



Chapter Leaders Collaborate at RIMS Leadership Forum

This year’s RIMS Leadership Forum convened at the Renaissance Orlando at SeaWorld in January, bringing together leaders from 44 chapters across the globe. Attendees represented coast-to-coast chapters in the United States, 8 of 10 Canadian chapters, as well as Australasia and New Zealand—underscoring the truly international reach of the organization.

Introducing the theme of “The Year of Community,” Eric Bernard, director of member and chapter engagement, led a dynamic discussion on how community fuels recruitment, retention, volunteerism and meaningful networking. He was joined by Tameka Hunter of the San Antonio chapter and Scott Ritto of the Los Angeles chapter, who shared real-world examples of how intentional community-building has strengthened their chapters and supported their members.

The conversation continued with insights on volunteer engagement from Fallyn Cavalieri of the Upstate New York chapter and Beth Ann Coleman of the San Diego chapter as they explored strategies for inspiring participation and sustaining long-term involvement. An afternoon session featured Daniel Perez of the Spencer Foundation, who highlighted opportunities available to students at the chapter level, followed by an engaging presentation from Candace Heron of the Ontario chapter on intergenerational leadership and embracing professionals at every career stage.



Later, chapter leaders connected with RIMS staff and the Board of Directors during Insight Exchange Roundtables—an interactive forum for sharing ideas, best practices and ways to collaborate. The day concluded on a celebratory note with a “Brag Session,” as chapter leaders proudly shared their 2025 successes.

Day 2 opened with a keynote address from Trevor Mitchell of Vista Cova, who explored the trends shaping today’s association landscape. Over the course of the day and a half, one message rang clear: Community, engagement, connection, and appreciation are at the heart of strong leadership. New friendships were formed, existing relationships deepened, and the Leadership Forum once again proved itself to be a truly memorable event. ♦

The Bedrock of RIMS



The RIMS Chapter Leadership Forum welcomed leaders from 44 chapters from around the world to a cold but sunny Orlando. To say it was a vibrant group would understate the engagement of such dedicated volunteer leaders.

They are among the hundreds of RIMS members who make things happen at the local level, where membership in the Society makes its first—and often, most lasting—impression. They plan, organize, coordinate, promote and implement regular chapter programs, welcome new members, mentor rising risk professionals and engage with students, among other activities.

The work isn't always glamorous, involved as it is with corraling speakers, booking meeting venues, crafting invitations, rounding up sponsors, accounting for funds and balancing the checkbook. Yet they persist, often year after year as they have for more than 75 years, generation after generation. RIMS simply would not have been created, sustained and grown without their energy and commitment to the future of risk management.

Chapter leaders create community, building the

connections that bring people together and nurture the spirit. Because of them, rising risk professionals find mentors and identify role models. They are there when members face career transitions, supporting them when the chips are (temporarily) down. And they are the ones who carry the culture of the Society: optimistic, forward-thinking and future-focused. They are the bedrock of RIMS.

It was a delight to be in their company and a pleasure to listen to their ideas and aspirations for risk management, their chapters and for RIMS. I salute all chapter leaders and thank them for all they have done, and all they will do for the profession and the Society.

Gary A. LaBranche, FASAE, CAE
Chief Executive Officer
RIMS, the risk management society



SHARE YOUR CHAPTER NEWS

There's a lot of great things happening across RIMS chapters — and we want to help you show them off. Whether it's a standout event, a hands-on workshop, or a meaningful charity effort, your stories help keep the broader community connected and inspired.

We can't wait to spotlight what your chapter has been up to in the next edition of *RIMS Now* so send your short write-ups and photos to RIMS_NOW@RIMS.org.

Manny Padilla Named 2026 RIMS President

Society Introduces 2026 Officers & Board of Directors

RIMS announced that Manuel “Manny” Padilla will lead the Society as its 2026 president. He is the 70th RIMS President and the first of Hispanic descent. Manny is the Vice President, Risk Management & Insurance for MacAndrews & Forbes Incorporated, where his responsibilities have included analysis, procurement and management of a variety of risk management functions, including settlement activities on first-party and third-party claims.

His risk management journey began as a student who was awarded a scholarship to attend RIMS Annual Conference & Exhibition (now RISKWORLD) in 1992 in New Orleans. Since then, Manny has remained active with RIMS and has held several Board leadership roles, as well as leading roles on RIMS Public Policy Committee and RISK PAC. In addition to his RIMS service, Manny is the co-chair of the



Lloyd’s Counsel of Risk Owners and an Adjunct Professor for the Maurice Greenberg School of Risk Management, Insurance and Actuarial Science at St. John’s University.

“The time is now for risk professionals to take the lead and build corporate cultures that empower business leaders to make smart and strategic investments that spur innovation, growth, and profitability,” Manny said. “However, to assume that leading role, risk professionals must invest in themselves first.

“Making the smart investment in oneself demands patience, dedication and perseverance. My goal as RIMS president is to help ensure that this Society continues to create opportunities for risk professionals around the globe to make that wise investment in themselves and collaboratively advance the risk profession.” ♦

RIMS 2026 Board of Directors



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MacAndrews & Forbes Incorporated



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Non-Voting Director: Gary A. LaBranche
RIMS Chief Executive Officer

RESOURCES



RIMS Public Policy Focus in 2026

RIMS Public Policy Committee has identified several legislative issues that it will focus on in 2026. These include the reauthorization of the Terrorism Risk Insurance Act, which provides a federal government backstop in the event of a catastrophic terrorist attack. The legislation, which has strong bipartisan support, would reauthorize funding for the program through 2034. The House version of the bill, HR 7128, passed out of the Financial Services Committee on January 22 by a vote of 51-2 and now awaits a vote on the House floor. If passed by the House, it will be sent to the Senate for consideration.

The Public Policy Committee is also tracking an association tax reform proposal that, if enacted, would levy a 21% tax on nonprofits' net earnings. Both Republicans and Democrats have shown an interest in the potential tax revenue this proposal would generate. RIMS is serving on the Steering Committee of a broad-based, association coalition led by ASAE that hopes to stop this new tax on associations and other non-profit organizations from moving forward.

Other legislative issues of interest to the Committee include reforming the National Flood Insurance Program, mandating disclosures around third-party litigation funding of civil lawsuits, and providing the risk management perspective on various cybersecurity and data privacy initiatives.

This year's RIMS Legislative Summit, which is scheduled for March 18 and 19 in Washington, D.C., will give RIMS members an opportunity to meet with their members of Congress to discuss these and other issues. [Registration](#) for the Summit is now open. A detailed agenda will be published online soon.

Finally, if you haven't already done so, please consider [contributing to RISK PAC](#), the Society's political action committee. RISK PAC plays a pivotal role in advancing the Society's legislative agenda. It enables RIMS to support the re-election campaigns of key members of Congress and educate Congressional leaders about issues of interest and concern to the risk management community. ♦

A RISK-INFORMED WAY TO THINK ABOUT MISSION CONTINUITY

Across RIMS, chapter leaders consistently tell us the same thing: Developing future risk professionals matters deeply. Scholarships, outreach and early-career support are core to why many chapters exist. At the same time, those efforts are often funded through annual activities that are, by their nature, uncertain. That is not a criticism. It is simply the reality of how volunteer-led organizations operate.

The Pooled Chapter Endowment Fund grew out of conversations about risk—not financial risk alone, but operational and continuity risk.

When important mission work depends on annual conditions, leadership transitions or a single event's success, it carries exposure that most risk managers would flag in any other organization.

This program is designed to give chapters an option to reduce that exposure. By placing a portion of excess reserves into a professionally governed, long-term structure, chapters can help ensure that certain commitments endure beyond any single year or leadership term.



Participation in the program reflects prudent governance and long-term thinking. It is not about control or centralization. It is about offering chapters a way to align their values with a structure that supports continuity. If your chapter is in a position to take a longer view, we encourage you to explore whether this approach fits your mission and your risk posture.

For more information, contact RIMS CFO Bereket Haile at bhaile@rims.org.

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CONFERENCE

RISKWORLD Zeroes-In on Risk Management Collaboration

Bringing the conference theme of “Connect. Cultivate. Collaborate” to life, this year RISKWORLD comes to Philadelphia from May 3 to 6. The conference will feature a new selection of opportunities for risk professionals to build dynamic business relationships that elevate risk programs and their careers. RIMS and the members of the RIMS RISKWORLD Program Planning Committee have added the following networking and collaboration initiatives to this year’s RISKWORLD program:

- **CASE STUDY AND MEET-UP LOUNGE:** The Case Study and Meet-Up Lounge will feature 30-minute presentations by risk professionals showcasing organizations’ innovative approach to identifying, assessing and mitigating risk. RIMS is also building community meet-ups in this area that will help facilitate networking opportunities. The schedule will be announced in March.
- **RISK IN CONVERSATION EDUCATION TRACK:** This education track features new workshops that are designed to spark meaningful conversations and enhance peer-to-peer learning. Covering a range of emerging risks, the track’s roundtable discussion format aims to encourage interaction and collaboration.
- **ROCK THE FOUNDATION AFTER DARK PARTY:** Support [RIMS, The Foundation for Risk Management](#) and celebrate the profession at this exclusive, ticketed after-party event. Held on Tuesday, May 5 from 9 p.m. to 12 a.m. at one of Philadelphia’s hottest nightclubs NOTO, the event will feature an open bar, late night snacks, and an electric dance floor. To reserve a spot, attendees can purchase a ticket during the registration process, or in the attendee service center after they have completed the registration process. For more information about RIMS, The Foundation for Risk Management, visit www.rims.org/frm.
- **CINCO DE MAYO INSPIRED NETWORKING RECEPTION:** RISKWORLD provides countless opportunities to learn, explore new solutions, and build powerful relationships. On Tuesday, May 5 from 4 p.m. to 5 p.m. attendees can unwind and connect with others in the RISKWORLD Marketplace.

As the largest gathering of risk management professionals in the world, RISKWORLD attracts more than 10,000 risk and insurance professionals at all experience levels, business executives with risk management interests, brokers, insurers and service providers for the ultimate learning and networking experience. The four-day event welcomes approximately 300 exhibiting solutions providers, forming the largest risk management-focused, business-to-business marketplace in the world. In addition to these network-boosting opportunities.

To learn more about RISKWORLD or to register, visit www.RIMS.org/RISKWORLD. ♦



Two ERM Programs Honored with RIMS 2025 Global ERM Award of Distinction

At the 2025 ERM Conference in Seattle, RIMS presented the 2025 Global ERM Award of Distinction to the **Port Authority of New York and New Jersey (PANYNJ)** and to **Türkiye SOCAR**. PANYNJ's Director of ERM Merline Barrington and SOCAR Türkiye's Risk and Compliance Group Director Sadiq Hajiyev accepted the awards on behalf of their organizations.

The RIMS Global ERM Award of Distinction is given to organizations with exceptional ERM programs that demonstrate measurable, tangible and sustainable results; ERM innovation; success in aligning risk management with strategy or performance; and the ability to build sustaining risk management capabilities.

RIMS ERM Conference 2025 was held from November 17 to 18 in Seattle. The conference kicked off with a keynote presentation by Dan Chuparkoff, a pioneering technology leader and one of the world's leading experts on AI and innovation and featured a lineup of risk thought leaders who shared their experiences applying ERM practices to align risk management with strategy and showcase the value of more risk-aware corporate cultures. ♦



RIMS Survey Reveals Surge in Risk Professional Salaries

According to the new [RIMS 2025 Compensation Survey](#), risk professionals saw a significant pay increase from 2023 to 2025, with U.S.-based respondents reporting an average 11% rise in base salary and Canadian practitioners reporting an 15% boost in pay.

The bi-annual survey provides detailed compensation analysis of virtually all risk management positions, as well as the impact that education, experience, and other demographic data have on salaries. The report also provides data about risk management reporting structures, team size, benefits and additional cash compensation programs.

Key findings from the *RIMS 2025 Compensation Survey* include:

- The median annual base salary for U.S. risk management professionals in 2025 was \$160,000 compared to \$144,300 in 2023. In Canada, the median annual base salary for risk management professionals was \$140,000 compared to \$122,000 in 2023.
- Education, experience, and supervisory responsibility tend to correlate positively with salary. For example, U.S. risk professionals with a degree higher than a bachelor's earn \$14,500 more than a bachelor's-degree holder; professionals with 25 or more years of experience earn \$78,000 more than those with less than five years of experience; and individuals who supervise 20 or more individuals typically earn \$73,000 more than those who do not supervise others.
- Approximately 40% of North American risk professionals who earned an industry-related designation or certification indicated that they were recognized by their employer—financially or otherwise—for their commitment to professional advancement.

To obtain a copy of the survey, visit www.rims.org/resources/compensation-survey. ♦

RIMS-CRMP STORIES

Stacie Laurencelle

Insurance Manager at Richardson International,
Course Instructor at PACE, University of Winnipeg



With more than 25 years in risk and insurance, including several as a course instructor at PACE, the University of Winnipeg in Manitoba, Canada, Stacie Laurencelle had a unique perspective when earning the RIMS-CRMP in March 2025. She discussed what motivated her to pursue the certification and how the certification domains reflected her daily responsibilities.

What inspired you to pursue the RIMS-CRMP?

Pursuing the RIMS-CRMP was a personal goal I set for myself in 2025. While I am not competitive by nature, I am highly goal-oriented and always looking for the next challenge in both my life and career. The certification was on my aspiration list because I wanted a structured assessment of my theoretical understanding and practical application of risk management principles.

How do the domains of the RIMS-CRMP reflect the regular responsibilities of a risk officer or insurance professional?

The domains feel spot-on with what we do day-to-day. It is like they took the key parts of our job and laid them out in a clear, step-by-step way. You start by figuring out how the organization works, then move into designing risk strategies, putting those plans into action, and building up risk skills across the team. Finally, it is about using all that information to help make smarter decisions.

The linear flow really mirrors how we approach risk management in real life—you can't jump ahead without understanding what came before. It is a practical roadmap that aligns closely with the real-world responsibilities we juggle every day.

How does your career experience at Richardson and as a course instructor at PACE (and other prior

roles) lend to your knowledge base for taking the exam?

My career has given me broad exposure to complex risk environments across both public and private organizations, and across a range of industries—including agricultural equipment manufacturing, food and beverage, and agriculture and food processing. These diverse experiences have sharpened my ability to analyze organizational models, assess value chain vulnerabilities, and adapt strategies to both emerging risks and long-term stresses. They have also grounded my understanding of risk appetite, tolerance and strategic frameworks like COSO in a variety of operational contexts.

What genuinely surprised me during the process was how the RIMS-CRMP helped me see new ways to apply both the tools available to me and the knowledge I have built over time. The credential helped refine how I communicate risk—particularly when advising on appetite, tolerance and organizational resilience—and strengthened my ability to frame risk in ways that are more actionable and strategically aligned. I now approach conversations with greater clarity and intention, especially when supporting decision-making at a broader level. ♦

Interview by Justin Smulison, RIMS business content manager. To learn more about the RIMS-CRMP certification, visit www.rims.org/certification.

For more with Stacie Laurencelle, watch the inaugural episode of the video podcast series RIMScast Canada at <http://rims.org/canada>.

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SNAPSHOTS

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CONFERENCES :::

March 18-19

RIMS Legislative Summit 2026
Washington, DC

May 3-6

RISKWORLD 2026
Philadelphia, PA

August 10-12

RIMS Texas Regional Conference 2026
San Antonio, TX

October 18-21

RIMS Canada Conference 2026
Quebec City, QC

WEBINARS :::

March 6

Hard Hats & High Stakes:
Women Leaders Shaping Construction
Risk Management

March 11

AI Is Not a Toolset—It's a Capability
Shift: What Risk Leaders Must
Understand Now
Sponsored by Oliver Wyman

March 12

Don't Waste the Soft Market: Where to
Reinvest Insurance Savings Before the
Window Closes
Sponsored by Global Risk Consultants

WORKSHOPS :::

March 4-5

Facilitating Risk-Based
Decision Making

March 10-11

April 21-22

June 9-10

RIMS-CRMP Exam Prep

March 17-18

RIMS-CRMP-FED Exam Prep
with AFERM

March 25-26

Risk Appetite Management

April 7-8

Claims Management

April 14 through June 23

RIMS-CRO Certificate Program
in Advanced ERM

May 2-3

Pre-RISKWORLD Workshops
*Early bird registration rates
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RIMS-CRMP Exam Prep

Emerging Risks

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Fundamentals of Risk Management

Risk Taxonomy for
Effective Risk Management

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For more information,
visit www.RIMS.org.



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