

Canadian **Health & Wellness** Innovations Conference

February 24-26, 2025

Wyndham Grand Rio Mar
Rainforest Beach and Golf Resort
Rio Grande, Puerto Rico

Preconference: February 23, 2025

8:30 a.m.-12:30 p.m.

Y/Our Stories Matter

www.ifebp.org/chwi



Find the treasures of Puerto Rico!

Rediscover Your Health and Wellness

PROGRAM AT A GLANCE

SUNDAY February 23, 2025	
8:30 a.m.-12:30 p.m.	Preconference (includes breakfast): Y/Our Stories Matter
3:00-5:00 p.m.	Registration Check-In and Conference Information
MONDAY February 24, 2025	
8:30-9:45 a.m.	Latest Trends and Legislation in Benefits
10:00-11:00 a.m.	Innovative Health Care Access—Leveraging Global Options
11:15 a.m.-12:15 p.m.	Leveraging AI in Claims Adjudication— Transforming Benefits and Pension Administration
1:15-2:30 p.m.	Practical Tools for Wellness Program Implementation
2:45-3:00 p.m.	Mindfulness Break
3:00-4:00 p.m.	CUPE EWBT's Journey— A Member-Centric Benefits Experience
TUESDAY February 25, 2025	
8:30-9:30 a.m.	"Generals in Tents"
9:45-11:00 a.m.	From Addiction to Advocacy
11:15 a.m.-12:15 p.m.	Building Mentally Healthier Teams— Enhancing Psychological Safety in Our Workplaces
1:15-2:15 p.m.	The Ecosystem of Benefits Required to Support Mental Health and Addiction
2:30-2:45 p.m.	Movement Exercise
2:45-4:00 p.m.	Disaster Recovery/Critical Incident Response
WEDNESDAY February 26, 2025	
8:30-9:30 a.m.	Learnings From Two Cancer Patients—Chronic Illness and Mental Health, and Implications for Workplaces
9:45-10:45 a.m.	Barriers and Paths to Financial Wellness
11:00 a.m.-12:00 noon	Exploring the Future of Disability Benefits

All times listed are in Atlantic Standard Time.

Register online at www.ifebp.org/chwi

PRECONFERENCE WORKSHOP

Y/Our Stories Matter

Sunday, February 23

8:30 a.m.-12:30 p.m. *(includes breakfast)*

Hear stories from Christina and Tazz on how our experiences shape us. Your stories matter. Our stories matter. How can our worst moments change our paths? How do we move forward with the baggage we carry? When you didn't think you could go any further, what helped?

Join us for this one-of-a-kind interactive workshop where we explore how to develop and apply resilience in the face of difficulty. Willing participants will have an opportunity to share a story on which they would like some feedback. Learn the importance of standing up for yourself and to yourself.

Workshop Leaders:



Christina M. Fuda, M.A.

Mental Health Training Coordinator
Ontario Shores Centre for Mental Health Sciences
Whitby, Ontario



Rob Tanguay, M.D., B.Sc. (Hons.), FRCPC, CISAM, CCSAM

Clinical Assistant Professor, University of Calgary
Departments of Psychiatry and Surgery
Hotchkiss Brain Institute and
Mathison Centre for Mental Health
Calgary, Alberta



Big Daddy Tazz

Mental Health Advocate and Comedian
Winnipeg, Manitoba

Canadian **Health & Wellness** Innovations Conference

February 24-26, 2025

Wyndham Grand Rio Mar Rainforest Beach and Golf Resort
Rio Grande, Puerto Rico

In an era where the approach to wellness is rapidly changing and evolving, it can be challenging to navigate the health care landscape and maximize the value of your plan. Get the most comprehensive and up-to-date analysis on the latest trends and legislation, including national dental care and pharmacare, the role of weight-loss drugs, global options to improve health care access and the transformative impact of AI. Understand the ecosystem of benefits required to properly support addiction recovery and mental health.

Who Should Attend

This conference is intended for trustees, administrators and staff who represent group benefits and health care plans in the Canadian corporate, multi-employer and public sectors. Any individuals, including U.S. counterparts, with an interest in wellness topics will also find value in this conference.

Benefits of Attending

- Learn firsthand about the latest trends in health and wellness that could impact your plan design.
- Find out how others have successfully introduced wellness initiatives to their members.
- Discover ways to motivate plan participants to share the responsibility for their own health.
- Network with peers and industry leaders who have faced the issues you have and learn what worked for them.
- Get inspired to improve employee engagement and produce positive outcomes for plan members.
- Explore turnkey solutions that can be applied right away for health and wellness in the workplace and beyond.

PROGRAM SCHEDULE

All times are in Atlantic Standard Time.

Sunday, February 23, 2025

3:00-5:00 p.m.

Registration Check-In and Conference Information

Monday, February 24, 2025

7:30-8:30 a.m.

Registration and Continental Breakfast

8:30-9:45 a.m.

Latest Trends and Legislation in Benefits

Get the most up-to-date information on the hottest topics of the day for benefit plan sponsors and trustees, including:

- Pharmacare landscape
- Canadian Dental Care Program (CDCP)
- Weight-loss drug pipeline and the move to reclassify these therapies
- Medical Assistance in Dying (MAiD).

Speakers: **Patrick Baillie, Ph.D., LL.B.**, Psychologist and Lawyer,
Calgary Police Service, Calgary, Alberta

Mike Sullivan, B.S.P., M.B.A., Chief Executive Officer, Cubic Health,
Toronto, Ontario

Monday, February 24, 2025 *(continued)*

10:00-11:00 a.m.

Innovative Health Care Access—Leveraging Global Options

Wondering how best to support members on waiting lists to access provincial health care resources in your area? Please join us for an informative panel discussion on:

- How to leverage global options to get your plan members the right care at the right time
- Maintaining a seamless and ethical integration of global health care options without displacing local services
- Case studies highlighting innovative financing and the use of technology to swiftly connect patients with necessary medical treatments domestically and abroad.

Speakers: **Tyler Amell, Ph.D., M.Sc., B.Sc.**, Chief Health and Strategy Officer, MediKeeper Inc., Adjunct Faculty, Pacific Coast University for Workplace Health Sciences, Calgary, Alberta

Kelly Jenkins, Vice President of Operations, Global Healthcare Resources, West Palm Beach, Florida

11:15 a.m.-12:15 p.m.

Leveraging AI in Claims Adjudication— Transforming Benefits and Pension Administration

As technology continues to advance, this presentation will delve into the transformative role of artificial intelligence (AI) in the realm of claims adjudication. In addition to considering the governance surrounding the use of AI, this session will focus on:

- Benefits of AI integration for administrators
- Impacts of AI on pension and benefit plans
- Leveraging AI models effectively.

Speakers: **Krista Tartaglia, CPA, CA**, Partner, BDO Canada LLP, Oakville, Ontario

Dave Wowchuk, Vice President Sales, ClaimSecure Inc., Mississauga, Ontario

Monday, February 24, 2025 *(continued)*

12:15-1:15 p.m.

Lunch *(provided)*

1:15-2:30 p.m.

Practical Tools for Wellness Program Implementation

With the ever-evolving complexities facing Canadians and lack of resources available in the public health care system, organizations must prioritize health promotion, functional medicine and longevity in employee health and wellness programs. We will discuss:

- Real-life examples of wellness programs, implementation challenges, ongoing evaluations/adjustments and ideas to make your program more successful
- How to leverage data from specific areas within your organization to properly assist you in creating and improving physical, mental and financial wellness
- A transformative shift toward a systematic approach to employee wellness that puts health at the forefront.

Panelists: **Chris A. Camp, CEBS, MTMS**, Chair, Halifax Professional Firefighters Benefits Trust, Halifax, Nova Scotia

Cara Lachance, R.N., Founder, Innovative Health Pathways, Sudbury, Ontario

Josh Periard, CEBS, Account Executive, National Accounts Business Development, Canada Life, Toronto, Ontario

2:45-3:00 p.m.

Mindfulness Break

Led by **Isabelle Wettergren**

Monday, February 24, 2025 *(continued)*

3:00-4:00 p.m.

CUPE EWB'T's Journey—

A Member-Centric Benefits Experience

The CUPE Education Workers' Benefits Trust (CUPE EWB'T) provides comprehensive and sustainable benefits to over 100,000 Ontario members and dependents. In this case study, you will:

- Discover how they identified gaps, strengths and goals to redesign their brand, website and benefit communications
- Hear early feedback from their members as well as ideas to enhance your own communication strategy.
- Learn about the challenges, steps and considerations involved in creating a comprehensive, easy-to-navigate site that engages their unique members

Speakers: **Andrea Rappitt, CEBS**, Managing Director,
CUPE Education Workers' Benefits Trust, Markham, Ontario

Valerie Travis, Founder and Principal Consultant,
Bespoke Benefit Solutions, Agassiz, British Columbia

4:00-5:00 p.m.

Welcome Reception

Refreshments and hors d'oeuvres will be served. Guests are welcome.

Did you know that Puerto Rico's national sport is baseball?

Tuesday, February 25, 2025

7:30-8:30 a.m.

Registration and Continental Breakfast

8:30-9:30 a.m.

“Generals in Tents”

Join this guided conversation as Christina Fuda interviews life partners Tazz and Lala on what it's like for a family member to navigate Tazzy's mental health challenges (bi-polar, social anxiety, ADD, OCD, suicidal ideation) and what it's like for her to live on the rollercoaster that can be him. Bring your questions.

Speakers: **Lisa Lalonde**, Mental Health Advocate, Tazzy's Zookeeper,
Okanagan Valley, British Columbia

Big Daddy Tazz, Mental Health Advocate and Comedian,
Winnipeg, Manitoba

Interviewer: **Christina M. Fuda, M.A.**, Mental Health Training Coordinator,
Ontario Shores Centre for Mental Health Sciences, Whitby, Ontario

9:45-11:00 a.m.

From Addiction to Advocacy

Addressing substance use in the workplace is daunting for most leaders. They often lack the skills, knowledge and tools to engage in these courageous conversations and take actions that can save lives. This session is designed to:

- Empower leaders with strategies to take concrete actions and confidently transform their workforce
- Explore the key components of recovery-friendly workplace training programs
- Promote a culture of inclusion and support for employees affected by substance use disorder.

Speaker: **Isabelle Wettergren, M.A.**, Workplace Wellness Consultant, Trainer and Recovery Coach, Wettergren & Associates, Bonita Springs, Florida

Tuesday, February 25, 2025 *(continued)*

11:15 a.m.-12:15 p.m.

Building Mentally Healthier Teams— Enhancing Psychological Safety in Our Workplaces

This presentation will:

- Address the benefits of psychological safety, including improved team performance, increased innovation, reduced turnover, and enhanced overall team morale and well-being
- Apply interactive scenarios to foster safe and supportive conversations within your team
- Detail how national standards can help create psychologically safer industries, including the construction trades.

Speaker: **Christina M. Fuda, M.A.**, Mental Health Training Coordinator,
Ontario Shores Centre for Mental Health Sciences, Whitby, Ontario

12:15-1:15 p.m.

Lunch *(provided)*

Register
online now at
www.ifebp.org/chwi

Tuesday, February 25, 2025 *(continued)*

1:15-2:15 p.m.

The Ecosystem of Benefits Required to Support Mental Health and Addiction

Plan member mental health and addiction issues are diverse and complex. Addressing the current mental health and addiction crisis requires a diverse ecosystem of evidence-based benefit plans. This session will:

- Evaluate how the public system, and the Canada Health Act, may or may not support your members
- Estimate the costs required for keeping people healthy and at work, while supporting those on disability in recovery and return to work
- Detail how to create the optimal benefit plan for individualized treatment along a spectrum of needs.

Speakers: **Tim Clarke, FCIA, FSA**, President, tc Health Consulting Inc., Toronto, Ontario

Rob Tanguay, M.D., B.Sc. (Hons.), FRCPC, CISAM, CCSAM, Clinical Assistant Professor, University of Calgary, Departments of Psychiatry and Surgery, Hotchkiss Brain Institute and Mathison Centre for Mental Health, Calgary, Alberta

Puerto Rico has almost 300 miles of coastline and nearly the same number of beaches.

Tuesday, February 25, 2025 *(continued)*

2:30-2:45 p.m.

Movement Exercise

Led by **Cara Lachance**

2:45-4:00 p.m.

Disaster Recovery/Critical Incident Response

A workplace death, a drastic downsizing, an environmental tragedy—Are you prepared to respond appropriately to a workplace disaster or critical incident? This presentation will address the psychological challenges organizations face in disaster recovery, with concrete strategies and tactics to help you help others. A comprehensive plan:

- Addresses the stages of critical incident response
- Shows an understanding of how employees may respond
- Identifies how an employee assistance program can help during and after the crisis
- Presents strategies for building resilience and responsiveness.

Panelists:

Paula Allen, Global Leader and Senior Vice President,
Research and Client Insights, TELUS Health, Toronto, Ontario

Patrick Baillie, Ph.D., LL.B., Psychologist and Lawyer,
Calgary Police Service, Calgary, Alberta

Vivien Lee, Ph.D., C.Psych., Chief Psychologist and Commander,
Healthy Workplace Team Bureau, Ontario Provincial Police, Orillia, Ontario



"Great educational sessions to keep us on the cutting edge of care for our members and plans."

Wednesday, February 26, 2025

7:30-8:30 a.m.

Registration and Continental Breakfast

8:30-9:30 a.m.

Learnings From Two Cancer Patients—Chronic Illness and Mental Health, and Implications for Workplaces

Two workplace health and benefits practitioners will discuss their cancer diagnoses, how they coped, their work in cancer and chronic illness, and recommendations to improve member health. You will learn:

- The impact of cancer and chronic illness on organizational outcomes, including their connection to mental health
- Practical solutions to improve members' ability to manage their health issues and strengthen their resilience.
- How their cancer diagnoses impacted their overall well-being and work lives

Speakers: **Lindsay Bell**, Consultant, Workplace Well-Being, Bwell Workplace Consulting, Bowmanville, Ontario

Allan Smofsky, Principal Health and Benefits Strategist, Smofsky Strategic Planning, Toronto, Ontario

Register online at www.ifebp.org/chwi

Wednesday, February 26, 2025 *(continued)*

9:45-10:45 a.m.

Barriers and Paths to Financial Wellness

Providing financial security is a goal we share for all our members. This session will highlight:

- Challenges in getting people to engage and pay attention to communication and education
- Regional differences in pension legislation and cost of living, and the impact on financial wellness
- Risks of not providing support and the impact on the psychology of your members
- Case studies, including decumulation and workers in different industries.

Speakers:

Paula Allen, Global Leader and Senior Vice President, Research and Client Insights, TELUS Health, Toronto, Ontario

Dimitri Poliak, CAIA, Principal, Normandin Beaudry, Toronto, Ontario

11:00 a.m.-12:00 noon

Exploring the Future of Disability Benefits

Disability benefits play a crucial role in protecting the financial security of people across all industries. We will take a practical look at both short- and long-term coverage, including:

- Opportunities and challenges
- Role of age distinctions, changing interest rates and legislation.
- Rising mental health claims

Speaker:

Allen Furlong, FCIA, FSA, Lead, Life and Health, Dion Strategic Consulting Group Inc., Halifax, Nova Scotia

Register online now at www.ifebp.org/chwi

Sponsorship Opportunities

Show your support for the educational mission of the International Foundation and gain valuable exposure for your organization by becoming a sponsor of the Canadian Health and Wellness Innovations Conference. Service providers will network and grow their business with trustees and administrators who are making decisions for their group benefit and health care plans in the Canadian corporate, multi-employer and public sectors.

Conference sponsorship includes company name and logo on high-visibility conference signage, company listing in the conference app, an opportunity to display a company brochure in our Sponsor Resource Area, recognition on the conference website and in preconference promotions, free company listing in our Service Provider Directory located on our website home page and more!

For more information or to discuss how you can maximize your participation as a sponsor, contact Diane Mahler, Manager, Sponsorship and Advertising, at dianem@ifebp.org or (262) 373-7656.



**Flamenco Beach in Culebra has been recognized
as one of the top ten beaches in the world.**

For more fun facts, visit discoverpuertorico.com.

Hotel Information



Wyndham Grand Rio Mar Rainforest Beach and Golf Resort Rio Grande, Puerto Rico

The resort features 400 spacious guest rooms and suites, each thoughtfully designed to provide a comfortable and vibrant stay. Rooms are elegantly appointed with modern amenities including plush bedding, flat-screen TVs, complimentary Wi-Fi, and private balconies or terraces that offer breathtaking views of the ocean or the resort's lush gardens. Suites provide additional space and upscale features, including separate living areas and enhanced amenities for a more indulgent experience.

Nestled on the northeastern coast of Puerto Rico, the Wyndham Grand Rio Mar is a premier destination offering stunning views of the Caribbean Sea and the lush, tropical landscape of El Yunque National Forest. Just 45 minutes from San Juan's vibrant city life, this resort provides a perfect blend of relaxation and adventure.

Name: Wyndham Grand Rio Mar
Rainforest Beach and Golf Resort

Rates: C\$319 single/double occupancy
C\$349 triple occupancy
C\$379 quad occupancy

Taxes and fees (subject to change):

Room tax: 11%

Resort fee: 22% plus tax

Reservation Deadline: January 13, 2025

For hotel questions, please contact the registration department at (888) 334-3327, option 2 or edreg@ifebp.org.

Note: You will be charged a C\$450 deposit upon registration. Hotel room availability is not guaranteed after January 13, 2025.

**We look forward to seeing you
in Rio Grande, Puerto Rico!**

Register online at
www.ifebp.org/chwi

**Harnessing AI, Global Options
and Evolving Legislation for
a Healthier Tomorrow**

Upcoming Conferences

Canadian Legal and Legislative Update

Preconference: May 13, 2025

May 14-15, 2025

Winnipeg, Manitoba

Séminaire sur la gestion des caisses de retraite

29 mai 2025

Montréal, Québec

EVOLVE Benefits and Workforce Strategies Summit

June 24-26, 2025

Niagara-on-the-Lake, Ontario

Fraud Prevention Institute for Employee Benefit Plans

July 14-15, 2025

Chicago, Illinois

Certificate in Global Benefits Management

July 14-18, 2025

Chicago, Illinois

CONNECT Global Employee Benefits and Workforce Strategies Summit

July 21-23, 2025

Dallas, Texas

Foundations of Trust Management Standards (FTMS®)

July 20-21, 2025

Montréal, Québec

Advanced Trust Management Standards (ATMS™) Sessions A and B

July 20-21, 2025

Montréal, Québec

Canadian Public Sector Pensions and Benefits Conference

July 22-23, 2025

Montréal, Québec

Master of Trust Management Standards (MTMS) Sessions A and B

July 24-25, 2025

Montréal, Québec

35th Annual Art & Science of Health Promotion Conference

March 31-April 4, 2025

DoubleTree Resort by

Hilton Hotel Paradise Valley

Scottsdale, Arizona

The Art & Science of Health Promotion Conference narrows the gap between research and practice by facilitating dialogue and engendering meaningful collaborations between practitioners and scientists from corporate, clinical, educational policy and entrepreneurial spheres.

Annual Wellness Summit

August 19-21, 2025

JW Marriott Austin

Austin, Texas

You'll walk away from the 2025 Annual Wellness Summit with new strategies, connections and resources needed to advance well-being for yourself, your workplace and your community. Focused on bringing the latest wellness trends and practices to the forefront, this conference has inspirational keynote sessions from industry experts, breakout sessions with solutions you can implement right away, and activity sessions that prepare the mind and body for optimal learning.

Online Toolkits

Workplace Mental Health

www.ifebp.org/mentalhealth

Workplace Wellness

www.ifebp.org/wellness

REGISTRATION

Go to **www.ifebp.org/chwi** to register.

CONFERENCE REGISTRATION FEES

Member: C\$2,050 | Nonmember: C\$2,380

Member: C\$2,350 | Nonmember: C\$2,680

Separate registration for the preconference is required.

PRECONFERENCE REGISTRATION FEES

Member: C\$640 | Nonmember: C\$750

Member: C\$790 | Nonmember: C\$900

MAIN CONFERENCE REGISTRATION INCLUDES

Continental Breakfasts | Lunches | Beverage Breaks | Welcome Reception

POLICIES

Cancel and transfer fees are based on registration fee paid: 60+ days of meeting is 10%; 31-59 days of meeting is 25%; within 30 days of meeting is 50%. Hotel deposit is forfeited for cancellations/transfers received within 3 days of arrival. Registration fee is forfeited once program commences. Visit www.ifebp.org/policies for more details.

CONTINUING EDUCATION CREDIT

Continuing education (CE) credit for professions and designations MAY be available for attendance at live sessions. You must register for the program and request CE credit at least 60 days prior to the beginning of the program so that the Foundation can seek preapproval from the governing agency.

Note: Requests made for CE credit do not guarantee administration of credit. For further information on CE credit, please call (262) 786-6710, option 2, or email continuinged@ifebp.org.



Educational sessions at this program can qualify for CEBS® Compliance credit. Visit www.cebs.org/compliance for additional information.



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Sessions Include:

- Latest Trends and Legislation in Benefits
- Innovative Health Care Access—
Leveraging Global Options
- Practical Tools for Wellness Program
Implementation
- From Addiction to Advocacy
- Disaster Recovery/Critical Incident Response
- Learnings From Two Cancer Patients—
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