth by the CEB Solutions Trustee Board, CEB Solutions' mandate for 2022 - 2027 is to maintain the strength of the Plans and support current participating schools with excellence. We will also strengthen the Plans and Christian education in Canada by adding new schools to the Plans and growing participation in the Plans.

Our Stronger Together - Benefits for Life marketing campaign will highlight the strength of Christian educational organizations working together and how increased participation strengthens the Plans and helps Christian education thrive in Canada.

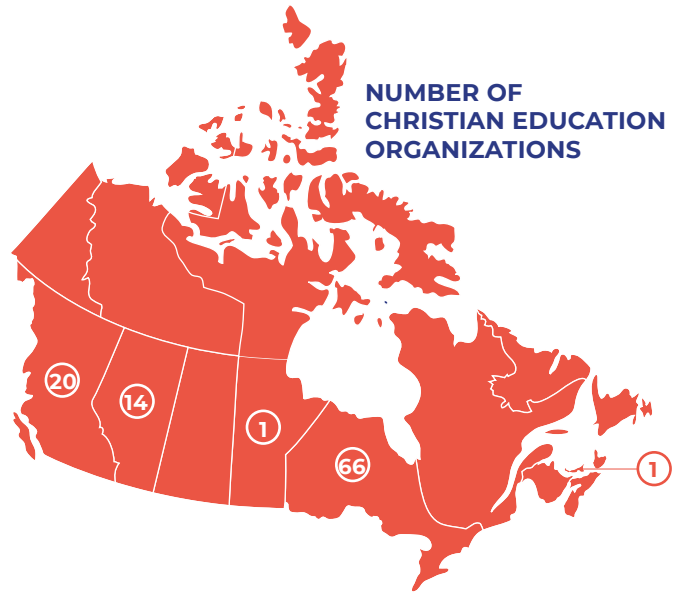
Over the next five years, we aim to grow our market share through strategic marketing outreach.

Our managing director, marketing partner, trustee board, and CEEB team will work together to build a wide sector awareness of CEB Solutions, cultivate new leads, and onboard new schools.

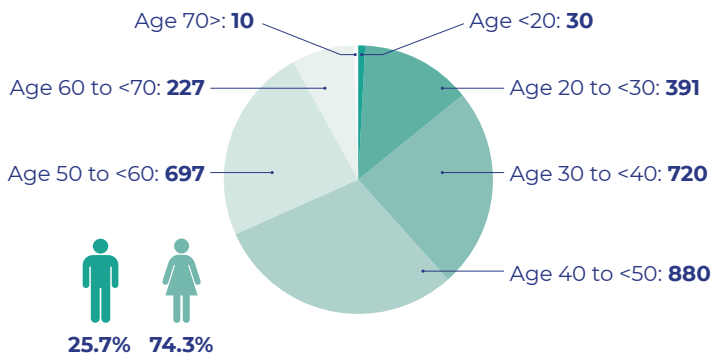
Our excellent customer service, deep sector understanding, competitive pricing, and flexible offerings position us to meet this growth target.

# 2022/2023 Health Plan Highlights

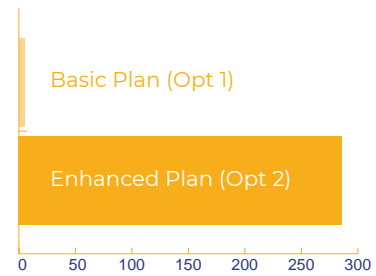
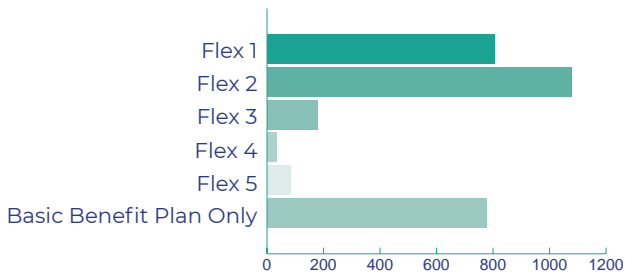
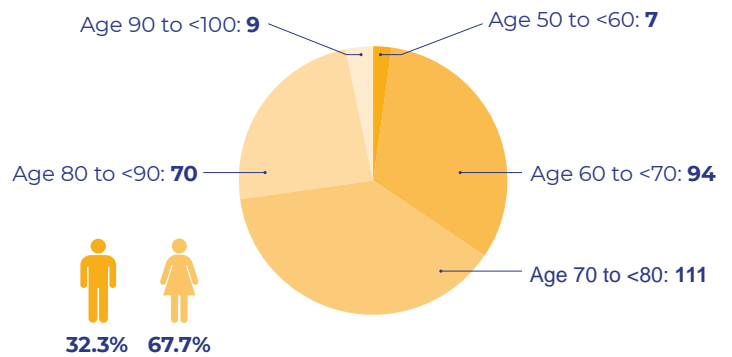
The Christian Education Health Plan is curated to specifically meet the healthcare needs of Christian educational organization staff. Our Plan includes comprehensive benefit offerings that are flexible, cost-effective, and can be customized to each organization's unique needs.



## ACTIVE PARTICIPANTS



## RETIRED PARTICIPANTS



## BENEFITS RECEIVED BY OUR MEMBERS FOR THE PLAN YEAR ENDING AUGUST 31, 2023

August 31 2023	August 31 2022	August 31 2021	August 31 2020	August 31 2019	August 31 2018	August 31 2017
\$14,096,466	\$12,804,613	\$11,880,071	\$10,593,653	\$9,575,510	\$8,740,558	\$7,919,710

## FUND EQUITY

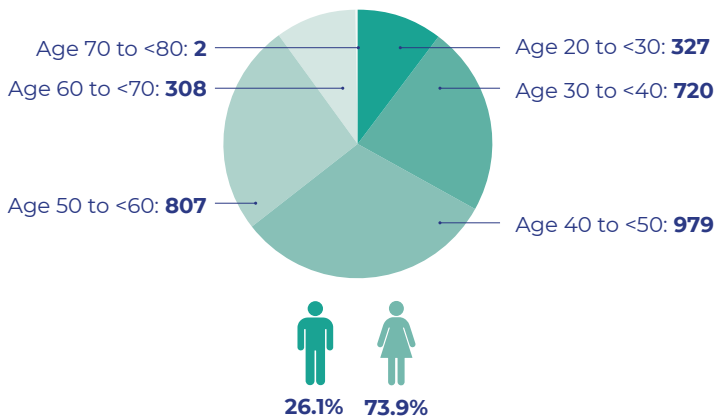
August 31 2023	August 31 2022	August 31 2021	August 31 2020	August 31 2019	August 31 2018	August 31 2017
\$4,114,565	\$4,681,070	\$5,608,83	\$5,146,248	\$4,474,838	\$4,446,900	\$4,113,733

# 2022/2023 Pension Plan Highlights

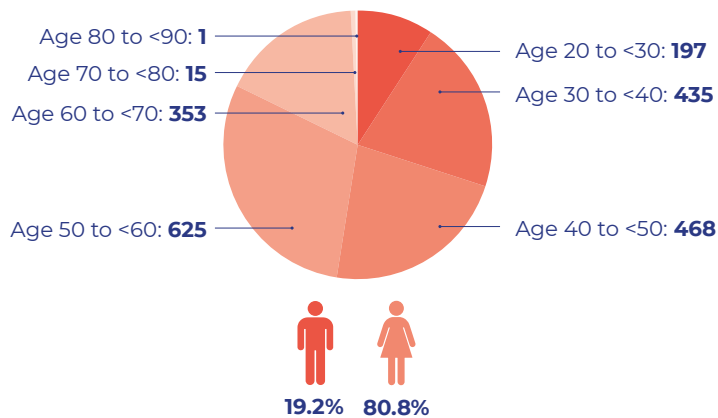
The Christian Education Pension Plan is a Target Benefit Plan, providing a pension benefit for life. Unlike an individual plan, the investment risk of the Christian Education Pension Plan is shared by a collective group of over 100 Canadian Christian schools and organizations, as well as thousands of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



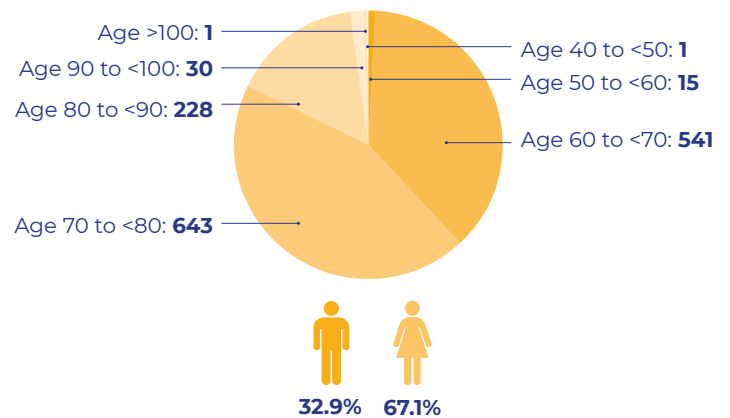
## ACTIVE PARTICIPANTS



## INACTIVE PARTICIPANTS



## RETIRED PARTICIPANTS



Year	31-Aug-23	31-Aug-22	31-Aug-21	31-Aug-20	31-Aug-19	31-Aug-18
<b>Funding Ratio</b>	95%	93%	104%	93%	90%	94%
<b>Total School Contributions</b>	29,654,279	27,727,612	26,266,218	24,347,458	22,933,159	20,728,241
<b>Retiree Benefit Payments</b>	19,962,524	18,728,527	17,678,511	16,477,055	15,732,640	14,586,736
<b>Market Value of Assets</b>	465,691,520	434,805,844	520,358,809	447,071,538	397,347,586	373,781,249

# Payroll Services

Group payroll services are provided by our partner of over 10 years, Automatic Data Processing (ADP). For participating schools 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, since the ADP platform is based online, 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



# Christian Education Employee Benefits Team



Our Christian Education Employee Benefits Team is made up of dedicated professionals who are 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.



**In the 2022-2023 Plan year, our Health Plan processed**

**107,000 health claims**

# What Our Schools Say

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Our school is excited to join the Christian Education Pension Plan this year. We joined the pension plan 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.

**Minyoung Park**  
**Finance/Bookkeeper, Lighthouse Christian Academy**  
**Victoria, BC**



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

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