



Warden, Treasurer and Clergy Meeting
Janurary 9 2025 61st Meeting

Hear my crying O God, give ear unto my prayer. (Psalm 61)

Topics Today



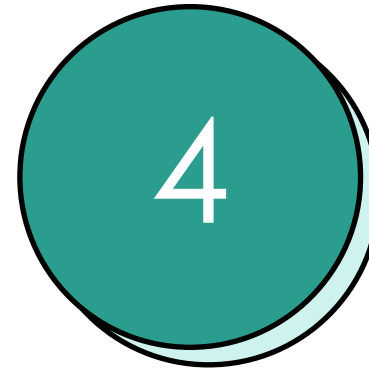
Bishop's
Update
& Synod 2025



Ministry and
Program Update
Refugee Pgm



Finance:
Insurance
2025 Budget
Fees



Q&A

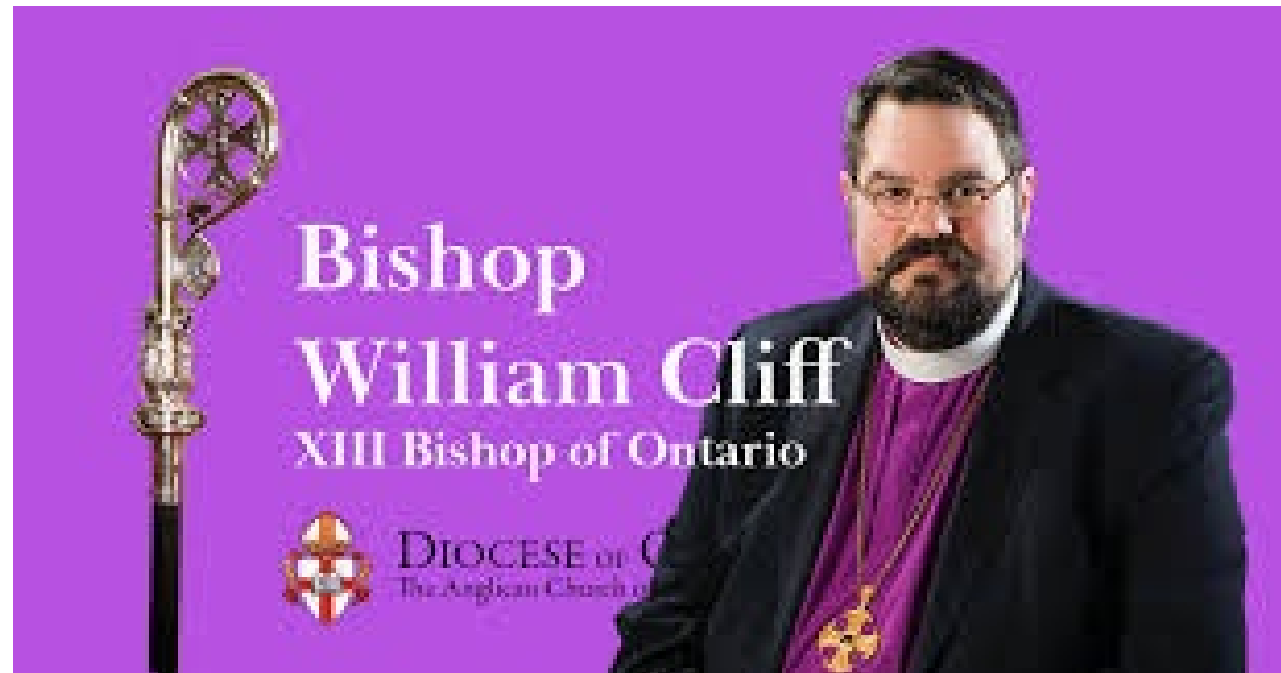


A silhouette of two hands holding a glowing cross against a sunset sky over the ocean. The hands are positioned in the center, with the cross held between them. The background is a vibrant sunset with orange and yellow clouds, and the sun is visible on the horizon over the water. The overall mood is peaceful and spiritual.

Opening Prayers

Bishop William Cliff

From The Bishop's Office



Ministry & Program Update

January 9, 2025

Finance Update

January 9, 2025



Risk Management

Risk management involves formally identifying and evaluating risk and choosing the most efficient way to deal with and recover from potential loss.

Risk management involves taking steps to minimize the likelihood of things going wrong, a concept known as loss control

One typical method is insurance which reduces the financial impact of adverse events when, despite your best efforts, bad things happen.

Insurance is the organized sharing of losses across individuals and companies.

Insurance Coverage

Why?

Church insurance protects your church from financial hardship if something happens to the property or someone is injured or harmed while on the premises or in programs/activities

Property



Liability

Insurance Update - Provincial

- Executive Officers meeting to develop a coordinated, Provincial strategy for insurance
- Consensus
 - That the status quo cannot continue – affordability a real problem!
 - That there is strength in numbers – working together and sharing information
- Working Group focused on:
 - Short/Mid Term - Containing the increases, driving value
 - Longer Term - Alternate approaches
- Information exchange, shared best practices and group actions (eg Meeting with Ecclesiastical Canada Exec team) to support the Short/Mid Term
- RFP Issued for an independent consultant to approach the Longer Term



For 2025 - Diocese of Ontario

Reviewed and Explored our relationship and satisfaction with

- The National Program
- Ecclesiastical as Insurer
- AON as Broker

• Conclusions

- Not satisfied with program
- Not satisfied with Customer Service or Pricing from AON

Reviewed and considered:

- Experience of other dioceses with Brokers
 - Potential alternatives to Ecclesiastical
 - Changes to risk borne by churches/diocese (Deductibles)
 - Flexibility to develop solutions moving forward
- Balancing Risk and Impact with the cost of coverage



For 2025 - Diocese of Ontario

Key Success Factors:

- No short term alternative to Ecclesiastical
 - Property and Liability (PSA) are tied
- Broker who provides a team that is experienced in Diocese & Church Insurance
- Continuity in how Churches are served (Broker and Diocese)

Alternatives Considered:

- Continuing with AON and the National Program
- Changing to a different AON office
- Changing to a local/small broker
- Changing to a large scale broker

Key Criteria:

- Demonstrated reliable service for church needs
- Resources in place
- Flexibility going forward
- Competitive Fee/Commission model

Insurance Providers – Diocese of Ontario

Insurers



Broker





HUB

For 2025 - Diocesan

Decision:

- 1) Exit the National Insurance Program effective end of year
- 2) Appoint HUB as our Broker of Record
- 3) Continue with Ecclesiastical for 2025
- 4) Step up Risk Management work in 2025

Who is HUB??



HUB

HUB International Limited is an insurance brokerage providing an array of property, casualty, risk management, life and health, employee benefits, investment, and wealth management products and services across North America.

HUB has more than 540+ offices across the United States and Canada and more than 18,000 employees. It is based in Chicago, Illinois.

HUB is the 5th largest Insurance Broker in the world.

HUB Ottawa Office Service Team



SERVICE TEAM

David McNamara
Vice President, Ottawa Branch
Manager

Moufid Kayal
Principal Account Manager

Ingrid Franco
Supporting Account Manager

CLAIMS

Tracey Timmoney
Senior Analyst

MARKETING

Moufid Kayal
Principal Account Manager

RISK SERVICES

Léopold Boutin, Eng., CRM, ABCP
Senior Risk Consultant Engineer



2025 Insurance Guidance

After negotiation and significant time spent with HUB and Ecclesiastical

Property

3% Inflation on Replacement Costs

0% change in the Premium Rate

If all else is constant, should be 3% increase on Property Premium

Liability

Premiums for Liability (including Umbrella, General, PSA, etc) should remain unchanged other than General liability which will decrease appx 20% while doubling the coverage.

Commission/Fee for broker will decrease

We expect that the net change in the Total Invoice from HUB (diocese) will stay close to flat.

Expect Parish Invoicing on FEBRUARY Statements

Proposed Rates for 2025

- Stipend and Salary Grids are based on CPI for Ontario
 - All elements on the Stipend Grid increase by rate 2.0%
 - Salary Grid increase including Shelter 3.0%
- Housing allowance based on Shelter CPI for Ontario 4.4%
 - Base Housing allowance increases to \$31,315 from \$29,995
- Mileage rates based on CRA
 - The current CRA mileage rates for 2024 are:
 - 70¢ per kilometre for the first 5,000 kilometres
 - 64¢ per kilometre over 5,000 kilometres
 - 2024 Rates: 68¢ and 62¢
 - Effective increase of 3.2%

2025 CLERGY STIPEND GRID

(based on Consumer Price Increase October /24 over October/23)

Rate used = 2.0%

Draft to Synod Council (Nov 2024)

TOP															58,660
HIGH							44,674	45,495	46,316	47,139	47,961	48,782	49,603	50,426	51,247
MID		41,073	41,703	42,333	42,962	43,591	44,221	44,850	45,480	46,110	46,739	47,368	47,998	48,628	49,257
MINIMUM	39,835	40,335	40,835	41,335	41,835	42,335	42,835	43,336	43,835	44,334	44,836	45,336	45,835	46,335	46,837
EQUIVALENT YEARS SINCE ORDINATION	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
TOP	59,922	61,186	62,448	63,712	64,974	65,577	66,179	66,781	67,382	67,984	67,984	67,984	67,984	67,984	67,984
HIGH	52,068	52,891	53,713	54,534	55,355	55,892	56,430	56,967	57,503	58,040	58,578	59,115	59,651	60,188	60,726
MID	49,887	50,516	51,145	51,775	52,405	52,924	53,443	53,963	54,482	55,001	55,520	56,039	56,560	57,079	57,598
MINIMUM	47,335	47,835	48,336	48,835	49,336	49,720	50,103	50,487	50,870	51,254	51,637	52,020	52,405	52,788	53,172
EQUIVALENT YEARS SINCE ORDINATION	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30

Budget Pressures for 2025

- Income
 - CMM follows church income
 - Investment Fund fees reduce as funds are withdrawn
 - 3 Adelaide lease runs out at the end of Nov 2024
 - Withdrawals from diocesan funds will affect income
- Additional Items
 - 2025 is a Synod Year
 - Inflation
 - DOORS
- Deficit elimination



Increasing Income

Decreasing Expenses

Balance Sheet

Sizing the Challenge

Council directed a Balanced Budget

- **Appx \$50k deficit in 2024 as a starting point**

Baseline first scoping showed an almost \$200k deficit in 2025

Review and consideration of all costs and income

Consideration of impacts

Key Decisions by Council

Council directed a Balanced Budget

Costs reduced or streamlined where possible

Increase in Income required – User Fees versus CMM increase

Synod Costs to be covered by churches on a per delegate basis

2025 Budget

Fees

Fees	Fee %	Service Amt	Fee \$\$
Payroll	1	4500000	45000
PAG	1	1200000	12000
DOORS Holding Fee	500	10	5000
Increased Archives Fees			6000
External Payroll Services Fee	1	1000000	10000
Total			78000

2025 Budget

Key Actions

Income	Fees	\$78,000
Expense	Dialog	2,000
	Synod Costs for Delegates	15,000
	New Ministry Support to MAF	30,000

Synod Costs

Council approved the go forward policy that the cost of Synods are billed on a per delegate basis

Churches will be billed for the delegates they are canonically entitled

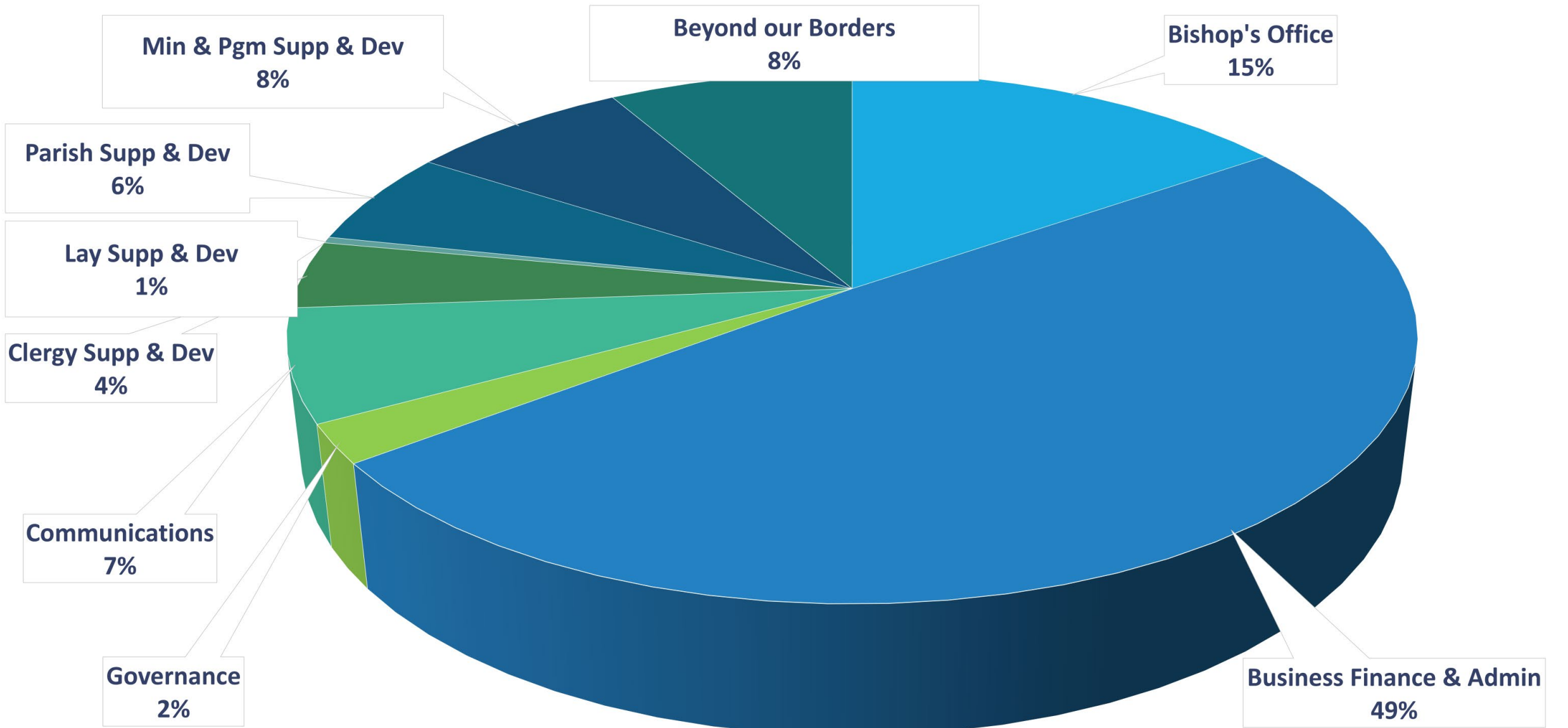
- Clerical costs shared where there are shared ministries
- Churches will be billed for Vocational Deacons that attend

Based on current Synod Budget Estimates and numbers of delegates entitled under the Constitution, the per delegate cost will be \$260

Will be billed over 5 months (Jan-May)

Beginning in July, we will bill churches monthly for forecasted 2027 Synod Costs divided into 24 payments

Carry over of surplus/deficit from Synod to Synod



Budget \$1572k

2025 Expenditures

What's Next

Council approved Budget

Included \$48.6k of Tasking to be identified by Diocesan Leadership in Q1 2025

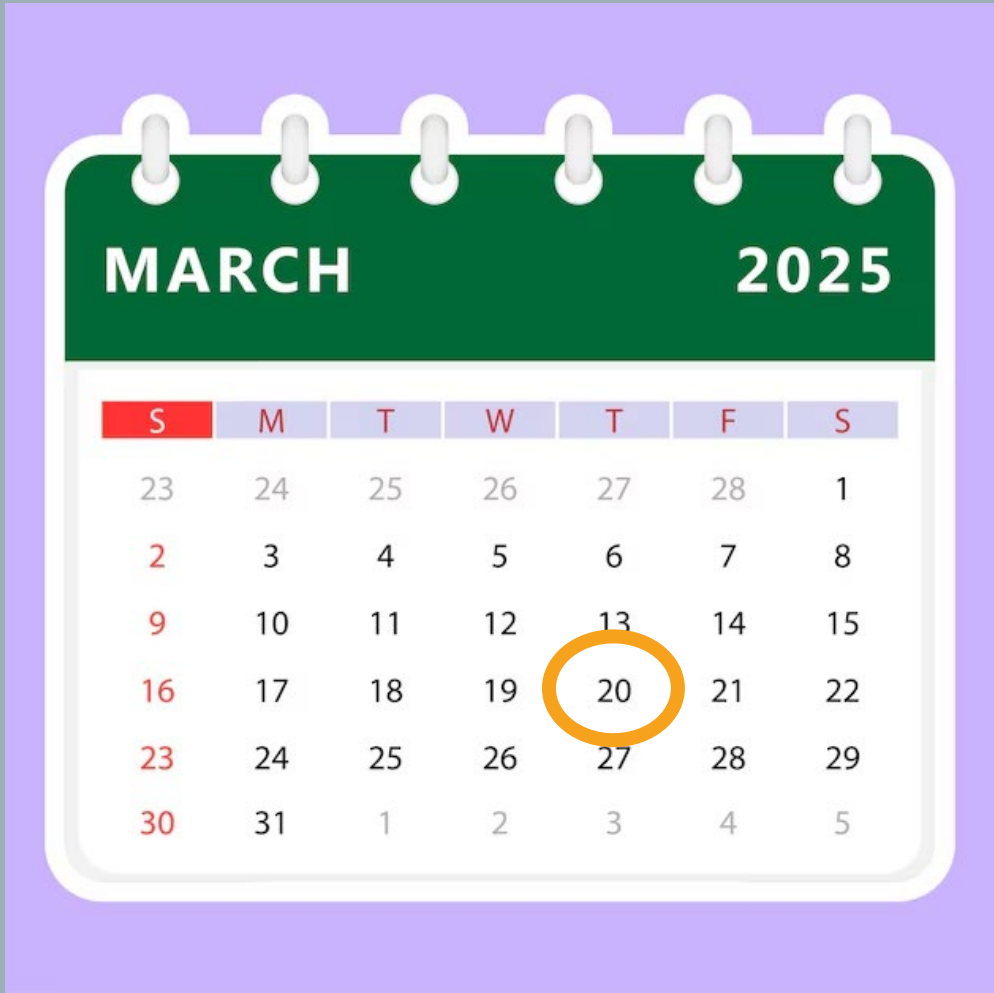
Three year Operating Plan (Jan/Feb) for presentation at Synod (May)

Implementation

Beginning in January's Billings

- **Addition of 1% Fee on Payroll Invoices**
- **Addition of 1% Fee on PAG statements**
- **Synod 2025 Installment Payments**

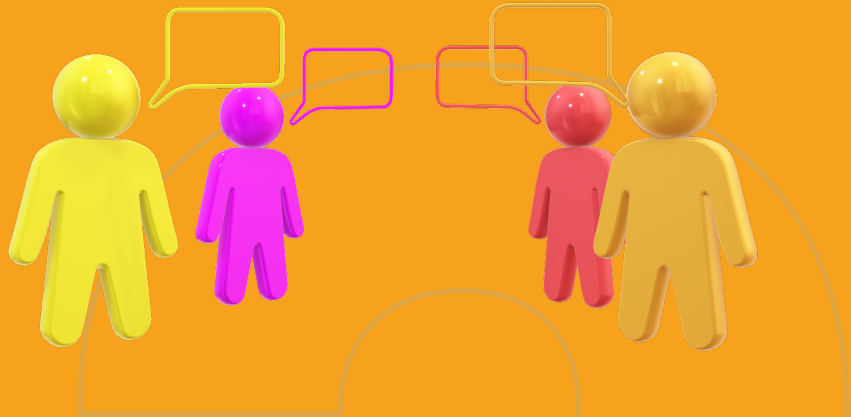
Expect to invoice Insurance in February



NEXT MEETING

THURSDAY
MARCH 20TH
2PM

ONGOING PLANNING:
THIRD THURSDAY OF THE
LAST MONTH OF EACH
QUARTER



QUESTIONS?

