



CANADIAN PENSION & BENEFITS INSTITUTE

# Annual Report 2011







The Canadian Pension & Benefits Institute

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Education and Networking

in the Pension, Benefits and Investment Industry

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# About CPBI

## Mission

To provide CPBI members with the opportunity to participate in high-quality, cost-effective education and networking events that focus on the exchange of information and the analysis of the best practices related to pensions, employee benefits and investments, at the national and regional levels across Canada.

## Vision

The CPBI will strive for a strong brand image and to be a well-run organization with unity of purpose, connectivity to its members and a plethora of quality programs and services.

## Values

In its governance and programs, the CPBI adheres to the following values:

- o Innovation and quality service to members
- o Creativity in networking
- o Results-oriented teamwork
- o Accountability and integrity

## Strategic Goals 2011-2014

- 1- Improve our national & local brand recognition within the pension, employee benefit and institutional investment industry
- 2- Increase sponsorship revenues
- 3- Increase event participation
- 4- Grow membership and increase retention
- 5- Be recognized for being a professionally managed national organization providing services to support regional operations

## Message from the Chair of the Board of Directors



Association revenues are rarely recession-proof. So with this update, it's appropriate to recognize the support of CPBI that Canada's benefit and pension industry professionals continue to demonstrate. I think it says a lot about our business that throughout this lengthy downturn, CPBI has thrived. I hope you'll agree that it also says something about the value CPBI provides, and will continue to provide its stakeholders in the years to come.

My note to you last year highlighted three areas of focus for the organization: membership growth, sponsorship revenue growth and improvements to the services our national team provides CPBI's Regional Councils. We've made progress on all three priorities.

First, CPBI membership has reached a seven-year high. We're up 13.8% over last year. Our reports show that the introduction of a new category of organization-wide plan sponsor memberships made a significant difference. These allow employers to join us, and grant CPBI membership privileges to all employees that have direct plan management responsibilities. We need to continue to find ways to attract plan sponsors to CPBI with a solid value proposition. This has proven to be a big step in the right direction.

Sponsorship revenues generated by national events are up marginally relative to last year. Given the continued focus on expense management among suppliers in our industry, this is not a bad result. Our regional results had not yet come in at press time, but reports from across the country suggest a similarly modest uptick in revenues.

Over at the National Office, I've never been prouder of the CPBI staff. Peter Casquinha's leadership continues to impress my fellow Board Members and me. And his team is working hard on improving the services we provide our regional partners and building the CPBI brand.

The CPBI brand is something you'll be hearing a lot more from us about in the coming months. We've begun work on a national marketing plan that will guide decision-making and drive results on the strategic goals we've laid out for the next three years. This will provide a level of coordinated market development support for the Regions that I think has been lacking in the past.

If there has been one constant since I joined the National Board seven years ago, it has been this: How can we grow? How can we increase CPBI membership? How can we earn greater sponsorship revenues, and plug those funds back into more and greater membership services? How can we attract larger numbers of industry professionals to our events, and then engage them in ways that makes them want to join us?

Growth has been our one constant focus. Everything we've done as a Board has been in the interest of lengthening CPBI's reach. Now, three years into an unrelenting economic downturn and at the close of my two-year term as chairman, I'm struck by the extraordinary effort this has required by all those involved.

To the staff of CPBI, to my friends on the National Board and in the Regions across the country, my sincere thanks. I can honestly say that I'm more optimistic about our association today as I was when I first joined the Ontario Regional Council back in 1999. You've all contributed to that. I hope you share my excitement about what comes next.

Sincerely,

Kevin Press  
Chairman, CPBI Board of Directors

## Message from the Chief Executive Officer



I wish to formally thank the many volunteers on the eight Regional Councils and their various committees that were responsible for the organization and delivery of the numerous activities that benefited our industry this past year. As we bring both our fiscal and programming year to a close, I look back on the many successful events organized across the country which allowed both our members as well as non-members to come together to learn and network.

I know that the almost two thousands delegates that attended FORUM 2011 in Vancouver this past May, the CPBI Regional Conferences in Banff, Regina, Niagara on the Lake and La Malbaie last Fall greatly appreciated the hard work that their colleagues put into the organization of these events and they greatly benefited from attending these premier industry activities.

As you peruse this year's Annual Report, take a moment to look at The Year in Numbers pages. In addition to CPBI Conferences, the thousands that attended the many other regional activities was impressive. I mentioned in my message last year that one of my aims was to gain greater visibility for the Institute in order to attract more members as well as to increase awareness of the services and products that are available to our members. As you will see, our membership numbers are on the increase. This past year, CPBI involved itself with various external groups in order to generate more awareness for the Institute and to bring new benefits to its membership. The Institute gained greater visibility by being a sponsor of the annual Benefits Canada National Awards Program as well as sponsoring inserts in both the National Post and the Globe & Mail as well as other publications such as LExpert. CPBI also established a link to CEBS in order that interested CPBI members receive certain advantages.

I would like to take this opportunity to recognize the various officers of CPBI across Canada whom I had the pleasure of working with this past year. To those that are stepping down, I sincerely hope that we will have the opportunity to work together in the future. For all those that are taking on new responsibilities or staying on in your current positions, I look forward to an exciting year. Myself and the staff at National Office are here to assist you.

I would be remiss if I didn't thank the FORUM 2011 programming committee - Burk Humphrey, Kevin Press, Peter Buntain, Gretchen Van Riesen and Normand Vachon who, besides their contribution as CPBI National Board members, also took on the additional responsibility of putting together an exciting national and international list of speakers that were greatly appreciated by all who gathered in Vancouver this year.

And to all of this year's CPBI Volunteer Award winners, congratulations. Your commitment and contributions to the industry are greatly appreciated.

Finally, it should be mentioned that CPBI has completed another fiscal year in a healthy financial position. This is largely due to the contribution of our many members who volunteered many hours of their busy schedules, our sponsors and to the stewardship of our Board of Directors who have been instrumental in pushing the organization forward. This will certainly allow us, this coming year, to move forward with approved development in IT as well as new educational activities for our members.

I look forward to seeing you in Montreal at FORUM 2012 which will take place at Le Centre Sheraton Montreal Hotel from May 16<sup>th</sup> to the 18<sup>th</sup>. Mark your calendars, it promises to be quite an event!

Sincerely,

Peter G. Casquinha  
Chief Executive Officer, CPBI



# CPBI Board of Directors



**Kevin Press**  
Chairperson



**Peter Buntain**  
Vice-Chairperson / Secretary and Atlantic Delegate



**Burk Humphrey**  
Past-Chairperson



**Gretchen Van Riesen**  
Director at large



**Normand Vachon**  
Quebec Region



**Kim Siddall**  
Manitoba Region



**Larry Findlay**  
Alberta Regions



**Jordan Fremont**  
Ontario Region



**Bob Wilhelms**  
Saskatchewan Region



**Cheryl Neighbour**  
Pacific Region

**Peter Casquinha**  
Chief Executive Officer, Ex-officio member

## CPBI Board Committees

### Finance & Audit Committee

Cheryl Neighbour, Chair  
Normand Vachon  
Jordan Fremont  
Larry Findlay

### Governance Committee

Gretchen Van Riesen, Chair  
Kevin Press  
Burk Humphrey  
Bob Wilhelms

### Nominating Committee

Burk Humphrey, Chair  
Kevin Press  
Peter Buntain

### Membership Committee

Jordan Fremont, Chair  
Normand Vachon  
Bob Wilhelms

### Human Resources Committee

Kevin Press, Chair  
Peter Buntain  
Cheryl Neighbour

### Program Committee

Kim Siddall, Chair  
Gretchen Van Riesen  
Bob Wilhelms



# CPBI Regional Councils

## CPBI Atlantic

**Kevin Higgins**  
Chairperson

**Dale Weldon**  
Vice-Chairperson

**David Tutty**  
Past Chairperson

**Kevin Higgins**  
Secretary / Treasurer

### Council members

Ross Arsenault  
Don Ash  
Level Chan  
Nancy-Beth Foran  
Ron Gathercole  
Laurann Hanson  
David Harding  
Carolyn MacDonald  
Jeff Turnbull

**National Board Representative**  
Peter Buntain

**Regional Administrator**  
Maria Hayes

## CPBI Quebec

**Brigitte Gascon**  
Chairperson

**Dominic Vallée**  
**Sophie Cournoyer**  
Vice-Chairperson

**Martin Cyrenne**  
Secretary

**Jacques Fontaine**  
Treasurer

### Council members

Cyril Bendahan  
Michèle Bernier  
Marthe Cloutier  
Stéphane Corriveau  
Patrick DeRoy  
Josée Dumoulin  
Gilles P. Grenier  
Nathalie Jutras  
Patrick Lamontagne  
Cédric Pouliot  
Alain Sanche  
Francis Veilleux  
Frédéric Venne

**National Board Representative**  
Normand Vachon

**Regional Administrator**  
Michel Blanchette

## CPBI Ontario

**Michael Worb**  
Chairperson

**Susan Slattery**  
Vice-Chairperson

**Sonia Mak**  
Past Chairperson

**Duane Green**  
Secretary / Treasurer

### Council members

Ian Allen  
Wendy Anderson  
Diane Gee  
Louise Greig  
Carmen Hogan  
Joe Hornyak  
Yves Lacroix  
Martin Leclair  
Anita Lieberman  
Michelle Loder  
Julie Seewald  
Joyce Stephenson  
Garth Thomas  
Michael Thomas  
Scott Warner  
Brian White  
Kevin Willis

**National Board Representative**  
Jordan Fremont

**Regional Administrator**  
Jackie Ablett

## CPBI Manitoba

**David Tompkins**  
Chairperson

**Robert Ripley**  
Treasurer

### Council members

David Ablett  
Jo-Ann Day  
David Devine  
Gale Feindel  
Allan F. Foran  
Leslie Hambleton  
Joey Harris  
Linda Kubinec  
Mike Lipinski  
Patti Malbasa  
Lori Mark  
Ralph Ramore  
Julie-Ann Ruchkall  
Ron Youngson

**National Board Representative**  
Sim Siddall

**Regional Administrator**  
Joan Turnbull

# CPBI Regional Councils

## CPBI Saskatchewan

Tracy McLean  
Chairperson

Glenda Schlosser  
Treasurer

Alana Shearer-  
Kleefeld  
Secretary

**Council members**  
Heather Fortosky  
Trina Kistner  
Narinder Kempa  
John Hallett  
Bob Hunko  
Troy Milnthorp  
Christine Taylor  
Marg Romanow  
Cathy Uhersky  
Doug Volk

**National Board  
Representative**  
Bob Wilhelms

**Regional  
Administrator**  
Karen Lovelace

## CPBI Southern Alberta

Kristin Smith  
Chairperson

Clark Dehler  
Past Chairperson

Linda Lockwood  
Treasurer

**Council members**  
Carol Clancy  
Don Forbes  
Karen Hall  
Jason Kolysher  
Ken MacDonald  
Carole McCabe  
Ron Sawatzky  
Alfred Schorath  
Steve Sproule  
Dino Trudeau  
Joanna Walewski  
Bernie Ward

**National Board  
Representative**  
Larry Findlay

**Regional  
Administrator**  
Jade Piraux

## CPBI Northern Alberta

David Schneider  
Chairperson

Sharon Vogrinetz  
Treasurer/Vice-  
Chair

Bob Thiessen  
Past Chairperson

Elaine Shannon  
Secretary

**Council members**  
Chris Archibald  
Margaret Biamonte  
Doug Gillis  
Tom O'Reilly  
Lorraine Wohland

**National Board  
Representative**  
Larry Findlay

**Regional  
Administrator**  
Shelly Petovar

## CPBI Pacific

Susan Danzer  
Chairperson

Karen Tomkins  
Past Chairperson/  
Treasurer

**Council members**  
Tom Adair  
Karen Bell  
Janine Bourque  
Fatima DiBiase  
Rick Gant  
Dave Mason  
Sinden Malinowski  
John McGrath  
Kevin Olineck  
Judy Payne  
Lionel Railton  
Paul Stephens  
Keryn Todd

**National Board  
Representative**  
Cheryl Neighbour

## **New Membership Class**

As of October 2010, the CPBI National Office launched a campaign for the new Plan Sponsors Group Membership class that was approved by the CPBI Board of Directors at its June 2010 meeting. This new class of CPBI Membership provides plan sponsors with the flexibility of transferring a membership from one employee to another while benefiting from a reduced member rate, thus allowing them to reduce their training costs. Plan sponsors have 3 tiers to choose from; Tier 1) for a group of 10 memberships and less; Tier 2) for a group of 20 memberships and less; Tier 3) for a group of more than 20 memberships. All three Tiers include complimentary registrations to the CPBI FORUM. The Plan Sponsors Group Membership was well received and over 500 new plan sponsor members joined CPBI.

## **Job Posting Email Alerts**

By October 2010, CPBI introduced a new feature to its Job Posting service, the job alerts. Since then, not only are job postings visible on the CPBI website for all visitors to see and to access, but once a new job is posted on the website, an email with the job information is sent to all CPBI members alerting them that a new position has been posted on the CPBI website. With this new feature, CPBI has improved its Job Posting service and increased substantially its Job Posting annual revenue.

## **CPBI Chairman Recognized**

On November 10, 2010 at the fourth annual Benefits Canada Awards, CPBI Chairman, Kevin Press received «the Benefits Canada Volunteer award» for his dedication and leadership in voluntary endeavours in the pension industry. CPBI was present as a sponsor of this evening and Peter Casquinha, CEO, presented the award to Mr. Press.



## **CPBI in the Media**

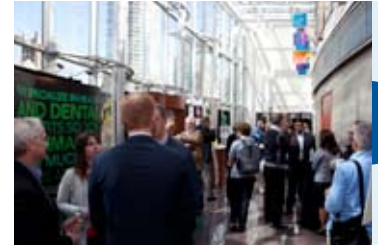
Throughout the Fall of 2010, CPBI was profiled in three major publications. The first was the Lexpert's special pension and benefits insert which appeared in the October 2010 Report on Business magazine in the Globe and Mail. The second is a special report on the current Canadian pension and benefits landscape; this report was distributed as part of the November 9<sup>th</sup> issue of the Globe and Mail. The third was a full section on group benefits that appeared in the National Post November 23<sup>rd</sup> issue, the section also included articles by CPBI members.

## **Board of Directors - Addition of a Second Director At Large**

During the 2010 CPBI AGM, the CPBI Members approved an amendment of the By-laws by adding a second director at large to the CPBI Board of Directors. As per the new By-Laws, the CPBI Board of Directors shall be composed of the Chairperson, the Immediate Past Chairperson, one individual appointed by each of the Regional Councils of the Institute with a maximum of one representative by province (the "Regional Directors") and two further individuals to be called "Directors at large". The additional director at large will be elected at the 2011 AGM.

## **National FORUM**

Under the theme «The Next Wave», the 2011 National CPBI FORUM took place in Vancouver from May 18<sup>th</sup> to the 20<sup>th</sup>, at the Sheraton Centre Hotel, over 400 delegates participated in this year's event. The FORUM



program featured national and international experts and several networking opportunities. General sessions featured speakers such as David Chilton, author of the *Wealthy Barber*, Timothy Lane, deputy governor of the Bank of Canada, Paul Kedrosky, author of « *Infectious Greed* » and the author of « *Future Babble* », Dan Gardner. Delegates enjoyed a beach party dinner at the hotel and a night out at the Vancouver Aquarium. Networking activities included a golf day at Furry Creek golf course, one of the most beautifully landscaped playgrounds in the British Columbia and a two-day exhibition where industry providers were present to share information with the delegates.

### **CPBI National Education Certificate**

By the end of the 2010-2011 programming year and for the first time, the CPBI National Office presented the CPBI National Education Certificate for those CPBI Members who completed a minimum of 6 hours of learning sessions in one of the three areas; pension; benefits and investment. The CPBI National Certificate recognizes members' commitment to learning and adds value to the CPBI Membership; it was introduced by the Membership Committee and was approved by the CPBI Board of Directors at its June 2010 meeting.

### **Partnership with Like Minded Organizations**

CPBI and Humber College have formed a formal partnership in facilitating the offering of the Pension Plan Administrator Certificate (PPAC) program. CPBI members receive preferential rates for the program. Upon successful completion of the program, CPBI members will receive a co-branded diploma Humber College-CPBI. CPBI has also partnered with the Certified Employee Benefit Specialist (CEBS) program thus allowing CPBI members to benefit from preferred exam rates. In addition, all CPBI members who are new CEBS students will be given a free CEBS registration when they apply for a CEBS exam.

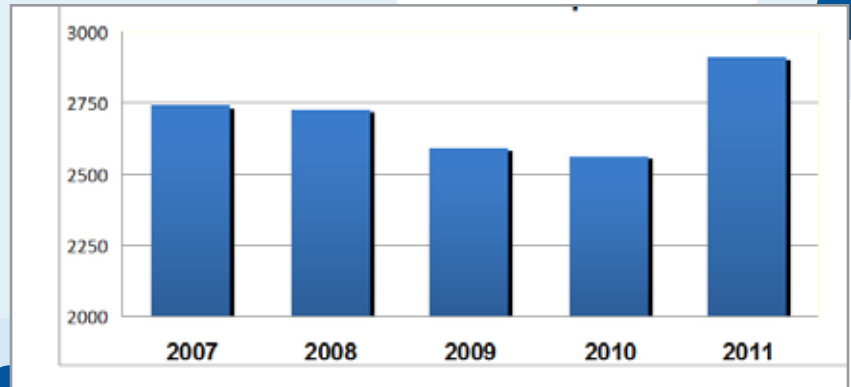
### **Board meetings**

During the 2011 fiscal year, the CPBI Board of Directors met at the following dates

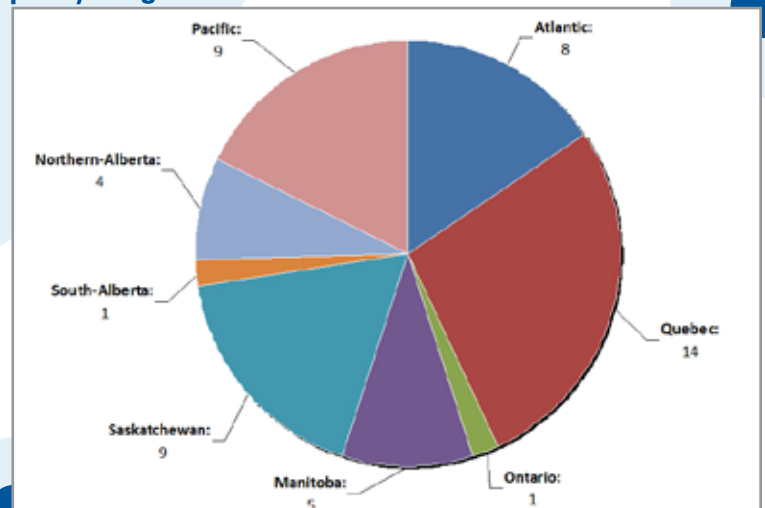
<b>DATE</b>	<b>MEETING</b>	<b>LOCATION</b>
October 2, 2010	Board Meeting	Toronto
October 3, 2010	Strategy Day	Toronto
December 4, 2010	Board Meeting	Montreal
March 5, 2011	Board Meeting	Montreal
March 6, 2011	Board and Regional Chairs Joint Meeting	Montreal
May 17, 2011	Board Meeting	Vancouver

# The Year In Numbers 1/2

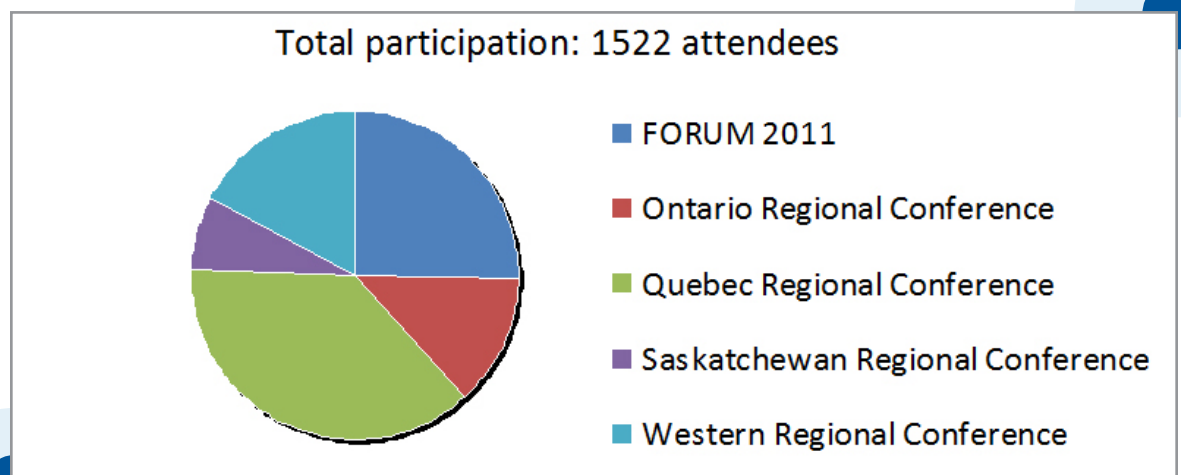
## CPBI Membership in the Past Five Years



## Number of Plan Sponsors Group Memberships by Region



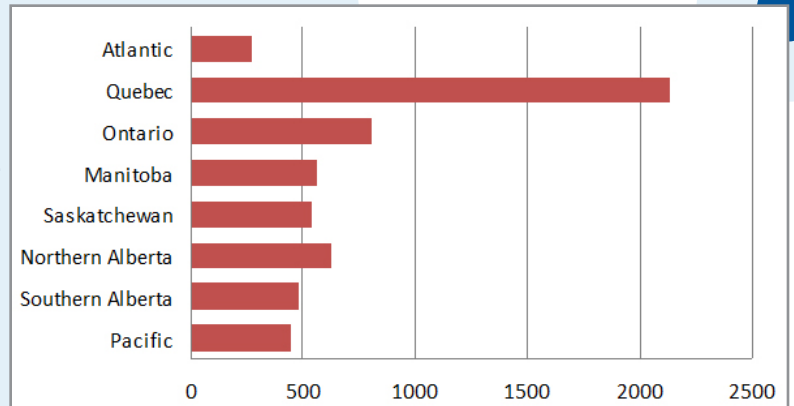
## Participation to CPBI National and Regional Conferences



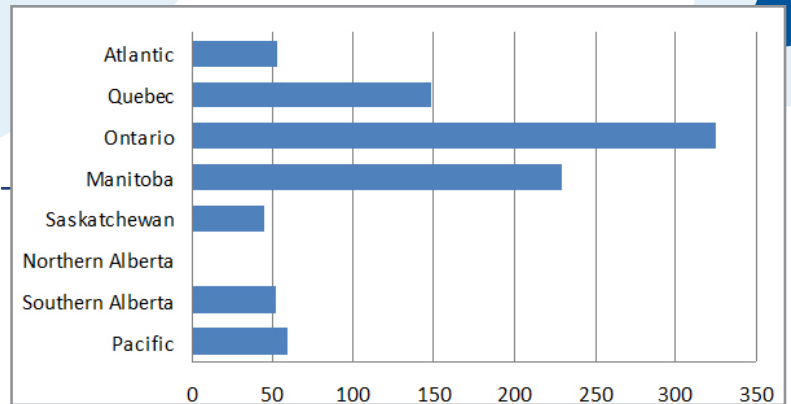
# The Year In Numbers 2/2

## Participation in Regional Events

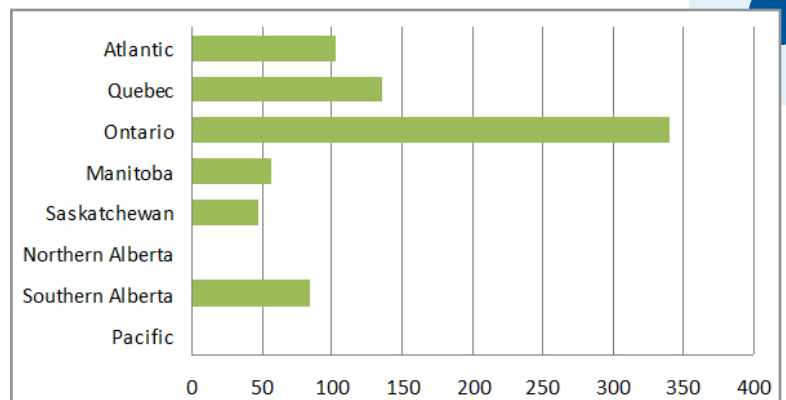
### ● Seminars



### ● Educational Courses



### ● Networking Activities



# CPBI 2011 Volunteer Awards Recipients \_\_\_\_\_ 1/3

## CELEBRATING EXCELLENCE AND COMMITMENT

### The CPBI 2011 National Volunteer of the Year Recipient Presented to Sherry Lee Gregory



On May 18, 2011 at a special ceremony organised at the CPBI FORUM 2011, the Institute's Chairperson of the Board of Directors, Kevin Press, presented the National Volunteer of the Year Award to Sherry Lee Gregory from the CPBI Atlantic Region.

CPBI Board Chair 2005-07, Sherry Lee Gregory joined CPBI over 15 years ago. An Atlantic Region Council member since 1990, Sherry Lee Gregory is Director of Relationship Management at RBC Dexia's Halifax offices. Sherry has played a role in CPBI's success nationally as well as locally for which she received the Regional Volunteer Award in 2009.

During her tenure as Board Chair, she steered CPBI during a difficult time in its history and volunteered her time freely while taking on other professional responsibilities. Under her leadership, the organization revamped its governance, and defined the regions' and national's roles and responsibilities. She helped define the role of the CPBI CEO and was part of the team that re-defined the National Conference. During the 2010 Halifax National Forum, Sherry Lee participated in the organizing committee. She also helped create and organized the first Atlantic Regional Conference.

### The CPBI 2011 Regional Volunteer of the Year Award Recipients



#### CPBI Atlantic Region

##### Derek Gerard

Principal  
Eckler Ltd.

Derek Gerard is a leading expert in pension risk management within Eckler and the pension industry and promotes pension risk management as a key element of good governance and program success.

Derek served on the CPBI Atlantic Council for 7 terms from 2003 to 2010. He provided valuable input and an actuarial world perspective to Council. He was instrumental in accessing high level speakers for a variety of sessions. Derek organized, moderated, facilitated and spoke at various events and sessions over the years including Pension Fundamentals, Investment Fundamentals and Risk Management Day. He co-chaired the 2007 Atlantic Regional Conference and served on other Regional Conference Committees, as well as participating in the organizing committee for the 2005 National Conference in Newfoundland and the 2010 FORUM held in Halifax.

His energy and ever-positive attitude were a constant and welcome addition to the Atlantic Regional Council, and the CPBI membership at large.





## **CPBI Ontario Region**

### **Brian White**

Vice President  
Aon Hewitt

Brian White is a Vice President and Head of Aon Hewitt's Toronto Investment Consulting practice. Brian joined Aon Hewitt in 2005 bringing with him over 18 years of experience in both institutional money management as well as investment consulting. Brian consults to corporations, universities, not for profit organizations and multi-employer sponsors on issues relating to investment and risk management, including asset mix policy, manager structure and selection, alternative investments and performance monitoring.

Brian is a member of the CPBI Ontario Regional Council and a frequent speaker at industry conferences and events. He holds a Bachelor of Administrative and Policy Studies from Trent University, an MBA from the Rotman School of Business at the University of Toronto and a CFA designation from the CFA Institute in Charlottesville, Virginia.



## **CPBI Manitoba Region**

### **J. David Tompkins**

Manager, Group Sales  
Manitoba Blue Cross

David Tompkins has worked in the employee benefits field for 21 years in Vancouver, Toronto, and Winnipeg. Currently, as Manager of Group Sales, Dave is responsible for the ongoing management and direction of the sales and service of group benefit plans delivered to the marketplace by Manitoba Blue Cross. Dave holds a Bachelor of Arts, (Political Science) degree from The University of British Columbia, holds a Certified Employee Benefits Specialist designation, and is a past Fellow with International Foundation of Employee Benefit Plans.

A CPBI member for over 12 years, Dave has always believed strongly in supporting both our industry as a whole and CPBI. Dave has been very active and visible throughout those years with respect to activities with the CPBI Manitoba Chapter and believes strongly that one must be involved in the industry to make it stronger and protect its integrity. Dave is passionate about CPBI and the need for our industry to have a strong, national organization. Dave has been actively involved with the Manitoba CPBI Council for 9 years holding positions of Fundamentals Chair, Program Chair, Chairperson, and Member of the National Board of Directors for CPBI. Recently, Dave reassumed the position of Chair for the Manitoba Council.



## **CPBI Saskatchewan Region**

### **Kathleen Robertson**

Member of the Board of Trustees  
Saskatchewan Healthcare Employees' Pension Plan

Kathleen Robertson is a member of the Board of Trustees of the Saskatchewan Healthcare Employees' Pension Plan and Saskatoon lawyer. Kay has been a member in good standing of the Law Society of Saskatchewan since admission to the Bar in 1974 and is currently engaged in private practice.

Kay has been a member of CPBI since 2003. She became a member of the Regional Council in 2008. Kay was a very active member of the Program and Services Committee during her two-year term working tirelessly

## CPBI 2011 Volunteer Awards Recipients 3/3

to attract quality speakers to present to the membership on relevant issues and key topics. Kay also chaired a Council subcommittee that undertook a comprehensive review of the terms of reference for Council committees and paved the way for the Governance Committee to initiate a process audit.

Kay retired from the Regional Council in May 2010, but continues to make herself available as a resource to Council.



### **CPBI Northern Alberta Region**

#### **Bob Thiessen**

Vice President, Aon Hewitt

Bob Thiessen is an actuary and vice president with Aon Hewitt in Edmonton. Bob has served on the Northern Alberta Regional Council since 2000. As a member of the Northern Alberta Regional Council, Bob has held various positions including Sponsorship Committee member (2001 to 2005), Chair (2005 to 2010) and Co-Chair (2010 to present). In addition to his formal role on Council, Bob has been a presenter at four Pension Basics series for Northern Alberta in 2000, 2003, 2007 and 2010 and a host at three Pension Basics series for Northern Alberta in 2003, 2007 and 2010. He has been a presenter (2011) and host of 12 CPBI Breakfast seminars and served as a member of the Steering Committees for the CPBI Western Regional Conference 2010 and CPBI Forum 2009. Bob is a strong promoter of CPBI, encouraging the development of consistent policies for event pricing, sponsorship, financial management and program development to bring value for CPBI members in Northern Alberta.



### **CPBI Southern Alberta Region**

#### **Clark Dehler**

Manager, Business Development, Group Savings & Retirement  
Standard Life

Clark has been actively involved in the CPBI since 2005. He is a current Council member and chair of the newly formed Governance Committee. He has also held positions as Regional Chair during the period when Calgary hosted the National Forum in 2009, as well as chair of the Programs Committee. Clark is specifically being recognized for his work as the co-chair of the 2010 Regional Conference, held in Banff in October. Feedback from many conference participants was that it was the best conference in recent memory.



### **CPBI Pacific Region**

#### **Karen Tomkins**

Account Executive, Manulife Financial

Karen has worked in the Group Insurance industry for over 25 years and held a variety of positions, including Regional Underwriter and Client Service Representative, before assuming the Account Executive role in 1995. Karen holds two industry designations - FLMI (Fellow, Life Management Institute) and CEBS (Certified Employee Benefit Specialist). She is a Past President of the International Society of Certified Employee Benefit Specialists - BC Area Chapter and served as the Education Chair for that organization for a period of approximately seven years. As a Client Manager in Manulife's Corporate Accounts segment, she is responsible for managing a large book of major accounts in British Columbia.

Karen is the immediate Past Chair for the CPBI Pacific Regional Council and presently involved as Council member, Breakfast Committee Chair, Treasurer and Compensation Committee member.

## Atlantic Region

Our Atlantic Regional Council has had a busy and productive year planning and hosting a number of successful programs and events over the course of the past twelve months:

- In September, a drug landscape lunch session was held in Halifax, with approximately 23 in attendance. We followed this up with a webinar of the event in October.
- In October, a legal update lunch session was held in Halifax, and it attracted close to 60 participants.
- In December, we held our annual Christmas reception/meet-and-greet in Halifax with over 50 guests joining us for some holiday cheer.
- In January, more than 70 registered for our Economic Forecast session in Halifax, 16 attending in Fredericton, and 28 attending the session in St. John's in May.
- In March, our DC Pension Day was held in Halifax, with approximately 53 attending.
- In April, our Secondary Care Insurance session was held in St. John's, with 19 people in attendance.
- In May, our drug session in Halifax attracted 58 people.
- In June, our CPBI Atlantic Social in Halifax and Moncton saw close to 50 people enjoy an afternoon of food and beverage.

In conjunction with FORUM this year, Sherry Lee Gregory was presented with the CPBI National Volunteer Award. Serving as a volunteer with CPBI for over 15 years, she was an active member of the Atlantic Regional Council and spent time at the National Board, first as a delegate of the Atlantic Region, then in the role of the chairperson from 2005 to 2007. During FORUM 2010, Sherry Lee participated as part of the organizing committee.

On the regional level, Derek Gerard was presented with the CPBI Regional Volunteer Award. Derek has been active for many years on our Council with a number of significant accomplishments behind him, including the co-chair of the Atlantic Regional Conference in 2007, and part of the organizing committee of FORUM 2010.

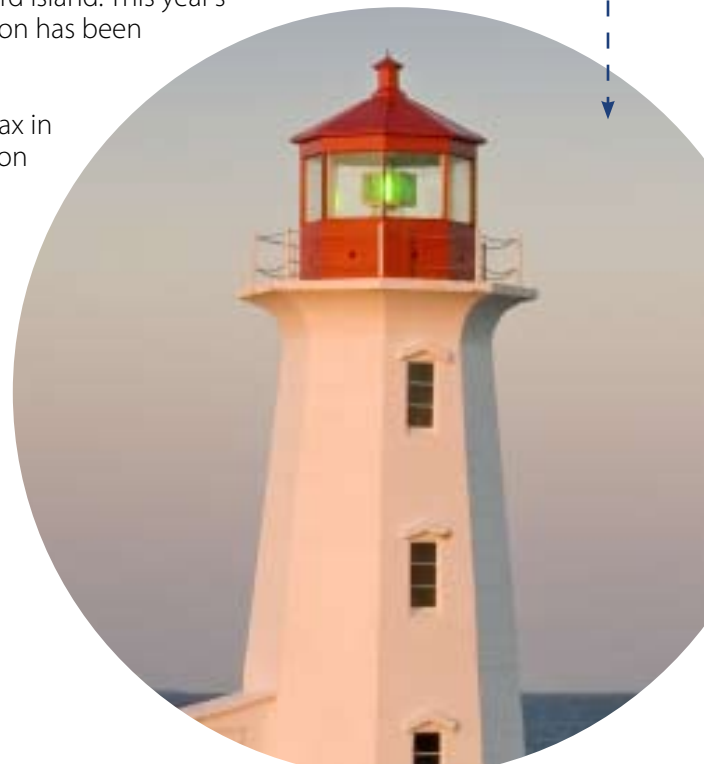
Congratulations to both Sherry Lee and Derek!

Looking ahead, preparations for future programming are well underway. In September, our Regional Conference will take place in Charlottetown, Prince Edward Island. This year's theme is "Recipe for Renewal" and our early bird registration has been the strongest in recent memory.

To wrap up the year, we will hold a pension event in Halifax in October, and then our annual Christmas event will be upon us once again. We will also be gearing up for our 2012 Regional Conference to be held next September. Please join us there!

Our annual meeting this year brings with it a number of changes for our Council. We had a number of resignations in 2010 from some of our seasoned Council Members, and we deliberately did not fill all of the vacancies that were created in order to understand what the gaps were, and then select a strong team of individuals who can move our programming forward to new levels. We are pleased to advise of the following changes to Council:

- Level Chan will take on the role of Vice-Chair.



## Atlantic Region

- Kevin Hollis will be joining Council, and will take on the role of Treasurer.
- Peter Macaulay will be joining Council, and will take on the roll of Programming Director.
- Jeff Alexander will be joining Council, and will assist with our pension and benefits programming.
- Ryan Johnston will be re-joining Council, and will be filling the role of Atlantic Representative on the National Board.

We are saddened to report the resignation of one of our Council Members, Carolyn MacDonald, who will be leaving Council in September. We truly appreciate all that she has done in her role as Programming Director while on Council and we wish her success in her future endeavours.

I would like to thank and congratulate all our Council members for their dedication and time. It is because of them that we are able to produce such successful programming in the Atlantic Region. And, as always, a huge thank-you to our Regional Administrator, Maria Hayes, for her continuous support of our Council in achieving our programming goals. Without her, we could not do what we do!

Kevin Higgins  
Chair, CPBI Atlantic Region



## Quebec Region

Inspired by the success of past years, the CPBI Quebec Region continued to offer in 2010 a variety of training and networking activities to its members.

In its strategic planning exercise, the Members of the CPBI Quebec Regional Council established clear goals to preserve the CPBI brand image and to offer a solid educational program for its members and non-members.

Our calendar of activities included 7 luncheons, 2 economic forecast evenings and several training activities.

Our luncheons were well delivered and greatly appreciated by the participants.

Our training activities continue to be valued by participants. This year we have adjusted the format to comply with industry requirements and added an advanced training activity in pension to the list that was well received by participants. For the next year, we plan to enrich our program by adding new modules and to analyze the possibility of developing new partnerships and introducing new technologies.

The success of our economic forecast evenings cannot go unnoticed. Featuring a panel of high profile strategists and animated by a dynamic moderator, these evenings were, once again, a big success. Innovation remains a big challenge in the organization of these evenings, that is why and for the first time, the organizing committee went ahead and presented a video recording of the past year's forecast, which generated one of the most interesting dynamism of the evening.

This year, we continued to innovate by organizing a symposium on demographics in Montreal. It was to a full crowd that 8 speakers shared their vision, their organizational models and shed light on this delicate concept. The symposium was followed by a cocktail offered to all members as a token of our appreciation. As well, and for the second year, we also offered a cocktail to our members in Quebec city.

Our Regional Conference was held from September 20th to the 22nd at Le Manoir Richelieu in the magnificent Charlevoix area. More than 676 delegates participated in the conference. The success of this year's conference was largely in part of the high profile speakers and the hot topics they addressed. The conference offered several networking opportunities; delegates were able to network in a friendly environment while enjoying a lively social program.

This year, the organizing committee innovated by relying more on technology in planning the conference. Web tools were developed to manage registration, table reservation and golf registration online and in a more efficient manner. Videos in the presentations were introduced and were well received by the delegates.

We also built a marketing plan targeted at attaining greater visibility within the industry. This objective will be attained by increasing print advertising, web presence and by using social media. For that we have signed an agreement with a magazine to advertise our different activities and we plan to systematically invite media reporters to participate in our activities.

On the financial front, the Quebec Region performed a vigorous follow-up of its expenditures and a thorough management of its assets. The financials of the Quebec Region are sound and this is why the Quebec Regional Council has proposed to not increase the event pricing of its activities.





## Quebec Region

Several Council Members have left this year to take on other challenges. I would like to thank them for their support, collaboration and implication. A special thank you goes to Normand Vachon who has given close to 10 years to the CPBI Quebec Regional Council and who has contributed in an important way to the growth of the CPBI-Quebec Region.

I would also like to wish a warm welcome to our new Regional Council Members who are joining us this year. Throughout the past couple of years, many members have joined the Quebec Regional Council and without a doubt will these members bring a new vision and will revitalize our knowledge sharing.

On a final note, this September 2011, I will finish my third and final mandate as Chair of the CPBI Quebec Regional Council. I would like to take this opportunity to thank all the Council Members and the members of CPBI for their continued confidence throughout these three years.

Brigitte Gascon  
Chair, CPBI Quebec Region



## Ontario Region

2010 – 2011 was a very successful program year for CPBI Ontario.

Beginning in October, the 2010 CPBI Ontario Regional Conference was a great success with 250 delegates, speakers, guests and plan sponsors attending. The conference was held in the beautiful Niagara-on-the-Lake, offering workshops, plenary sessions, golf, networking lunches, receptions and dinner.



Beginning in November, and continuing through to May 2011, the CPBI Ontario Fundamentals series offered 5 workshops in both benefits and pension/investments. These seminars were offered both in person and through webinars. There were attendees participating from Ottawa to Windsor through the webinar option.

The first of three signature breakfast seminars was held in November, the “Annual Pension Summit”. This event is held every year in the fall. In 2010, Dwight Duncan, Ontario’s Finance Minister spoke to 120 delegates about the state of pensions in Ontario.

On January 18, 2011, the popular annual Pension Investment Forecast was held at The Toronto Board of Trade; 350 members and non-members attended the event. Five investment professionals shared their experience and personal views on how to profit from our post-crisis world.

The third signature breakfast seminar, “Annual Benefits Outlook” was held on February 23rd. Benefit industry experts discussed emerging benefit plan issues, perspectives on the benefits landscape and new approaches to consider in managing plan costs.



The 2011 CPBI Benefit Ball, another annual event organized by the Region, was held on February 10, 2011 at The Liberty Grand. Over 300 guests, from the pension, benefits and investment industries, inter-mingled and networked surrounded by “Hollywood” glamour and paparazzi. Attendees got the red-carpet treatment upon arrival, photographed by the paparazzi who were in attendance all

evening. In addition to providing a networking opportunity, the event raised a net amount of \$50,000 for The Crohn’s and Colitis Foundation of Canada.

The Region’s Annual Meeting was held on April 15, 2011 at Canoe Restaurant in downtown Toronto. New members, namely Jennifer Gregory, Michelle Henry, Stephen McGregor, Natasha Monkman, Edith Warr and Alyssa Hodder, joined Council. Welcome aboard! Special thanks to the contributions made by the outgoing members, Susan Slattery, Julie Seewald, Scott Warner, Garth Thomas and Sonia Mak.

The “Membership Task Force” continued its work on developing initiatives to improve visibility of CPBI in Ontario, and in particular to the plan sponsor sector.





## Ontario Region

This committee developed 8 areas for work and development:

- Target Market
- Barriers to Sponsor Membership
- Membership Data
- Membership Sales
- Value Proposition
- Ideas for Member Only Events
- Pricing Initiatives
- Online Content

The London and Ottawa Chapters of the Ontario Region also had a year of activities. The London and Ottawa Chapters each hosted seminars in the Fall and Spring and their annual networking events.

Having shared with you the success of 2010-2011, watch out for the announcement of our 2011/2012 activities. In the meantime, please mark down some of the important dates, as follows:

October 19 – 21, 2011	CPBI Regional Conference at the Westin Ottawa Hotel
January 17, 2012	Annual Pension Investment Forecast at The Toronto Board of Trade
February 9, 2012	CPBI Benefit Ball “Medieval Faire” at The Liberty Grand

Last but not least, I would like to sincerely thank all members, participants, sponsors, volunteers, Council Members, for their support and I look forward to their continued support for another year of success to come!

Carmen Hogan  
Chair, CPBI Ontario Region



# Manitoba Region

The 2010-2011 Manitoba Regional Program had another great year. Drawing on the expertise of local professionals in the pension, benefits and investment areas and from knowledgeable individuals across the country, we provided a wide range of topics that were very well received by the membership. We ended the year on a strong note with a large turnout at the Annual General Meeting and Debbie Lyon's presentation on Manitoba pension changes.

Seven breakfast sessions and our Benefits Fundamentals courses were scheduled from September 2010 to April 2011. They were as follows:

## **Breakfast Sessions:**

- September 16, 2010 – Keith Ambachtsheer - "National Pension Reform: Are We There Yet?" - 68 registered, 46 members, 22 non-members
- October 21, 2010 - Michael Kennedy - "Chronic Disease Management: How Does It Affect Your Organization?" - 46 registered, 22 members, 24 non-members
- November 18, 2010 – Teresa Negrich - "Prescription Drug Reform" - 53 registered, 33 members, 20 non-members
- January 20, 2011 – Louis Martel - "Economic Investment Forecast 2011" - 81 registered, 51 members, 30 non-members
- February 17, 2011 – Deron Waldock - "Employee Benefits Communication: The Legal Aspects" – 110 registered, 60 members, 50 non-members
- March 17, 2011 – Todd Sigurdson - "Changes to the Canada Pension Plan" - 78 registered, 46 members, 32 non-members
- April 21, 2011 - AGM & Breakfast Session – Debbie Lyon - "Changes to the Manitoba Pension Benefits Act" - 124 registered, 60 members, 64 non-members

## **Benefits Fundamentals:**

- Session One - April 6, 2011 – The Basics of Employee Benefits Plan - Lori Mark - 43 registered, 13 members, 30 non-members
- Session Two - April 6, 2011 – Benefit Plan Cost Management – Doug Doleman - 35 registered, 12 members, 23 non-members
- Session Three - April 13, 2011 – Claims Management – Julie-Ann Ruchkall - 39 registered, 11 members, 28 non-members
- Session Four – April 13, 2011 – Disability Management – Mark Roach - 38 registered, 10 members, 28 non-members
- Session Five – April 20, 2011 – Benefits Communication – Dave Binda - 35 registered, 11 members, 24 non-members
- Session Six – April 20, 2011 – Emerging Benefits Issues – Kim Siddall – 32 registered, 11 members, 21 non-members



## Manitoba Region

The programs offered this year were very well received. In addition to the planned seven sessions, we held our annual golf tournament at St. Boniface Golf Club. The tournament, as always, was a resounding success for both CPBI members and our charity for the tournament, Camp Quality. Many of the sessions were approved for Continuing Educational Credits, which offer our licensed members a terrific opportunity to not only further their knowledge, but satisfy their continuing education requirements. Given the strength of these educational opportunities, CPBI Manitoba is widely recognized as the premier provider of pension and benefits related networking and education in the province.

A special thank you goes out to David Tompkins as serving as our Chairperson for 2010-2011. After serving for 10 years on the CPBI Regional Council, David is stepping down. He has offered great leadership and has been very generous with his time and energy.

Respectfully,

David J. Devine, BA, BAdmin, CEBS  
Chair, CPBI Manitoba



## Saskatchewan Region

The past year was an exciting and momentous time for the Saskatchewan Region. Highlights from the 2010-11 year were hosting a Canadian Senator, strengthening the governance processes, and delivering an upscaled two day conference which included a visit from a Canadian Olympic legend.

To best serve its membership and unique geographical landscape, the Saskatchewan Region offers breakfast and luncheon seminars in both Regina and Saskatoon. The seminars organized by the Programs and Services Committee included sessions on pension reform with renowned pension advisor Keith Ambachtsheer, Impact of Drug Reforms on Private Plan Sponsors, the annual Economic and Investment Forecast for 2011 presented by Greystone Managed Investment's Louis Martel, and Saskatchewan's Best Kept Secret which spotlighted the Saskatchewan Pension Plan. The highlight of the program year was hosting a luncheon in Saskatoon that featured the Honourable Pamela Wallin.

To meet the demand for high quality and cost efficient educational opportunities for the Region's membership, the Saskatchewan Regional Council endeavored to upscale its annual Spring Seminar. The result of this initiative was the CPBI Saskatchewan Regional Conference entitled Growth and Opportunity. The event kicked off with an opening speech delivered by the Honourable Ken Krawetz, Deputy Premier and Minister of Finance for Saskatchewan. The conference featured topics such as promoting benefit plan sponsorship in today's economy, helping plan members understand benefit adequacy, overview of the Saskatchewan Drug Plan, de-risking pension and benefits and a "Saskatchewan Success Story: The Factory Optical Group". The conference also featured a panel debate discussing the timely topic of defined contribution plans and their future. To top off the event, conference attendees were treated to an inspiring speech by home-grown Saskatchewan Olympic champion, Catriona Le May Doan. As an opportunity for networking and socializing, the conference included an evening welcoming reception as well as an evening dine-around at local restaurants. "Growth and Opportunity 2011" showcased a dynamic Region and was a great success. Special thanks to the organizing committee for bringing this vision to reality.

The Saskatchewan Region continued with its successful and highly beneficial partnership with Humber College. The third module of the Pension Plan Administration Certificate (PPAC) program was offered in October. Due to the demand for this course, the Region has arranged with Humber to bring another round of PPAC sessions back to Regina. The first module of the PPAC program was presented in June. Plans are underway to bring PPAC 2 and 3 to Regina during 2011-12.

A strong commitment to communication is key to the success of the Region's activities. The Communications Committee works diligently in keeping the membership informed of the Region's events by crafting email notifications and providing quarterly newsletters. The activities of the Saskatchewan Region over the past year were chronicled in the Regina Leader-Post, Senator Pamela Wallin's newsletter and the Benefits and Pension MONITOR. Rebranding with respect to visual identity was also successfully completed by the Communications Committee.

The Saskatchewan Region continues to put emphasis on effective governance. During the year, Council developed, reviewed, and revised various governance documents. The documents were assembled into a Governance and Policy Handbook that includes committee terms of reference, details of Council Members' responsibilities, and other reference material that



## Saskatchewan Region

assist Council in fulfilling its duties. For financial oversight, there is a Finance and Audit Committee that is led by the Region's Treasurer. This committee ensures there is sound fiscal management in place for the Region's operations.

As the incoming Chair, I would like to take this opportunity and recognize the high quality work and amazing dedication of our out-going Chair, Tracy McLean. The success enjoyed by the Saskatchewan Region is directly attributed to Tracy's leadership and vision.

Much appreciation is extended to all Saskatchewan Regional Council Members and to Karen Lovelace, our Regional Administrator, all of whom devote considerable time and effort contributing to our Region's success. Many thanks also to the hardworking National office staff and Board of Directors for their guidance and assistance.

Doug Volk  
Chair, CPBI Saskatchewan Region





## Southern Alberta Region

During the 2010-2011 programming year, the Southern Alberta Region was fortunate to again be able to provide high level programming, professional development and social events for both members and non-members.

The primary focus of the past year was planning and hosting the 2010 Western Regional Conference in Banff, Alberta, in cooperation with the Northern Alberta Region. The Conference was held at the Banff Springs Hotel in October 2010, and was a great success. A slate of strong and innovative speakers and topics were presented much to the appreciation of attendees, and feedback from the Conference has been extremely positive.

In general, our Program Committee has done a great job of putting together new and interesting sessions. This year we partnered with another local organization in order to ensure maximum attendance at a particular session, and are seeking to do this more often in the coming program year. It is intended that such partnerships will increase awareness of CPBI within the local market, and will allow us to bring in speakers with unique expertise and perspectives. With respect to the programs offered during the year, approximately 424 participants, both members and non-members, received the benefit of the various sessions.

The annual Professional Development Day was held on May 26, 2011 and focused on investment issues. The Committee responsible for this event put together a timely and informative day of presentations and speakers aimed at illuminating the topic of investments in the context of defined contribution pension plans. It was a new perspective on this topic which greatly benefitted the 46 attendees.

In July, we again hosted the 6th Annual CPBI Golf Tournament. The event was another success with approximately 84 participants, and allowed CPBI to give back to the community through our continuing partnership with the Calgary Interfaith Food Bank. More than \$2500 and 80 lbs of food were donated to the charity through the generosity of participating golfers. The Annual CPBI Golf Tournament is expected to continue as one of the hallmark events for the Southern Alberta Region.

2010-2011 also saw the introduction of the annual Southern Alberta CPBI Sponsorship Program. While this Program does not include sponsorship for the annual golf tournament, it allows local sponsors to be showcased at monthly events, the annual Professional Development Day, on the website and by other means depending on the level of sponsorship purchased. There are currently three sponsorship levels, with no limits as to the number of sponsors at each level.

Each of the other Committees associated with the Southern Alberta Region - Finance, Communications and Membership - have contributed tremendously to the growth and membership satisfaction of CPBI, and we look forward to seeing what developments result from each of their efforts over the coming year.

Although the Southern Alberta Region continues to experience lower than average attendance numbers, session participation is beginning to improve. As part of initiatives to increase awareness of CPBI and encourage new membership, we are trying to increase the exposure of CPBI through such initiatives as encouraging the purchase of corporate tables, and targeting students attending the various post-secondary business programs throughout Calgary.



## Southern Alberta Region

A highlight of the past year was the opportunity to present the 2011 CPBI Regional Volunteer of the Year Award to Clark Dehler. Clark has a great history of contributions to the Southern Alberta Region, including dedicating substantial time as Regional Council Chair, and Co-Chairing the 2010 Western Regional Conference. He has been pivotal in developing the CPBI presence in Southern Alberta, and his contributions to the local Region are invaluable. Congratulations!

We would like to thank our Regional Administrator, Jade Piroux, for her efforts in ensuring that all members and non-members get the most out of their experiences with the CPBI. Jade commenced working with the Southern Alberta Region in January, 2011, and she has quickly proven to be an amazing resource and an important member of the CPBI in Southern Alberta.

We would also like to thank the tremendous team of volunteers, including committee and Council Members, who are dedicated to providing quality educational and networking opportunities in our Region. Their efforts do not go unnoticed.

Kristin Smith  
Chair, CPBI Southern Alberta Region





# Northern Alberta Region

The past year was a busy and successful year for CPBI in Northern Alberta. Our Members enjoyed a wide variety of educational and networking sessions provided by speakers who are experts in their field.

Regular Council meetings were held to plan and review the CPBI breakfast seminar schedule and to discuss future initiatives to ensure we continue to provide excellent programs and networking opportunities for our Members.

Some of the sessions offered in 2010/2011 included:

- Pharmaceutical Strategy
- Communications – Keep it simple
- Investment Forecast
- MPO & Marriage Breakdown
- Social Media
- Secondary Care Insurance
- Legal update on Disability Management

We continue to receive excellent feedback from our members and like to encourage them to provide ideas for future sessions. We conducted a membership survey this year to assess everything from registration and payment process to the venue and to gather additional ideas for future sessions. We also asked if any of our members would be interested in volunteering on Council and we are pleased to welcome 3 new Council members as a result.

The Northern Alberta Regional Council is very much looking forward to the 2011/2012 year. With our expanded Council and some great ideas already on the agenda we expect the coming year to provide our members with great educational value. Some of the sessions we have planned include: Mental Health in the Workplace, Managing a Multigenerational Workplace, Transferring Knowledge on pension and benefits and Drug Reform.

We are also planning a series of interactive Benefit related topics to be held in ½ day sessions over a period of several weeks. This Benefits Basics will include everything from an introduction to benefits to financial arrangements and understanding cost containment.

We appreciate all of our members and thank them for their continued support. Also, thank-you to all of our breakfast sponsors, your continued support is greatly appreciated. Finally, thank-you to our Regional Administrator, Shelly Petovar for her continued assistance and support, she makes sure that all of our sessions run smoothly and provides great input to everyone on our Council.

Sincerely,

Donna McPherson  
Chair, CPBI Northern Alberta Regional



## Pacific Region

The Pacific Region would like to thank our dedicated and hardworking volunteers, and everyone who attended our sessions to make 2010-2011 a successful season. We were delighted to welcome members and delegates from across the country to the CPBI National FORUM in Vancouver in May 2011.

### **Breakfast Sessions**

Regular breakfast sessions continue to be the cornerstone of our educational programming. This year, the Breakfast Committee arranged six Breakfast sessions and one lunch session. We strive to offer a broad range of topics over the season, and this year included Pension Reform, Provincial Drug Reform, a Holistic View of Retirement Planning, Wills & Estates Update, What Makes a "Best Employer", and our annual Legal and Investment Updates. We continue to focus on providing excellent topics and speakers to keep attendance strong.

### **Continuing Education**

Our Continuing Education sessions allow for in-depth education on specific subjects, and include both basic and advanced topics. Sessions are held in several locations throughout the province in order to serve members who may live outside of the Vancouver area. This year our topics included Introduction to Benefits, Pension Funding and Current Issues, Best Practices in Benefits Administration, and Best Practices in Pension Administration.

### **Lunchtime Roundtables**

The Roundtable Committee offers lunchtime sessions each year aimed at providing basic benefits education to plan administrators and individuals new to the industry. In order to offer these sessions at no cost, we rely on the good will of organizations in the pension and benefits industry to donate boardroom space and sponsor lunch. Eight roundtable sessions were offered this season covering a wide range of topics.

### **Pacific Region Volunteer of the Year**

Our region was pleased to present the Volunteer of the Year award to Karen Tomkins of Manulife Financial. Karen is past-Chair of the Pacific Region Council and presently involved as Council member, Breakfast Committee Chair, Treasurer and Compensation Committee member. While these concurrent roles place significant demands on her, she always finds time to further assist wherever and whenever need arises.

In addition to this formal volunteerism, Karen is often approached by Committee Chairs and Council members informally, requesting her feedback and input on CPBI matters. Karen always makes herself available to provide her valuable insights and suggestions whenever approached. It's clear that Karen is an outstanding supporter of CPBI – her capable and generous contributions are well worthy of recognition with this award and we offer her our thanks and sincere congratulations.

### **Upcoming Activities**

Our Region is committed to providing our members with a broad range of educational opportunities to fit their needs in terms of subject matter, location, and level of information provided. We have a number of new Council members and volunteers and look forward to a dynamic 2011-2012 season. In Fall of 2012 we will hold our very popular Pacific Region Conference in beautiful Victoria, BC.

On behalf of the Pacific Region Council, I would like to acknowledge the excellent support and assistance that has been provided by the CPBI National Office during the past year. I would also like to thank each Council member for their exceptional dedication and support.

Susan Danzer  
Chair, CPBI Pacific Region





**Institut canadien de la retraite  
et des avantages sociaux**  
**États financiers**  
Pour l'exercice terminé le 30 juin 2011

**Institut canadien de la retraite et des avantages sociaux**  
**États financiers**  
Pour l'exercice terminé le 30 juin 2011

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## Rapport de l'auditeur indépendant

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### Aux membres de Institut canadien de la retraite et des avantages sociaux

Nous avons effectué l'audit des états financiers ci-joints de l'Institut canadien de la retraite et des avantages sociaux, qui comprennent le bilan au 30 juin 2011, et les états des résultats, de l'évolution des actifs nets et des flux de trésorerie pour l'exercice terminé à cette date, ainsi qu'un résumé des principales méthodes comptables et d'autres informations explicatives.

### Responsabilité de la direction pour les états financiers

La direction est responsable de la préparation et de la présentation fidèle de ces états financiers conformément aux principes comptables généralement reconnus du Canada, ainsi que du contrôle interne qu'elle considère comme nécessaire pour permettre la préparation d'états financiers exempts d'anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs.

### Responsabilité de l'auditeur

Notre responsabilité consiste à exprimer une opinion sur les états financiers, sur la base de notre audit. Nous avons effectué notre audit selon les normes d'audit généralement reconnues du Canada. Ces normes requièrent que nous nous conformions aux règles de déontologie et que nous planifions et réalisons l'audit de façon à obtenir l'assurance raisonnable que les états financiers ne comportent pas d'anomalies significatives.

Un audit implique la mise en oeuvre de procédures en vue de recueillir des éléments probants concernant les montants et les informations fournis dans les états financiers. Le choix des procédures relève du jugement de l'auditeur, et notamment de son évaluation des risques que les états financiers comportent des anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs. Dans l'évaluation de ces risques, l'auditeur prend en considération le contrôle interne de l'entité portant sur la préparation et la présentation fidèle des états financiers afin de concevoir des procédures d'audit appropriées aux circonstances, et non dans le but d'exprimer une opinion sur l'efficacité du contrôle interne de l'entité. Un audit comporte également l'appréciation du caractère approprié des méthodes comptables retenues et du caractère raisonnable des estimations comptables faites par la direction, de même que l'appréciation de la présentation d'ensemble des états financiers.

Nous estimons que les éléments probants que nous avons obtenus sont suffisants et appropriés pour fonder notre opinion d'audit.



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## Rapport de l'auditeur indépendant

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### Opinion

À notre avis, les états financiers donnent, dans tous leurs aspects significatifs, une image fidèle de la situation financière de l'Institut canadien de la retraite et des avantages sociaux au 30 juin 2011, ainsi que des résultats de son fonctionnement et de ses flux de trésorerie pour l'exercice terminé à cette date, conformément aux principes comptables généralement reconnus du Canada.

### Autre point

Les états financiers de l'Institut canadien de la retraite et des avantages sociaux pour l'exercice terminé le 30 juin 2010 ont été audités par un autre auditeur qui a exprimé sur ces états financiers une opinion non modifiée en date du 2 octobre 2010.

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*BDO Canada S.R.L./S.E.N.C.R.L./LLP* <sup>1</sup>

Comptables agréés

Montréal (Québec)  
Le 1<sup>er</sup> octobre 2011

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<sup>1</sup> CA auditeur permis n° 12943



**Institut canadien de la retraite et des avantages sociaux**  
**Bilan**

**30 juin** **2011** **2010**

**Actif**


<b>Court terme</b>		
Encaisse	1 409 687 \$	1 313 308 \$
Placements à court terme (Note 4)	831 058	1 508 520
Débiteurs	72 136	104 164
Charges payées d'avance	90 062	185 445
	2 402 943	3 111 437
<b>Placements à long terme (Note 4)</b>	<b>1 124 871</b>	<b>128 178</b>
<b>Immobilisations corporelles (Note 5)</b>	<b>22 972</b>	<b>17 628</b>
<b>Actif incorporel (Note 6)</b>	<b>890</b>	<b>3 557</b>
	<b>3 551 676 \$</b>	<b>3 260 800 \$</b>


**Passif et actifs nets**

<b>Court terme</b>		
Créditeurs et charges à payer	189 509 \$	351 801 \$
Cotisations des membres perçues d'avance	304 813	300 622
Produits tirés d'activités perçus d'avance	472 294	402 793
	966 616	1 055 216
<b>Actifs nets</b>		
Investis en immobilisations corporelles et actif incorporel	23 862	21 185
Provision pour éventualités (Note 5)	517 411	515 783
Non affectés	2 043 787	1 668 616
	2 585 060	2 205 584
	<b>3 551 676 \$</b>	<b>3 260 800 \$</b>

**Engagements (Note 8)**

Au nom du conseil

 \_\_\_\_\_ Administrateur

 \_\_\_\_\_ Administrateur

**Institut canadien de la retraite et des avantages sociaux**  
**État des résultats**

<b>Pour l'exercice terminé le 30 juin</b>	<b>2011</b>	<b>2010</b>
<b>Produits</b>		
Conférences, séminaires et autres activités des membres	<b>2 422 018 \$</b>	2 335 168 \$
Cotisations des membres	<b>605 435</b>	595 797
Autres produits	<b>169 895</b>	186 798
	<b>3 197 348</b>	3 117 763
<b>Charges</b>		
Conférences, séminaires et autres activités des membres	<b>1 885 983</b>	1 965 094
Salaires et charges sociales	<b>418 883</b>	315 076
Services administratifs et tenue de livres faisant l'objet d'engagements contractuels	<b>85 592</b>	84 763
Conseil d'administration, comités et conseils régionaux	<b>119 694</b>	109 350
Répertoire des membres	<b>19 214</b>	22 961
Loyer	<b>38 881</b>	39 300
Honoraires d'audit et autres honoraires	<b>37 192</b>	46 020
Amortissement des immobilisations corporelles	<b>6 144</b>	4 873
Amortissement de l'actif incorporel	<b>2 667</b>	3 211
Autres frais d'administration, de commercialisation et de communication	<b>203 622</b>	197 883
	<b>2 817 872</b>	2 788 531
<b>Excédent des produits par rapport aux charges de l'exercice</b>	<b>379 476 \$</b>	<b>329 232 \$</b>

## Institut canadien de la retraite et des avantages sociaux État de l'évolution des actifs nets

Pour l'exercice terminé le 30 juin				2011	2010
	Investis en immobilisations corporelles et actif incorporel	Provision pour éventualités	Non Affectés	Total	Total
<b>Solde, au début de l'exercice</b>	<b>21 185 \$</b>	<b>515 783 \$</b>	<b>1 668 616 \$</b>	<b>2 205 584 \$</b>	<b>1 876 352 \$</b>
<b>Excédent des produits par rapport aux charges</b>	<b>(8 811)</b>	<b>-</b>	<b>388 287</b>	<b>379 476</b>	<b>329 232</b>
<b>Affectation des actifs nets non affectés à la réserve pour éventualités, y compris les intérêts courus</b>	<b>-</b>	<b>1 628</b>	<b>(1 628)</b>	<b>-</b>	<b>-</b>
<b>Investis en immobilisations corporelles</b>	<b>11 488</b>	<b>-</b>	<b>(11 488)</b>	<b>-</b>	<b>-</b>
<b>Solde, à la fin de l'exercice</b>	<b>23 862 \$</b>	<b>517 411 \$</b>	<b>2 043 787 \$</b>	<b>2 585 060 \$</b>	<b>2 205 584 \$</b>

L'excédent des produits par rapport aux charges investis en immobilisations corporelles représente la dépense d'amortissement prise pour les immobilisations corporelles et l'actif incorporel pour l'année courante.

## Institut canadien de la retraite et des avantages sociaux

### État des flux de trésorerie

Pour l'exercice terminé le 30 juin	2011	2010
<b>Flux de trésorerie liés aux activités de fonctionnement</b>		
Excédent des produits par rapport aux charges de l'exercice	379 476 \$	329 232 \$
Éléments sans incidence sur la trésorerie		
Amortissement des immobilisations corporelles	6 144	4 873
Amortissement de l'actif incorporel	2 667	3 211
	<b>388 287</b>	<b>337 316</b>
Variation des éléments hors caisse du fonds de roulement		
Débiteurs	32 028	(31 903)
Charges payées d'avance	95 383	28 898
Créditeurs et charges à payer	(162 292)	(9 962)
Cotisations des membres perçues d'avance	4 191	5 447
Produits tirés d'activités perçus d'avance	69 501	(1 570)
	<b>427 098</b>	<b>328 226</b>
<b>Flux de trésorerie liés aux activités d'investissement</b>		
Acquisition d'immobilisations corporelles	(11 488)	(3 863)
Acquisition de placements	(1 767 278)	(1 349 955)
Produits sur disposition de placements	1 419 172	1 417 787
	<b>(359 594)</b>	<b>63 969</b>
<b>Augmentation de la trésorerie et équivalents de trésorerie au cours de l'exercice</b>		
	<b>67 504</b>	<b>392 195</b>
<b>Trésorerie et équivalents de trésorerie, au début de l'exercice</b>	<b>1 392 435</b>	<b>1 000 240</b>
<b>Trésorerie et équivalents de trésorerie, à la fin de l'exercice</b>	<b>1 459 939 \$</b>	<b>1 392 435 \$</b>
<b>Représentés par :</b>		
Encaisse	1 409 687 \$	1 313 308 \$
Placements	50 252	79 127
	<b>1 459 939 \$</b>	<b>1 392 435 \$</b>

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# Institut canadien de la retraite et des avantages sociaux

## Notes complémentaires aux états financiers

**30 juin 2011**

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### 1. Constitution et objectif de l'organisme

L'Institut canadien de la retraite et des avantages sociaux (« l'Institut ») a été constitué, en vertu de la partie II de la *Loi sur les corporations canadiennes*, à titre d'organisme sans but lucratif national. L'objectif de l'Institut est d'offrir à ses membres l'occasion de participer à des programmes de formation de qualité supérieure à faible coût et de bénéficier d'une plateforme de réseautage partout au Canada, mettant l'accent sur les meilleures pratiques d'affaires en matière de retraite, d'avantages sociaux et d'investissement.

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### 2. Principales méthodes comptables

**Constatation des produits** L'Institut applique la méthode de report pour comptabiliser les produits. Les produits comprennent les conférences, séminaires et autres activités des membres. Les produits non affectés sont constatés à titre de produits lorsqu'ils sont reçus ou à recevoir si le montant à recevoir peut faire l'objet d'une estimation raisonnable et que sa réception est raisonnablement assurée.

Les produits tirés de cotisations des membres sont comptabilisés de façon linéaire sur la période de cotisation qui est du 1<sup>er</sup> janvier au 31 décembre lorsque le montant à recevoir peut faire l'objet d'une estimation raisonnable et que sa réception est raisonnablement assurée.

#### **Immobilisations corporelles**

Les immobilisations corporelles sont comptabilisées au coût moins l'amortissement cumulé. L'amortissement est calculé selon la méthode du solde dégressif aux taux suivants et est présenté dans les actifs net investis en immobilisations corporelles :

Mobilier et équipement de bureau	20 % solde dégressif
Équipement informatique	30 % solde dégressif
Améliorations locatives	5 ans linéaire

#### **Actif incorporel**

Les actifs incorporels avec une durée de vie déterminée sont comptabilisés au coût moins l'amortissement cumulé. L'amortissement est en fonction de leur durée probable d'utilisation de l'actif selon la méthode et taux suivant :

Site Web	3 ans linéaire
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#### **Trésorerie et équivalents de trésorerie**

La trésorerie et équivalents de trésorerie comprennent l'argent en caisse, les soldes en banque et les placements à court terme ayant des échéances inférieures ou égales à trois mois à partir de la date d'acquisition.

#### **Instruments financiers**

Les instruments financiers détenus par l'Institut se composent de l'encaisse, des placements, des débiteurs et des créditeurs. Sauf indication contraire, la direction est d'avis que l'Institut n'est pas exposé à des risques d'intérêt, de change ou de crédit importants provenant de ces instruments financiers, et que la valeur comptable de ces instruments se rapprochent de leur juste valeur.

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## Institut canadien de la retraite et des avantages sociaux Notes complémentaires aux états financiers

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L'Institut a choisi d'appliquer le chapitre 3861, Instruments financiers - informations à fournir et présentation plutôt que le chapitre 3862, Instruments financiers - informations à fournir et le chapitre 3863, Instruments financiers - présentation.

Les coûts de transaction pour tous les instruments financiers sont passés en charge lorsqu'ils sont engagés, à moins que l'on indique autrement.

L'Institut classe ses instruments financiers dans l'une des catégories énumérées ci-après, et ce, en fonction de l'objectif pour lequel l'actif a été acquis :

### *Détenus à des fins de transactions*

Cette catégorie est composée de l'encaisse. Celle-ci est portée au bilan à sa juste valeur, et les variations de la juste valeur sont constatées dans l'état des résultats.

### *Détenus jusqu'à leur échéance*

Cette catégorie est composée des placements. Ces actifs sont constatés au bilan au coût après amortissement selon la méthode du taux d'intérêt effectif.

### *Prêts et créances*

Cette catégorie est composée des débiteurs. Ces actifs sont constitués d'actifs financiers non dérivés découlant de l'octroi d'espèces ou d'actifs par un prêteur à un emprunteur en contrepartie de la promesse de remboursement à une date ou des dates précises, ou à la demande du prêteur. Ceux-ci surviennent principalement par la prestation des biens et services aux clients (débiteurs), mais incluent aussi d'autres types de contrats d'actifs monétaires. Ces actifs sont d'abord constatés à la juste valeur et ensuite comptabilisés à leur coût après amortissement selon la méthode du taux d'intérêt effectif, moins toute réserve pour perte de valeur. Les coûts de transaction associés aux prêts et créances sont inclus dans le montant initialement reconnu.

### *Autres passifs financiers*

Cette catégorie est composée des créditeurs. Ces actifs sont d'abord constatés à la juste valeur et ensuite comptabilisés à leur coût après amortissement selon la méthode du taux d'intérêt effectif. Les coûts de transaction associés aux autres passifs financiers sont inclus dans le montant initialement reconnu.



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## Institut canadien de la retraite et des avantages sociaux

### Notes complémentaires aux états financiers

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#### *Risque de crédit*

Les instruments financiers qui pourraient exposer l'Institut à des risques de crédit se composent principalement de l'encaisse, des placements et des débiteurs. L'exposition maximale au risque de crédit correspond au montant indiqué au bilan. L'objectif de l'Institut est de réduire le risque de crédit à un niveau faible en appliquant principalement les politiques de placement décrites ci-après. L'encaisse est confiée à des institutions financières dont la cote de crédit est élevée. Les placements sont maintenus dans des fonds du marché monétaire, des certificats de placement garanti et des dépôts à terme d'institutions financières dont la cote de crédit est élevée, ainsi que dans des obligations du gouvernement du Canada. Par conséquent, l'Institut considère que le risque que l'encaisse et les placements ne produisent pas de rendement est faible. L'Institut effectue régulièrement des évaluations de crédit au titre des débiteurs. Des provisions pour créances douteuses sont maintenues pour les pertes éventuelles liées au crédit en un montant qui reflète le risque de crédit, la tendance historique et d'autres facteurs.

#### *Risque de liquidité*

Les créateurs et charges à payer de l'Institut sont payables à court terme. L'Institut conserve une position en trésorerie adéquate puisqu'il a pour objectif de régler ces passifs lorsqu'ils sont dus.

#### **Services rendus par les bénévoles**

Les bénévoles consacrent du temps à l'Institut pour aider à mener à bien ses activités. En raison de la difficulté rencontrée pour déterminer la juste valeur de ce temps, les services rendus par les bénévoles ne sont pas constatés dans les états financiers. L'Institut ne constate pas le matériel et les services reçus en nature.

#### **Utilisation d'estimations**

La préparation d'états financiers en conformité avec les principes comptables généralement reconnus du Canada exige que la direction établisse des estimations et des hypothèses qui ont une incidence sur les actifs et les passifs comptabilisés à la date des états financiers et sur les produits et charges comptabilisés durant l'exercice considéré. Les résultats réels pourraient être différents de ces estimations au fur et à mesure où elle dispose des renseignements supplémentaires.

## Institut canadien de la retraite et des avantages sociaux

### Notes complémentaires aux états financiers

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#### 3. Changement dans les méthodes comptables

##### *Modifications comptables*

Le chapitre 1506, Modifications comptables, du Manuel de l'ICCA a été modifié afin d'exclure de son champ d'application les changements de méthodes comptables lors du remplacement complet du référentiel comptable de l'entité. L'adoption de ces changements n'a pas eu une incidence notable sur les états financiers.

#### 4. Placements

##### (a) Placements non affectés

	2011	2010
<b>Court terme</b>		
Certificats de placement garanti, portant intérêt à des taux se situant entre 0,85 % et 4,4 % (2010 - 1,10 % et 1,95 %), échéant entre septembre, 2011 et mai 2012	628 555 \$	992 737 \$
<b>Long terme</b>		
Certificats de placement garanti, portant intérêt à des taux se situant entre 2,1 % et 4,9 % (0,50 % et 4,40 % en 2010) échéant entre décembre 2012 et octobre 2015	809 963	128 178
	1 438 518 \$	1 120 915 \$

##### (b) Placements détenus aux fins de la provision pour éventualités

	2011	2010
<b>Court terme</b>		
Certificats de placement garanti, portant intérêt à des taux se situant entre 1,7 % et 1,8 % (2010 - 1,10 % et 1,95 %) échéant en octobre 2011	202 503 \$	515 783 \$
<b>Long terme</b>		
Certificats de placement garanti, portant intérêt à des taux se situant entre 2,15 % et 2,3 % échéant entre novembre 2012 et mai 2013	314 908	-
	517 411 \$	515 783 \$

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**Institut canadien de la retraite et des avantages sociaux**  
**Notes complémentaires aux états financiers**

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**4. Placements (suite)**

**Total des placements**

	2011	2010
(a) Court terme	831 058 \$	1 508 520 \$
(b) Long terme	1 124 871	128 178
	<b>1 955 929 \$</b>	<b>1 636 698 \$</b>

Les autres produits comprennent un montant de 37 434 \$ (2010 - 35 853 \$) à titre de produits d'intérêts tirés des placements susmentionnés.

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**5. Immobilisations corporelles**

	2011		2010	
	Coût	Amortissement cumulé	Valeur nette	Valeur nette
Mobilier et équipement de bureau	47 410 \$	40 469 \$	6 941 \$	8 677 \$
Équipement informatique	102 713	86 682	16 031	8 951
Améliorations locatives	4 466	4 466	-	-
	<b>154 589 \$</b>	<b>131 617 \$</b>	<b>22 972 \$</b>	<b>17 628 \$</b>

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**6. Actif incorporel**

	2011		2010	
	Coût	Amortissement cumulé	Valeur nette	Valeur nette
Site Web	114 962 \$	114 072 \$	890 \$	3 557 \$
	<b>114 962 \$</b>	<b>114 072 \$</b>	<b>890 \$</b>	<b>3 557 \$</b>

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## Institut canadien de la retraite et des avantages sociaux

### Notes complémentaires aux états financiers

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#### 7. Provision pour éventualités

Selon ses politiques, l'Institut doit maintenir une provision afin de se protéger contre les coûts ou les pertes imprévus. Des montants sont inscrits dans les états financiers à titre de provision lorsque le conseil d'administration prélève explicitement des fonds pour les utiliser à titre d'actifs nets non affectés. En novembre 2007, le conseil d'administration a approuvé une augmentation de la provision pour éventualités, laquelle est passé à 500 000 \$, plus les intérêts courus.

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#### 8. Engagements

L'Institut s'est engagé en vertu d'un contrat de location de locaux à bureaux. L'Institut a aussi réservé des installations hôtelières et d'autres installations et retenu les services de conférenciers en vue d'événements futurs. Les paiements minimums estimatifs exigibles sont indiqués dans le tableau ci-dessous :

	Hôtels, autres installations et conférenciers	Loyer
2012	854 220 \$	32 575 \$
2013	597 030	-
2014	160 785	-
	<hr/> 1 612 035 \$	<hr/> 32 575 \$

Les montants présentés comme engagements pour hôtels, autres installations et conférenciers représentent le montant total des contrats signés à la date des états financiers. Si les conférences sont annulées, le montant à payer par l'Institut sera moins élevé.

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#### 9. Gestion du capital

Le capital de l'Institut est constitué des actifs nets, affectés et non affectés. Les objectifs de l'Institut en ce qui a trait à la gestion de son capital consistent à assurer la continuité de l'exploitation afin de pouvoir appuyer les activités de l'Institut. L'Institut gère la structure de son capital en établissant et en surveillant ses budgets annuels de manière à ce que le capital soit maintenu à un niveau satisfaisant.

L'Institut n'est assujéti à aucune restriction externe sur les actifs nets. Il n'y a pas eu de changement dans la gestion du capital de l'Institut depuis l'exercice précédent.

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**Institut canadien de la retraite et des avantages sociaux**  
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**10. Chiffres comparatifs**

Certains chiffres de l'exercice précédent ont été reclassés afin de rendre leur présentation conforme à celle de l'exercice courant.

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