



# Focus on the future

Annual Report 2022



# In 2022, RTOERO progressed effectively towards achieving its strategic goals.

We are a bilingual trusted voice on healthy, active living in the retirement journey for the broader education community. With **83,000+** members in **51 districts** across Canada, we are the largest national provider of non-profit group health benefits for education retirees.

## Better lives for Canada's education community retirees

We welcome members who work in or are retired from the early years, schools and school boards, post-secondary and any other capacity in education.

**We believe in a better future, together!**

# Our community

**We believe in the power of our community to secure a better future.**



**Our vision** is a healthy, active future for every member of the education retiree community in Canada.

**83,000**

national members from coast to coast.

# Our national community

RTOERO has a supportive community, where all members feel welcome and experience a sense of belonging.

**3,233** new members joined RTOERO in 2022

“Thank you for an informative session that was calming and engaging! I feel a huge reduction in my anxiety and confirmation that RTOERO is the best choice for my retirement needs!”

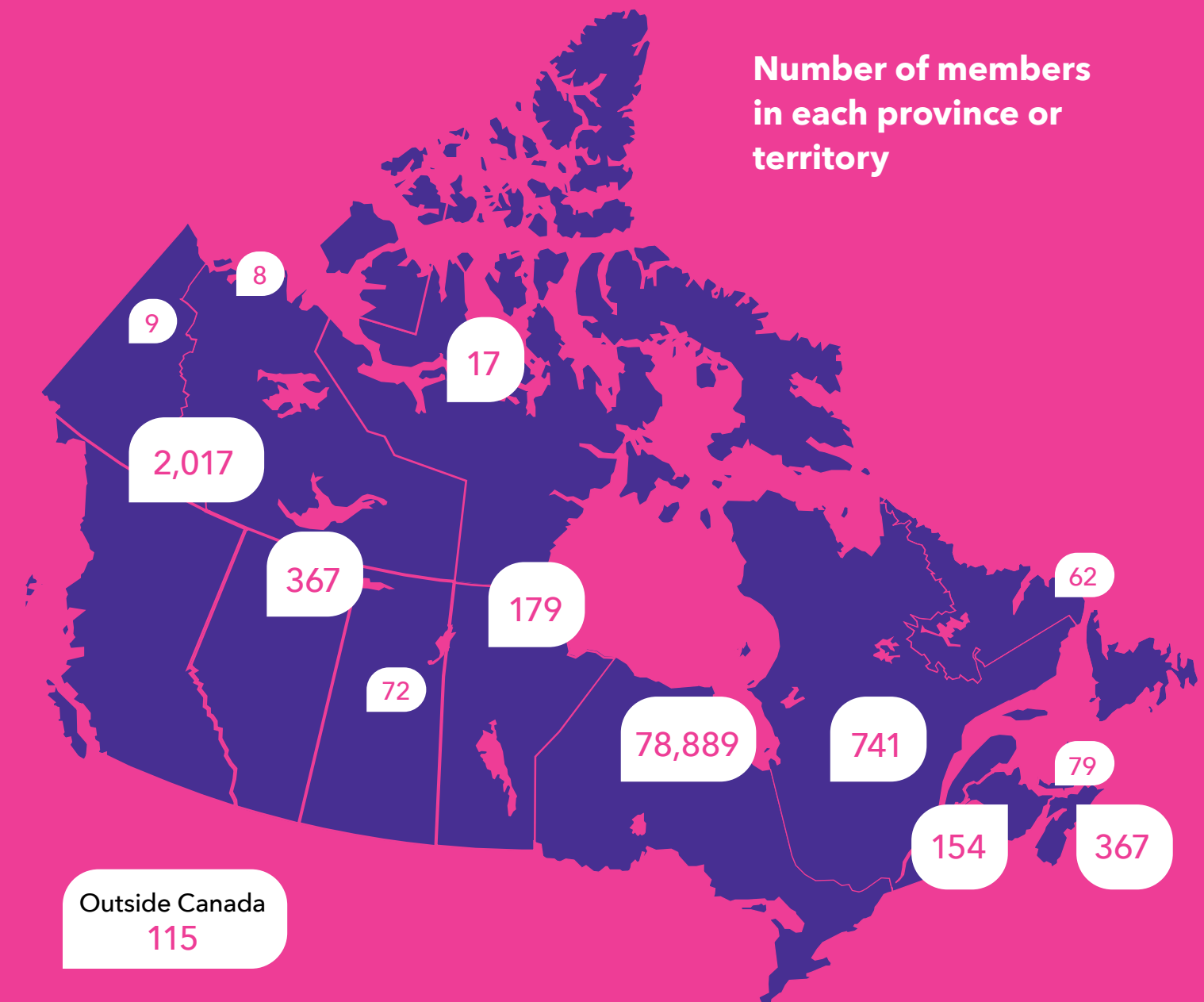
2022 **retirement planning workshop** attendee

“I really appreciate the information shared with us and the tone of the presentation. I am nervous about retiring and this has helped me feel better about my decision. Learning more and more towards excited!”

2022 **retirement planning workshop** attendee



RTOERO has members across Canada. They are served by 51 districts.



# Our national community

Words of appreciation from the RTOERO community:

"I have been told by many friends and acquaintances that such an organization for retired education employees is an amazing resource and support. Being a member has allowed me to continue to learn, to meet new people, to serve our community and the communities beyond our borders and to engage in relevant discussions for the improvement of life in general."

"I've had the chance to interact with many retirees and make new friends, which is especially important when moving to a new province after retirement."

"I am very appreciative of the opportunities for learning, socializing, developing relationships and bringing valuable programs to our District through my years of involvement in RTOERO."

# Our community by the numbers

Our diverse community includes members who work in or are retired from the early years, schools and school boards, post-secondary and any other capacity in education.

73%

of members agree that volunteering contributes to their enjoyment of retirement.

<60

7.7%

(6,369) members under the age of 60

70-79

44%

(36,550) members between the ages of 70-79



# Our community by the numbers

Regardless of our career or role, what unites us as members of the education sector has always been our belief in the future – and the desire to secure better futures for students, for each other, and for the communities we've served.

## Member demographics

83,000

Our voice is clear and impactful to effect social change

100,410

lives insured under our benefits plan

78%

of RTOERO members have our benefits plan

## Volunteering

64%

RTOERO members are active volunteers

20

average number of hours members volunteer per month

73%

members agree that volunteering contributes to their enjoyment of retirement

67%

members volunteered prior to retirement

31

Staff in the RTOERO office



24

Projects funded by the RTOERO Foundation since inception in 2011



## 2022 Community-based grants

22

Number of projects

\$87,471

Donated to communities

## 2022 Post-secondary student scholarships

20

Recipients

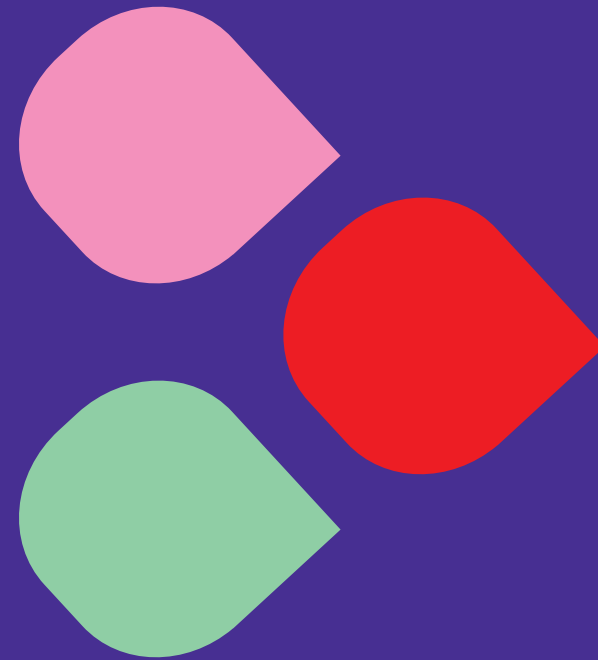
\$60,000

Donated

# Strategic goals

**Everything we do is a reflection of the goals and objectives of our strategic plan.**

RTOERO is a unique organization designed to help education sector retirees be better prepared for their own futures. RTOERO members become part of a community that is making a difference in the lives of all seniors.



## Mission

We are a bilingual trusted voice on healthy, active living in the retirement journey. We deliver world-class programs, social engagement and political advocacy.

## Be the trusted voice

We are the recognized voice and leading benefits provider for the education retiree community in Canada.



### A better future, together

Our voice is clear and impactful to effect social change. We are lifelong learners and game-changing advocates. We sustain strong relationships and networks of influence across Canada. We fund research and drive advocacy to advance the interests of seniors and increase their contribution to society at every age.

### 4 new partnerships help deepen impact

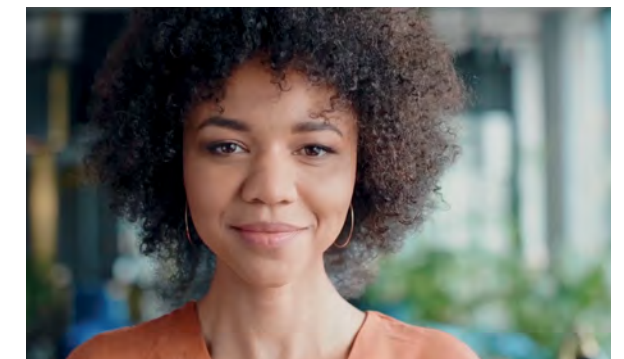
We welcomed four new partners to the RTOERO community in 2022:

- Canadian Foundation of Economic Education
- Fédération des aînés et des retraités francophones de l'Ontario
- Canadian Medication Appropriateness and Deprescribing Network
- CanAge

Our partners help us to ensure we're providing the best value and information to RTOERO members, and we're grateful for our collaborations.

### vibrantvoices.ca

- Speaking with one voice during election campaigns
- Webinars build common language, understanding
- Expanding our reach with elected officials

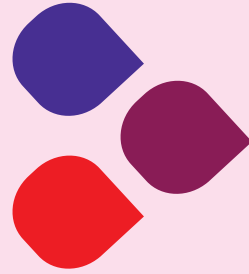


# Be the trusted voice

## Future Focus

### Where we'll be in 2025:

70% of stakeholders view RTOERO as a national authority on retirement and seniors issues.



## Our key advocacy issues

### Geriatric health care

Canada's population is aging. In 2012, almost one in seven Canadians was a senior. Now the number is more than one in six. By 2030, that will jump to nearly one in four. Our health care system needs to re-think how to address the rising needs of this huge demographic.



### Seniors strategy

Older Canadians are the fastest-growing segment of our population, but gaps in health care and social policies are creating barriers to seniors' independence and inclusion. A coordinated National Seniors Strategy, with dedicated funding and accountable goals, will ensure we meet the evolving needs of seniors.



### Environmental stewardship

Responsible use of resources, conservation, protecting our air, land and water – improving in all areas is critical to a sustainable future. In the face of irreputable evidence, some powerful people and industry leaders dismiss and confound the situation. Yet there is reason to celebrate. We can make a difference and motivate others to make a difference.



## Thought leadership on topics of importance

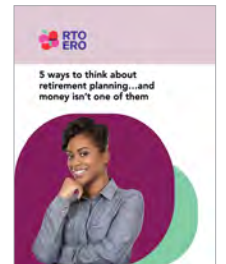
### Healthy aging

In a society that values youth and physical appearance, aging can sometimes be viewed as undesirable. However, the reality is that everyone ages, and it's a natural part of life. Canada will soon be a super-aged society—20 per cent of the population will be over age 65 by 2024. There has never been a more critical time to focus on healthy aging. It's essential for society as a whole to prioritize this issue.



### Retirement journey

Retirement is no longer a one-size-fits-all concept. Today's retirees are embracing the 'third age' as an opportunity for self-care, adventure, learning, and making a positive impact. The traditional notion of retirement is being redefined, with many unconventional stories emerging. Preparing for retirement goes beyond financial planning, and it's important to consider the many opportunities and possibilities that the 'third age' can offer.



### Insurance

Maintaining good health and financial stability are key priorities for most people, but health care costs can be a significant drain on personal budgets, particularly in retirement. While Canada has universal health care coverage, it doesn't cover all procedures, treatments, and prescriptions that may be necessary as we age. Many retirees may not be fully prepared to handle the costs. Having insurance can offer peace of mind and prevent potential financial hardships.



### Ageism

A society can only be considered truly great if it is great for everyone. This means that all organizations and individuals must work together to dismantle systems of oppression and create equity. Ageism is a particularly concerning issue, with significant individual and societal consequences. When ageism intersects with other biases, it can exacerbate oppression and further marginalize individuals from equity-deserving groups. We are committed to addressing this issue and promoting equity for all.



# Improve the lives of members and seniors

We are focused on what matters most – our growing national membership and offering them more value than ever.



## RTOERO community

Whatever your retirement journey looks like, we're here to help



Our core mandate is to serve our members. We provide essential health, wellness and travel benefits so our members can explore their journeys with confidence. We connect our members as volunteers, leaders, and advocates. And our members share their wisdom, stories and ideas with each other through our publications—fostering our community of learning and support.

## Health plans

The RTOERO Group Insurance Plans are owned and managed by RTOERO members.

**80%**

of RTOERO members participate in one or more health plan

**99,938**

lives insured, with one or more benefit plan

## Highlights of membership survey

**90%**

of members are satisfied with RTOERO health plans

**82%**

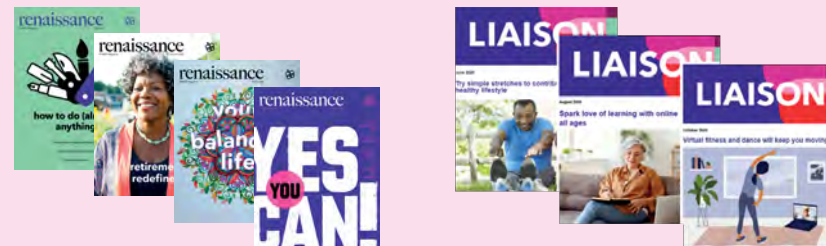
of members are likely to recommend RTOERO

**86%**

of members agree that RTOERO deeply cares about the future of retirees in Canada

## RTOERO's award-winning resources

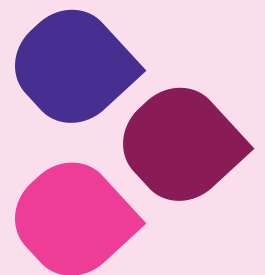
- Renaissance magazine celebrates one year online
- Liaison eNewsletter



## Future Focus

### Where we'll be in 2025:

80% of members find RTOERO membership to be essential to their healthy, active retirement journey.





# Broaden the membership base

We have a growing membership. We reach out, connect and dialogue with future members to actively engage with them.



## Here for you

We partner with like-minded organizations to strengthen our impact and enhance services for our members



Many RTOERO member benefits start before retirement—like **travel savings**—so members can begin their retired-ish lifestyle whenever they want. We support members in achieving their retirement vision by providing resources and community connections to help them prepare for retirement with ease, pursue their passions and engage in meaningful activities.

## 10 benefits of RTOERO membership before you retire

- 1 Membership is FREE until you retire
- 2 Save up to 40% on house and car insurance
- 3 3,000+ discounts with Venngo MemberPerks®
- 4 Exclusive solo and group travel discounts
- 5 Bilingual services and francophone districts
- 6 Grant opportunities for local charities
- 7 Post-secondary scholarship program
- 8 Award-winning publications
- 9 Annual Tax Tips resource
- 10 Pocket Planner calendar

## Strengthening support for of education retirees

### First future retirees report: retirement planning in a pandemic

How did the pandemic impact retirement planning? That was the focus of our inaugural Future Retirees Report, which gathered insights from over 900 individuals who plan to retire from Canada’s education sector. Highlights include:

- 92% will retire in the next 5 years
- Since the COVID-19 pandemic, 30% have considered early retirement
- Learning remains a key priority for individuals as they approach retirement age.

### Ultimate retirement planning resource bundle for education workers launches

We regularly hear from education workers that they want to know more about insurance for retirement and would like help with practical retirement to-do tasks. In 2022, we packaged our most popular resources into a downloadable bundle. After downloading the resource bundle, individuals are added to our email list, so we stay in touch and provide more helpful information to support their journey.

# 3,233

new members joined RTOERO in 2022

# 89

retirement planning workshops

## Membership growth in past 5 years

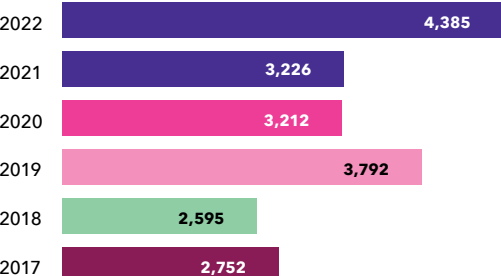
RTOERO has experienced solid growth over the past five years, as we have continued to expand our membership across the broader education community in Canada.



## Retirement planning workshops

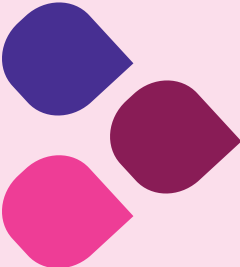
Planning for retirement can be complicated. We offer free workshops to help the education community plan for their financial and social retirement journey. 2022 saw a return to in-person workshops for the first time since the start of the pandemic.

Number of workshop registrants



## Future Focus

Where we'll be in 2025:  
**120,000** members across Canada



# Financial highlights

RTOERO has an open, honest and transparent decision-making process. Our budget is responsive to the needs of members and aligns to our strategic goals.



## Annual district grants

	District Grants	% Increase
2022	\$1.45 M	3%
2021	\$1.41 M	4%
2020	\$1.36 M	6%
2019	\$1.28 M	8%
2018	\$1.19 M	3%
2017	\$1.16 M	3%
2016	\$1.13 M	2%
2015	\$1.1 M	2%

## Health plan participation



2022	100,410
2021	99,938
2020	99,604
2019	99,700
2018	98,000
2017	96,000

"I am proud to be a representative and member of RTOERO. I have found much value in being involved in this organization."

RTOERO member

## Giving back to the community

The Community Grants and Scholarships program (known as Project Service to Others until November 2020) highlights the many ways that RTOERO members care about their communities and continue to serve them. **Community grants** are distributed by districts to help fund educational, cultural and other community initiatives. **Post-secondary scholarships** are awarded to students in programs that lead to a career in education, environmental stewardship or seniors' health and well-being.

### COMMUNITY GRANTS

2022

22 Projects

### CUMULATIVE

598 Projects

### \$ DONATED TO COMMUNITIES

2022

\$86,922

### CUMULATIVE

\$2 M

### SCHOLARSHIPS

2022

20 Recipients  
\$60,000

### CUMULATIVE

414 Scholarships  
\$549,000

\$20,000

Donated to RTOERO Summer Institute Research Program through the National Institute on Ageing, part of a 5-year, \$100,000 commitment

\$10,000

Donated to the Native Canadian Centre of Toronto

"I appreciate the help of RTOERO, whether it's for advice or training! Thank you very much for your great work. Together we are making a difference in people's lives!"

RTOERO member

## RTOERO Foundation

The Foundation's work is inspired by RTOERO's long history of giving back. We engage RTOERO members and our community of generous donors and work with researchers and community partners to create a more age-friendly future for all of us.

11%

increase in revenue from monthly donors

38%

increase in annual revenue

24

projects funded since 2011



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