

**Long Term Disability Plan of the
Anglican Church of Canada
Financial Statements
For the year ended December 31, 2024**

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Independent Auditor's Report

To the Board of Trustees of the Long Term Disability Plan of the Anglican Church of Canada

Qualified Opinion

We have audited the financial statements of Long Term Disability Plan of the Anglican Church of Canada (the "Plan"), which comprise the statement of financial position as at December 31, 2024, and the statement of changes in net assets available for benefits for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Plan as at December 31, 2024, and its changes in net assets available for benefits for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Qualified Opinion

As agreed to by the Trustees of the Plan and in common with many benefit fund audits, the scope of our audit was limited to the records of the Plan and therefore, did not extend to an examination of the payroll records of the contributing employers. Accordingly, our verification of contribution revenue was limited to the amounts recorded in the records of the Plan and we were not able to determine whether any adjustments might be necessary to contribution revenue and increase in net assets for the years ended December 31, 2024 and 2023, assets as at December 31, 2024 and 2023 and net assets available for benefits as at January 1 and December 31 for both the 2024 and 2023 years. Our audit opinion on the financial statements for the year ended December 31, 2023 was modified accordingly because of the possible effects of this limitation in scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis of our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Plan's financial reporting process.

Independent Auditor's Report (Continued)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

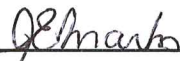
BDO Canada LLP

Chartered Professional Accountants, Licensed Public Accountants
Oakville, Ontario
May 30, 2025

Long Term Disability Plan of the Anglican Church of Canada Statement of Financial Position

December 31	2024	2023
Assets		
Cash	\$ 366,478	\$ 306,686
Contributions receivable	43,362	39,932
Investments (Note 3)	2,026,934	1,792,353
Due from related parties (Note 4)	12,035	22,381
	<u>2,448,809</u>	<u>2,161,352</u>
Liabilities		
Accounts payable and accrued liabilities	<u>25,833</u>	<u>30,025</u>
Net assets available for benefits	<u>\$ 2,422,976</u>	<u>\$ 2,131,327</u>

On behalf of the Board:



Chairperson



Trustee

Long Term Disability Plan of the Anglican Church of Canada

Statement of Changes in Net Assets Available for Benefits

For the year ended December 31 **2024** 2023

Increase in net assets

Contributions (Note 2)	\$ 2,246,920	\$ 2,157,530
Investment income (Note 6)	249,833	131,039
	<u>2,496,753</u>	<u>2,288,569</u>

Decrease in net assets

Benefit costs		
Claims	609,054	701,018
Insurance premiums	1,213,971	995,887
	<u>1,823,025</u>	<u>1,696,905</u>

Expenses

Adjudication costs	30,999	21,108
Administrative expenses (Note 4)	263,501	252,731
Consulting costs	17,915	15,736
Investment management fees	6,341	5,848
Professional fees	50,203	41,197
Trustee insurance	13,120	13,211
	<u>382,079</u>	<u>349,831</u>

Total expenses	<u>2,205,104</u>	<u>2,046,736</u>
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Increase in net assets	291,649	241,833
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Net assets available for benefits, beginning of year	<u>2,131,327</u>	<u>1,889,494</u>
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Net assets available for benefits, end of year	<u>\$ 2,422,976</u>	<u>\$ 2,131,327</u>
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Long Term Disability Plan of the Anglican Church of Canada

Notes to Financial Statements

December 31, 2024

1. Significant Accounting Policies

Nature and Purpose of the Organization

The General Synod of the Anglican Church of Canada provides long term disability ("LTD") benefits for clergy and lay employees of participating employers under the Long Term Disability Plan of the Anglican Church of Canada (the "Plan"), which was established January 1, 2005 (January 1, 2006 for Diocese of Montreal). All employers in the General Synod Pension Plan of the Anglican Church of Canada are required to participate in the Plan.

Basis of Presentation

These financial statements are prepared using Canadian accounting standards for pension plans. For accounting policies that do not relate to the Plan's investment portfolio, the Plan has elected to apply Canadian accounting standards for private enterprises.

Funding Policy

The Plan is an employer sponsored plan where the employers are required to contribute 2.2% of eligible employees' earnings.

Investments and Investment Income

All investment transactions are recorded when the risks and rewards of ownership are transferred. Investment transactions are recorded on a trade date basis. Investments are stated at their fair values. The fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Where ascertainable, fair values of the underlying assets are based on public market prices or independent quotations. Where public market prices or quotations are not ascertainable, fair values are derived from use of inputs observed from markets, using methods such as discounted cash flows, earnings multiples, appraisals, prevailing market rates for instruments with similar characteristics and other pricing models, as appropriate.

Pooled funds

Pooled funds are managed investments that pool assets in a diversified portfolio. The Fund holds pooled fund investments in publicly traded equities and fixed income investments.

Pooled funds are valued at the unit net asset values supplied by the pooled fund administrator, which represents the Plan's proportionate share of underlying net assets. The unit net asset value is determined based on the fair value of the underlying assets and liabilities of the pooled fund.

The Plan's fair value holding in pooled funds is calculated as the unit net asset value of the pooled fund, multiplied by the number of units held by the Fund.

Investment income is the increase or decrease in the fair value of the pooled funds reflective of the fair value of the underlying investments held by the pooled funds. Dividends and interest are reinvested within the pooled funds. Distributions from pooled funds are recorded when declared by the pooled fund managers.

The realized gain or losses on sale of investments sold during in the year are determined by the excess of proceeds over average cost of investments sold and, accordingly, includes the applicable share of the excess of fair value over cost of investments at the beginning of the year.

Long Term Disability Plan of the Anglican Church of Canada

Notes to Financial Statements

December 31, 2024

1. Significant Accounting Policies (Continued)

Investments and Investment Income (Continued)

Pooled funds (Continued)

The current period change in fair value of investments represents the unrealized appreciation or depreciation of the fair value of investments held at year end less the related unrealized appreciation or depreciation at the previous year end.

Financial Instruments

Financial instruments, excluding investments, are recorded at fair value when acquired or issued and subsequently measured at cost or amortized cost less impairment, if applicable. Financial assets are tested for impairment when changes in circumstances indicate the asset could be impaired. Transaction costs on the acquisition, sale or issue of financial instruments are charged to the financial instrument for those measured at amortized cost.

Revenue Recognition

Contributions of the Plan are accrued in the year of assessment. Contributions are based on amounts reported by employers for the periods up to and including December, to the extent that these contributions are reported by the report date. Contributions reported after this date are included in the next fiscal period.

Interest income is recognized on a time proportionate basis, using the effective interest method. This method ensures that interest income is recognized in accordance with the passage of time and the applicable interest rate, reflecting the economic benefits earned during the reporting period.

Use of Estimates

The preparation of financial statements in accordance with Canadian accounting standards for pension plans requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of changes in net assets available for benefits during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future.

Income Tax Status

Income taxes arise on the excess, if any, of investment income over administration expenses and taxable benefits.

Long Term Disability Plan of the Anglican Church of Canada

Notes to Financial Statements

December 31, 2024

2. Description of Plan

The following description of the Long Term Disability Plan of the Anglican Church of Canada is a summary only. For more complete information, reference should be made to the Plan Regulations.

General

The Long Term Disability Plan of the Anglican Church of Canada has been set up as an employer pay plan to provide benefits to claimants who become disabled and unable to work on or after January 1, 2005. Employers contributed 2.2% of employees' salaries to the Plan during the year ended December 31, 2020 with the amount of premiums determined by actuaries based on the Plan experience. Effective January 1, 2022, for four months only, employers were granted a contribution holiday.

Long Term Disability Benefits

Plan Regulations provide a 119 day waiting period before a member is eligible to receive benefits. After the 119 day waiting period, the Plan self insures for the next 18 months with the insurance carrier paying all claims following the 18 month self-insured period.

Monthly long term disability benefits are taxable. The self-insured benefits are calculated as 67% (2023 - 67%) of the employee's monthly salary for the first 18 months after the elimination period. Thereafter, the benefit is insured and is adjusted to 60% of the employees' monthly salary and paid by the insurance carrier. The maximum monthly benefit an employee can receive is \$10,000.

The self-insured and insured long term disability benefit will be reduced by income from such sources as:

- Disability benefits received from another plan including Canada/Quebec Pension Plan and Worker's Compensation programs; and
- During the first eighteen months, 67% (2023 - 67%), and thereafter, 60% of the value of Church housing or housing allowance provided during disability.

Long term disability benefits are available until the age of 65.

Long Term Disability Plan of the Anglican Church of Canada

Notes to Financial Statements

December 31, 2024

3. Investments

Investments consist of units in the following funds, which are recorded at market value:

	2024		2023	
	Cost	Market Value	Cost	Market Value
PH&N Short Core Plus Bond Fund	\$ 1,207,793	\$ 1,171,664	\$ 1,087,916	\$ 1,031,218
PH&N Canadian Equity Value Fund	86,480	143,031	90,305	130,447
RBC QUBE Low Volatility Canadian Equity Fund	107,522	142,022	106,162	127,978
RBC Global Equity Focus Fund	202,625	284,700	194,013	253,543
RBC QUBE Low Volatility Global Equity Fund	223,872	285,517	214,281	249,167
	\$ 1,828,292	\$ 2,026,934	\$ 1,692,677	\$ 1,792,353

4. Related Party Transactions

The Pension Office Corporation of the Anglican Church of Canada administers the Plan. Under the terms of a Cost Sharing and Agency Agreement with the Plans, the Corporation pays the shared expenses of the Plans and is reimbursed. In the current year, an amount of \$264,273 has been allocated to the Plan (2023 - \$253,619) and is included in administrative expenses, at its exchange value (the amount of consideration established and agreed to by the related parties).

The following amounts are due from (to) related parties at year end:

	2024	2023
Employee Benefits Fund of the Anglican Church of Canada	\$ (15)	\$ -
General Synod Pension Plan of the Anglican Church of Canada	323	-
Pension Office Corporation of the Anglican Church of Canada	11,727	22,381
	\$ 12,035	\$ 22,381

The Plan has a common Board of Directors/Trustees with the above related parties.

5. Actuarial Present Value of Possible Expected Future Claims

The estimated actuarial present value of expected future claims, as prepared by Eckler Ltd. at June 30, 2024 is \$742,900 (June 30, 2023 - \$803,800), with corresponding assets with a market value of \$2,266,600 (June 30, 2023 - \$1,956,800). The amounts have not been estimated to the year end date of December 31, 2024.

Long Term Disability Plan of the Anglican Church of Canada

Notes to Financial Statements

December 31, 2024

6. Investment Income

	2024	2023
Pooled funds distributions	\$ 107,282	\$ 69,684
Realized gain on sale of investments	28,333	8,461
Current period change in fair value of investments	98,966	41,796
Interest income	15,252	11,098
	<u>\$ 249,833</u>	<u>\$ 131,039</u>

7. Financial Risk Management

The Plan may be exposed to a variety of financial risks including credit risk, liquidity risk and market risk (including interest rate risk, currency risk and other price risk). These risks have not changed from the prior year.

(a) Credit Risk

Credit risk is the risk that the counterparty to a financial instrument will fail to discharge an obligation that is entered into with the Plan. The Plan's financial instruments that are exposed to concentrations of credit risk relate primarily to cash and investments. The Plan manages its exposure to this risk by maintaining its cash with a major Schedule 1 bank and maintaining its fixed income investments in a professionally managed diversified balanced fund. The Plan also has credit risk to the extent that contributions receivables are not collectible. The Plan manages this risk by closely monitoring delinquent contributors and ensuring late contributions and deviations are pursued.

(b) Liquidity Risk

The Plan is also exposed to *liquidity risk* in the event that investments must be sold quickly. The majority of the Plan's assets are invested in securities that are traded in an active market and can be readily disposed of as liquidity needs arise, assuming orderly markets.

(c) Market Risk

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Plan is exposed to interest rate risk arising from the possibility that changes in interest rates will affect the value of fixed income denominated investments within the pooled funds.

Currency risk is the risk that the value of investments denominated in foreign currencies will fluctuate with changes in foreign currency exchange rates. The Plan is exposed to currency risk from the possibility that changes in exchange rates will affect the value of investments denominated in foreign currencies within the pooled funds.

Long Term Disability Plan of the Anglican Church of Canada

Notes to Financial Statements

December 31, 2024

7. Financial Risk Management (Continued)

(c) Market Risk (Continued)

The Plan invests in units of pooled funds, which in turn invest in a diversified portfolio of assets. While the underlying investments of the pooled fund are susceptible to both currency and interest rate risk, the risk to the Plan is indirect in nature. Given the Plan is not directly holding any interest-sensitive securities, the Plan has no direct exposure to interest rate risk on its pooled fund investments and no direct exposure to currency risk on its pooled fund investments denominated in Canadian dollars.

Other price risk is the risk that the value of an investment will fluctuate as a result of changes in market prices other than those arising from interest rate risk or currency risk, whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in a market.

The Plan manages market risk by diversifying investments in accordance with the Plan's Statement of Investment Policies and Procedures, which is approved by the Trustees. The Plan is exposed to fluctuations in equity markets on its investments within the pooled funds.

(d) Financial Instruments Fair Value Hierarchy

Disclosure of a three-level hierarchy for fair value measurements is based upon transparency of inputs to the valuation of an asset or liability as of the measurement date. The three levels are defined as follows:

Level 1:

For securities valued based on unadjusted quoted prices in active markets for identical assets.

Level 2:

For securities valued based on inputs, other than quoted prices included in Level 1, that are observable for the asset, either directly or indirectly.

Level 3:

For securities valued based on inputs that are based on unobservable market data.

The Plan's investments are categorized as Level 1 for equity pooled fund investments and Level 2 for other pooled fund investments within the fair value hierarchy as at December 31, 2024. There were no transfers between levels during the year.

Long Term Disability Plan of the Anglican Church of Canada

Notes to Financial Statements

December 31, 2024

8. Capital Disclosure

The Plan considers its capital to be its net assets available for benefits. The Plan's objective when managing capital is to ensure that the long term disability coverage for its members is maintained. Deficiencies from operations are normally funded from contributions in future periods. The Plan's ability to meet this objective is affected by the level of benefits provided, contributions received and by the return on the Plan's investment assets, which are invested in accordance with the Plan's Statement of Investment Policies and Procedures (the "SIP&P"), last approved March 2021, and within the applicable regulatory limits.

Investments are based on asset mix and risk management policies that are designed to enable the Plan to meet or exceed its long-term funding requirement with an acceptable level of risk, consistent with the SIP&P as approved by the Board of Trustees. The Board of Trustees has adopted a SIP&P for the Plan which sets investment objectives, guidelines and benchmarks used in investing the Plan's assets, permitted categories of investments, asset mix, diversification and rate of return expectations.

There have been no significant changes to the Plan's capital management objectives, policies and processes in the year nor has there been any change in what the Plan considers to be its capital.