TIES THAT BIND
ENGAGING GREBEL’S GROWING CONSTITUENCIES

2016-2017 ANNUAL REPORT
A MESSAGE FROM THE BOARD OF GOVERNORS

Conrad Grebel University College is guided by our identity, mission, values, and strategic vision as we engage and serve growing constituencies. This report identifies and celebrates significant accomplishments in teaching, scholarship, community life, public service, administration, and constituency support at Grebel this year.

This was a year of leadership transition. President Susan Schultz Huxman completed five years of distinguished leadership in September 2016 and moved to her new role as President of Eastern Mennonite University in Virginia. The Board appointed Jim Pankratz, former Grebel Dean (2006-2014) as Interim President, effective October 1, 2016. He will complete his service as President on September 30, 2017. Board Chair Geraldine Balzer of Saskatoon completed her service on the Board during the year and Fred Redekop was appointed Chair.

We have been pleased to have Jim Pankratz as our Interim President. With his thoughtful and deliberate leadership style, he has provided a quiet presence in the transition to the next president. The Board offers heartfelt thanks to Jim for his dedication to Grebel and genuine care for our community.

The Board addressed three major issues during the year. First, it conducted a successful search for a new President. In May the Board announced that Marcus Shantz will become Grebel’s eighth President on October 1, 2017. The Board and the Grebel community look forward to his leadership. Second, the Board authorized an assessment and proposal for a renovation and expansion of Grebel’s kitchen and dining facilities. The Board will receive a report in summer 2017 and determine next steps. Third, the Board and administration made significant progress on Grebel’s strategic commitment to refresh policies and governance.

Grebel’s mission is compelling, its leaders are visionary, its community is vibrant, and its partnerships and constituency are strong.

Fred Redekop, Board Chair
When you enter the main entrance of Conrad Grebel University College and step into the spacious atrium, you see a remarkable work of art by Jo-Anne Harder titled *Ties that Bind*. It is composed of metal panels that depict the history, faith, and symbols of various Mennonite traditions.

It is common to see people in front of the artwork, identifying panels that reflect their family story. Sometimes there is a small group listening to a person who is introducing them to Mennonite history and faith. Like all good art, *Ties that Bind* is meaningful to those for whom its images are familiar, and it is an intriguing and illuminating portal for those who are new to its stories and symbols.

This Annual Report is like *Ties that Bind* in many ways. It is a selective and yet comprehensive account of another remarkable year in the life of Conrad Grebel University College. For those who were part of Grebel this year, many of these statistics, anecdotes, and reflections will be familiar. They will know the larger story, the values, commitments, and dynamics that inspired and infused these activities, relationships, and accomplishments.

For those to whom this report is an introduction to the year 2016-17 at Grebel, we hope that it will inspire your interest and support.

The title of this report “Ties that Bind—Engaging Growing Constituencies” is drawn from both the artwork in our atrium and our current Strategic Plan. This year’s report emphasizes the scope and variety of ways in which Grebel fulfills its mission to “seek wisdom, nurture faith, and pursue justice and peace in service to church and society.”

It has been my privilege to lead Conrad Grebel University College as Interim President this year. In September 2016 the Grebel community and friends said a grateful “Thank you and farewell” to Susan Schultz Huxman for five memorable years as Grebel’s President. As the school year ended, the Board of Governors announced that Marcus Shantz will become Grebel’s eighth President in October 2017.

Conrad Grebel University College flourished in 2016-17 as a welcoming and inspiring academic and residential community in which teaching and learning, research and innovation, relationships and service, partnership and collaboration were nurtured and extended.

Jim Pankratz,
Interim President
The teaching-learning relationship between faculty and students is the central dynamic of a university. It is fostered in classrooms, labs, libraries, offices, and coffee shops, through lectures, classroom discussions, and conversations about student projects. At Grebel and the University of Waterloo there is also a very distinctive special emphasis on experiential learning and public engagement.

The Music program is a stellar example. Each year, between 1500-2000 students register in Music courses at Grebel-Waterloo. Unlike Music programs in most universities, students do not need to be Music majors to enrol in any of the courses. So the classrooms are filled with students who love music from all of the faculties of the University—Engineering, Math, Science, Arts, Environment, and Applied Health Sciences.

This year, nearly 500 students and community members made music together. They played in chamber groups, the jazz or Balinese gamelan ensemble, or sang in one of Grebel’s three choirs for audiences totalling 4,500 people. Another 1,300 guests attended the fifteen noon hour concerts that featured local, national, and international musicians performing many genres of music. In the audience were students carefully taking concert notes for reports in music courses, and beside them were retirees, University faculty and staff, and neighbours from the community—everyone enjoying the refreshing and inspiring beauty of music.

The Institute of Anabaptist-Mennonite Studies (IAMS) is another notable example of how diverse constituencies are engaged at Grebel. IAMS is a teaching, research, and public education resource, staffed by Grebel faculty and instructors whose research and teaching includes Anabaptist-Mennonite themes, and the archivist-librarian. The group coordinates the academic courses that constitute the Mennonite Studies minor at the University of Waterloo, hosts public lectures, book launches, and a Mennonite Studies Discussion Group, co-publishes several book series, and grants two scholarships to students engaged in Mennonite-Anabaptist research. It serves as an advisory group to the Mennonite Archives of Ontario, which is based at Grebel. Each year scores of people visit the Archives for academic or personal research, or to explore the exhibits curated by archivist Laureen Harder-Gissing. The past year’s exhibit, “Conchies Speak”, included research done by Grebel students for class projects.

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**UNDERGRADUATE COURSE ENROLMENTS**

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<tr>
<th>Year</th>
<th>Arts</th>
<th>PACS</th>
<th>History</th>
<th>Religious Studies</th>
<th>Music</th>
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**GRADUATE COURSE ENROLMENTS**

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The CBC TV drama series “Pure” about Mennonites and the drug trade generated controversy and also offered a teachable moment. When the series aired in early 2017, Grebel and other Mennonite organizations were deluged by requests for comments about the series and information about Mennonites. IAMS faculty and staff were interviewed and wrote articles in the public press. In addition, they created a webpage titled “Who are the Mennonites?” uwaterloo.ca/grebel/who-are-mennonites

The University of Waterloo is renowned for its co-op education program—a highly successful form of experiential education. Many Grebel students are in co-op, spending one term in classes at the University and the next term in a workplace. Other Grebel students enrich their education through internships and service learning. Internships link students, faculty, and programs to diverse agencies addressing many forms of human need.

Peace and Conflict Studies (PACS) is a leader in internship education through partnerships with organizations throughout the world. This year, students were based with organizations in Ukraine, Peru, and Dominican Republic, as well as at a camp north of Toronto, and Community Justice Initiatives in Kitchener. Several Master of Peace and Conflict Studies (MPACS) students had internships with agencies in Ontario and one was in Lima, Peru. The undergraduate and graduate PACS programs have strong reputations for integrating theory and practice.

The Master of Theological Studies (MTS) program had 11 students in Supervised Experiences in Ministry (SEM) in congregations and agencies. Those experiences and relationships have a profound impact on program and course design, conversations in the classroom, and students’ personal development.

OUTREACH TO HIGH SCHOOLS
The Music Department offered a full day of musical workshops, performances, and panel discussions to 275 high school students from Waterloo Region. At the Waterloo Catholic School Board’s “Pump up the Arts” day, the Department demonstrated how all UWaterloo students can be involved in musical activities.

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CONFLICT MANAGEMENT CERTIFICATE PROGRAM (CMCP)
The Conflict Management Certificate Program, led by Manager Sue Baker, provides professional development in Conflict Management and Mediation, and Conflict Management and Church Leadership. The program offered 33 workshops with 543 participants. PACS faculty member Jennifer Ball co-facilitated custom workshops on “Peacemaking Circles” for more than 60 Salvation Army staff. Many participants take workshops over several years to complete the full Certificate program. This year there were 30 graduates, including lawyers, ministers, labour negotiators, therapists, retail sales staff, social service workers, and professors.
SCHOLARSHIP

Scholarship is one of the distinguishing features of a university and a major responsibility of all faculty. Grebel faculty are creative and productive scholars. These are examples from their 130 publications, workshops, concerts, and public presentations in 2016-17. See the Grebel website for a complete list.

JENNIFER BALL (PACS) was awarded a “Knowledge Translation and Transfer Grant” by the Ontario Ministry of Agriculture and Rural Affairs for a three-year project examining “Production and consumption conundrums for emerging policies to improve food systems in Ontario.”

ALICIA BATTEN (RS and TS) published a commentary on Philemon as part of the Wisdom Commentary Series.

JEREMY BERGEN (RS and TS) presented Grebel’s annual Benjamin Eby Lecture on “Christians Killing Christians: Martyrdom and the Disunity of the Church.” He was President of the Canadian Theological Society (CTS) in 2016-17. His Presidential Address at its annual meeting was “How are we Canadian? Theological? A Society? CTS Presidential Addresses 1990-2016”

MARLENE EPP (History and PACS) is editor of the booklet series “Immigration and Ethnicity in Canada/Immigration et ethnicié au Canada” for the Canadian Historical Association, and in 2017 she published Refugees in Canada: A Brief History in that series.

LOWELL EWERT (PACS) described the history of the Grebel PACS program in “40 Years of Growth and Development in the Peace and Conflict Studies Department” at the International Conference on Conflict Resolution Education at Ohio State University.

NATHAN FUNK (PACS) presented “Localizing Peace Education” at the annual convention of the International Studies Association in Baltimore, Maryland.

LAURA GRAY (Music) made progress on her book project on “The Sibelius Cult and the Condition of England.”

KEN HULL (Music) directed the Spiritus Ensemble in two Bach Vespers services and two concerts (Bach’s “Christmas Oratorio” and “B-minor Mass”).


REINA NEUFELDT (PACS) published Ethics for Peacebuilders: A Practical Guide, 2016. She also received a three-year grant as a participant in a peacebuilding project in Haiti.


MAISIE SUM (Music) was awarded a UW/SSHRC Seed Grant for research on music, health, and well-being.

MARK VUORINEN (Music) was awarded the Outstanding Dissertation Prize from Choral Canada for his dissertation on the choral works of the Estonian composer Arvo Part, and received the Leslie Bell Prize in Choral Conducting from the Ontario Arts Council.
THE CONRAD GREBEL REVIEW

The Conrad Grebel Review is a multi-disciplinary peer-reviewed journal of Christian inquiry devoted to advancing thoughtful, sustained discussions of theology, peace, society, and culture from broadly-based Anabaptist/Mennonite perspectives. Over the last year, CGR produced three thought-provoking issues, including a Winter 2017 issue that focused on Teaching Ethics. Jeremy Bergen is the editor.

SPIRITUALITY AND AGING

The Spirituality and Aging program at Grebel is an integral component of the Schlegel-University of Waterloo Research Institute for Aging (RIA). Its purpose is to promote research in spirituality and aging to enhance the well-being of older adults, and to be a resource to students, clergy, chaplains, caregivers, professionals, and the general public, through university classes, public lectures, and workshops. In 2017 Grebel and the Institute renewed their partnership for another five years.

In September 2016, Jane Kuepfer was hired as the Schlegel Specialist in Spirituality and Aging. She conducts research, coordinates the annual Spirituality and Aging seminar, and teaches courses in Spirituality and Aging.

TORONTO MENNONITE THEOLOGICAL CENTRE

The Toronto Mennonite Theological Centre (TMTC) at the Toronto School of Theology at the University of Toronto is administered by Grebel on behalf of a bi-national Mennonite constituency. TMTC develops theological leadership for the church by supporting graduate theological education, particularly at the doctoral level. During the past year four students affiliated with the Centre completed their PhD programs. Many recent graduates are now faculty in Mennonite colleges and seminaries, public universities, or pastors in congregations.

TMTC organizes a biennial Mennonite Graduate Student Conference. The theme at the 2016 conference at Anabaptist Mennonite Biblical Seminary (AMBS) in Elkhart was “Power in Perspective.” Twenty-four Mennonite graduate students from universities in Hamilton, Toronto, Princeton, Boston, Chicago, Nashville, and Amsterdam presented their research.

Kyle Gingerich Hiebert was appointed Director of the Toronto Mennonite Theological Centre (TMTC). He holds a PhD in theology from the University of Manchester and has substantial experience planning conferences, networking among scholars, and speaking in churches. He sees great potential for deepening conversations between Anabaptist-Mennonite theology and the wider Christian tradition at TMTC and beyond.

J. WINFIELD FRETZ FELLOWSHIP IN MENNONITE STUDIES

The J. Winfield Fretz Fellowship in Mennonite Studies was established through the generosity of many donors to the endowment fund that honours Grebel’s first president. The newly established fellowship supports visiting scholars as they research, teach, and build relationships between Grebel and audiences interested in Anabaptist and Mennonite themes.

Dr. Aileen Friesen will be the first J. Winfield Fretz Visiting Research Scholar in 2017-18. Her current research projects are the 1920s emigration of Mennonites from the Soviet Union and Mennonite-Muslim relations in Russia.

Jane Kuepfer leads a workshop

Kyle Gingerich Hiebert

Aileen Friesen
NEW PRESIDENT NAMED

At the end of the fiscal year, the Board of Governors announced that Marcus Shantz would be Grebel’s eighth president. They cited his outstanding leadership skills, his significant contributions to local business and arts organizations, his engagement in the local and global church, and his first-hand knowledge of Grebel and its stakeholders. The board highlighted his understanding, respect, and support for higher education, as well as his creativity and integrity. Like the local Mennonite church and business leaders who founded Grebel more than 50 years ago, Marcus embodies a vision for an innovative partnership between the College, the University of Waterloo, the Mennonite church, and the local community. “Marcus is a strong supporter of the College’s unique identity and mission,” affirmed Fred Redekop, Board of Governors chair. “His business and administrative experience and his background in law have equipped him to lead strategically, fiscally, and creatively into the next decade. Marcus has a remarkable capacity for insightful inquiry and for developing collaborative partnerships. He will provide strong leadership as the next president of Conrad Grebel University College.”

LOWELL EWERT was celebrated by his colleagues as he completed 20 years as Director of PACS. He was honoured for the extraordinary length of his service as Director, but even more for the remarkable growth and accomplishments of the PACS program, for the extensive network of relationships and partnerships that he developed and nurtured, for the faculty and staff team that he mentored, and for his outstanding example as an administrator and teacher. Lowell began a research sabbatical on July 1, 2017. Nathan Funk, Associate Professor, was appointed as Chair.

SUSAN SCHULTZ HUXMAN completed her role as president at Grebel on October 1, 2016. Her half-decade of leadership at Grebel came at a pivotal time for enhancing the school’s visibility and advancing its unique mission in a time of rapid change. Under her leadership, the College experienced tremendous growth in people, programs, and facilities. She is pictured above with the three Board of Governors chairs from her presidency: Geraldine Balzer, Susan Taves, and Fred Redekop.

KAREN SUNABACKA was appointed Associate Professor of Music, starting July 2017. She will teach music theory and composition, and continue her work as a composer, performer, and scholar. She has a PhD from University of California Davis and is a recognized and innovative composer on themes of women’s voices, landscape and place, and indigenous histories.
Grebel’s residential community is much more than a place to sleep and eat while taking courses at the University of Waterloo. Its mission is “to engage students in building and celebrating a living and learning community that seeks wisdom, nurtures faith, and pursues justice and peace in service to church and society.” It offers students a multitude of opportunities and resources to fulfill this mission.

One of the priorities of Student Services is leadership development. In 2016-17 more than 100 residential community students were involved in formal leadership roles in Student Council, student activities, chapel services, and orientation week. Student Services staff are committed to orienting, mentoring, and supporting student leaders. The formation and growth of students as community leaders is as significant a mission as supporting them in their academic programs.

In 2016-17, there was a convergence of issues related to student well-being that significantly shaped the culture and tone of the year. All universities in Ontario were mandated to develop clearer standards and procedures to address the prevention and response to sexual violence. The University of Waterloo had already become a partner in the global HeForShe campaign for gender equity. Grebel was fully engaged in both of these initiatives at the University. Student Services staff, student leaders, and guest resource people addressed these matters openly and sensitively at Community Supper, Chapel, in seminars, and in countless informal discussions.

“It’s important to have issues of sexual and gender violence brought to the forefront. There is a lot that men can do to improve the safety of all individuals on campus: be aware, realize how common it is, and learn how to prevent it,” remarked fourth-year student Richard Cunningham.

There was also a significant emphasis on mental and emotional wellness.

The community was deeply affected by frequent reports in public and campus media about the prevalence of anxiety and depression among university students. The tragic stories of student suicides on the Waterloo campus stunned the community. Grebel’s Student Services staff and student leaders responded proactively and compassionately. These issues were carefully and openly addressed by student leaders, staff and invited resource people. Grebel staff and students with other partners from the University presented a program of spoken and sung lament at the Student Life Centre. University leaders expressed deep appreciation for this healing initiative.

Each term, Grebel’s Student Council (STuCo) gives some money to an organization or cause on behalf of the student body. In winter 2017, Council donated to support mental health initiatives on the UWaterloo campus. When University Feridun Hamdullahpur received the donation from STuCo reps, he said that the contribution “made my week.”
One of the hallmarks of Grebel community life is service. The culture and impetus of service is foundational and strong. Each term the residential community recognizes and thanks its elected leaders. But it also celebrates students who have no formal leadership role and yet have offered generous and exemplary service. When those names are announced at the term end banquet there is always a wave of enthusiastic applause and cheering.

**SERVICE-LEARNING**

During Reading Week in February each year, Grebel organizes off-campus service-learning opportunities. This year fourteen students participated in TOOLS (Toronto Ontario Opportunities for Learning & Service), a Mennonite Central Committee (MCC) program in downtown Toronto, exploring poverty and homelessness. They learned about personal, political, economic, social, and health issues by engaging directly with impoverished and homeless people and those who served them. When they returned to campus, students shared how the stories they had heard in face to face conversations had a transformative impact on them. Pictured below, students listened to stories sitting on the sidewalk.

Fifteen students travelled to West Virginia to assist Mennonite Disaster Service (MDS) in its rebuilding response to severe flooding in Greenbrier, West Virginia. They interacted with other MDS volunteers and with local residents whose homes they were helping to restore. (See photo below.) They were impressed by how the local community—rich and poor, those whose homes had been devastated and those unaffected, employers and employees—had forged stronger bonds through this disaster. This experience reinforced the students’ commitment to build relationships and communities of mutual support.

**STUDENT REFUGEE PROGRAM**

Participation in the Student Refugee Program of World University Services of Canada has become a vital aspect of Grebel’s residence program. Mariak Achuoth arrived at Grebel in the 2016 fall term, after living in a Kenyan refugee camp. Supported by a group of students and eager for leadership opportunities at Grebel, Mariak has acclimatized to Canada, been accepted into the Computer Engineering Department at Waterloo, and been a guest speaker at Community Supper and in PACS classes, and helped to promote the University at student fairs. Grebel’s involvement in WUSC connects our students to global issues and different cultures in a personal way. This year, Grebel students increased their commitment to this program, voting to double their Grebel student levy from $10 to $20 per term.

“Connecting and engaging are the respiration that keeps life at Grebel vital. From the first contact via an application, to the handshake, hug, and gift of a mug at Convocation, Student Services sees relationship building as primary.”

~ Ed Janzen, Chaplain

**THE HULT PRIZE**

Mark Whyte, Mariak Achuoth, Liban Farah, and Jonathan Smith formed a social innovation team and become one of the top five finalists in Waterloo’s Hult Prize competition—part of an international student competition. Their challenge was to build a social enterprise that restores the rights and dignities of refugees. Their solution was to develop a business that would run structured sports leagues inside refugee camps, sustained by teaching.
refugees how to build and sell sports equipment, providing access to organized sports as a way for refugees to develop better relationships, deal with trauma, and maintain healthy lives.

Grebel Gym
Several donations from student families have helped to expand the Grebel gym with 20 new pieces of equipment. Promoting a healthy body is important to a balanced lifestyle, especially when away at university.

Music Man
Grebel students mounted three sold-out performances of “The Music Man” by Meredith Wilson in the Conrad Centre for the Performing Arts in Kitchener. More than 80 students across every faculty, from first to fourth year were completely responsible for all aspects of the production. It was an enormous and well-received accomplishment!

Convocation
The College celebrated the accomplishments of 76 undergrads and 13 grad students at Convocation in April 2017. Local community leader and guest speaker Margaret Nally affirmed students’ commitment to building and strengthening community. “Don’t wait for stability or security,” she said. “There is none. Just continue to walk in grace, with others, in solidarity, in conversation, grounded in relationships, in community and in faith.”
PARTNERSHIPS

Conrad Grebel University College was founded on partnerships between various Mennonite constituencies and between Mennonites and the University of Waterloo. Those core partnerships have endured and expanded, and others have been added. Relationships with our various constituents have grown stronger over our 54 year history.

MCEC

The Mennonite Church Eastern Canada (MCEC) and Grebel are partners in fulfilling their missions. MCEC elects the majority of Grebel’s Board members. MCEC provides regular financial support for Grebel’s operations and for specific programs that support students and serve the constituency; programs like the Anabaptist Learning Workshop, the Ministry Inquiry program, the Toronto Mennonite Theological Centre, and the Ontario Mennonite Music Camp. Many Grebel faculty, staff and students are active participants in MCEC congregations and in the projects of the area church.

UNIVERSITY OF WATERLOO

Grebel’s affiliation with the University of Waterloo is a partnership throughout all sectors of the College—student recruitment, student well-being, academic programs, policies, governance, operations, and finances. Grebel administrators, faculty, and staff work closely with colleagues at the University, including those at the other three Affiliated and Federated Institutions of Waterloo.

KINDRED CREDIT UNION CENTRE FOR PEACE ADVANCEMENT

The Kindred Credit Union Centre for Peace Advancement (CPA) was established as a partnership between Grebel and the Kindred Credit Union in 2011. The CPA has been remarkably innovative and successful in “promoting collaboration among its peace partners.” It does so through collaborative research by academics and practitioners, through a social innovation incubator to test new ideas, initiatives, and organizations that can advance peace, and through community engagement to advance expansive and innovative understandings and practices of peace. This year 30 students had transformative practical learning experiences through projects and internships with peace practitioners, researchers, and entrepreneurs based in the CPA.

The five core collaborator organizations (listed below) are co-located at the CPA. The Epp Peace Incubator program has supported 14 peace “start-ups,” some of which have moved on and are now thriving on their own. This collaborative and flexible work environment facilitates access to researchers, students, and community engagement opportunities. The CPA hosted more than 5,100 community members in 2016-17 at the Grebel gallery, book launches, guest speakers, and other events.

Visit uwaterloo.ca/centre-peace-advancement/impact for the CPA’s complete impact report.

CPA CORE COLLABORATORS

- Project Ploughshares
- Tamarack Institute
- Waterloo Public Interest Research Group
- Christian Peacemaker Teams
- Intercultural Dialogue Institute, K-W
ORCHESTRA@UWATERLOO

In 2017 Grebel, the University of Waterloo, and the Council of orchestra@uwaterloo signed a memorandum of understanding to bring this ensemble into the Music program. The Music department has had a collaborative relationship with the ensemble for many years. This UWWaterloo community-based orchestra has a strong history and loyal audience. Laura Gray, Chair of the Music Department, is confident that this new partnership will greatly augment the musical resources and profile of Grebel and the Music Department, and foster goodwill and integration with the University and local community.

ROTARY

The Rotary Peace Scholarship Award is offered by the cluster of Kitchener-Waterloo Rotary Clubs as an expression of their commitment to peace education and research. This year, more than $15,000 was granted to students in the MPACS and Conflict Management Certificate programs. Local Rotary members have been important partners in a proposal for a Peace Centre that includes collaboration with Grebel and several other sectors of the University.

MEDA

Mennonite Economic Development Associates (MEDA) and Grebel students have formed a close and productive relationship. A Grebel student is a representative on the local MEDA Chapter Committee. Grebel students attend local chapter meetings and promote MEDA at Grebel. This year Grebel students raised more than $1,000 for MEDA’s project in the Jordan Valley. The local MEDA chapter supported Grebel students to attend its annual Convention, where they competed successfully in the “pitch competition” with other Mennonite schools, proposing solutions to urgent socio-economic problems.

IN PICTURES

1) Alumni Laura and Joshua Enns are hosts of Brubacher House Museum, a partnership with the Mennonite Historical Society of Ontario. 2) This year’s Rodney and Lorna Sawatzky Visiting Scholar, Mary Jo Leddy, asked a full house, “Is Canada a beacon of hope for refugees?” 3) Participation in the Community Gamelan ensemble more than doubled this year after Grebel received our own instruments from Bali. 4) Bechtel Lecturer Kenneth Nafziger led the audience in singing during three presentations.
FINANCE

2017 marked a very significant financial milestone for Grebel. For 20 consecutive years Grebel has had balanced budgets. These budgets have funded operations as well as capital improvements and equipment, retiree benefits, program enhancements, and student scholarships. Grebel has established a strong, sustainable financial model that is the foundation for future health and growth. This is the result of many factors. Grebel’s academic, residential, and ancillary programs have strong reputations for excellence, creativity, and hospitality, and have attracted many generations of students. Annual revenue from Grebel’s core activities has grown steadily. All sectors of the College share an ethos of prudent financial management.

The Board of Governors and the Investment Advisory Group provide wise and responsible leadership for Grebel’s investments.

A new façade on the academic wing, costing $800k, has made our 1976 building more energy efficient and attractive.

"Budgets and financial decisions reflect our values and plans for the future." ~Sara Cressman, Director of Finance

FINANCE AND OPERATIONS

Operating Revenue

- Undergrad tuition 30%
- Undergrad grant 21%
- Residential program fees 21%
- MTS & TMTC 6%
- MPACS 5%
- MCEC 2%
- CPA 3%
- Donations & Endowment 6%
- PACS Certificate 2%
- Other 10%

Operating Expenses

- General Undergrad 10%
- Food Services 14%
- PACS & Certificate 11%
- Music 14%
- MTS & TMTC 6%
- MTS & TMTC 6%
- Physical Plant 10%
- External Relations 5%
- Student Services 7%
- Administration 10%
- Other 7%
OPERATIONS

In addition to regular year-round programs, Grebel hosts conferences, camps, and special events. This year there were a record 3,300 guest nights booked on campus and the Food Services Department served more than 13,000 guest meals.

“Grebel staff have maintained their reputation for hospitality and friendliness even as the activity level increases at the College.”

~Paul Penner, Director of Operations

Cheri Otterbein, Food Services Manager, noted that Food Services has a unique role in extending Grebel’s hospitality. She quoted the words of Virginia Woolf, “One cannot think well, love well, sleep well, if one has not dined well.”

The success of the robust residential program, regular campus activities, and special conferences and events are the reason why the Grebel Board authorized a feasibility study to determine how Grebel’s kitchen and dining room could be expanded and improved to offer better service to the campus and wider community. The firm of Moriyama and Teshima Architects is conducting the study. They have consulted widely with all sectors of the College and with similar institutions and will be reporting their analysis and projections to the Board in Fall 2017.

The Board will then determine next steps.

For the detailed audited financial statements, visit uwaterloo.ca/grebel/annual-report
Loyal, visionary, and generous donors are crucial partners. There is so much at Grebel that reflects the commitment of donors—buildings, music studios, archival treasures, artwork, lecture series, musical instruments, fitness equipment, and gardens. Grebel is able to offer free public concerts and lectures, curate creative and socially engaging art in the Grebel Gallery, and support new peace entrepreneurs in the Epp Peace Incubator in the Kindred Centre for Peace Advancement because of the vision and generosity of many financial partners.

DEVELOPMENT

The very successful “Next Chapter” capital campaign provided $6.4 million for the transformative academic expansion and inaugurated the Kindred Centre for Peace Advancement. The campaign ended in July 2016 and in the year that followed, donor support for other projects grew, with record contributions to the funds that support academic programs and student scholarships and bursaries.

Grebel provided a record $424,000 in financial aid to 207 students this year because of strong donor support for scholarships and bursaries.

FIVE YEAR FUNDRAISING CAMPAIGNS

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Amount</th>
</tr>
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<tbody>
<tr>
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<td>$2,011,309</td>
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<tr>
<td>12-13</td>
<td>$2,288,646</td>
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</tbody>
</table>

In addition to the funds designated for the CPA in the Grebel budget, nearly $57,000 was generated from outside sources for CPA participants.
The “Susan Schultz Huxman MPACS Award” was initiated in recognition of Susan Schultz Huxman’s term as the seventh President of Conrad Grebel University College. The Award acknowledges her commitment and contributions to the Master of Peace and Conflict Studies program of the College. The award is for full-time students in the MPACS program who personify academic excellence, have demonstrated achievements in the promotion of peace, and participate in an internship during their study.

COMMUNICATION

As Grebel reaches out to engage our growing constituencies, the role of communications at the College increases to ensure that all aspects of Grebel’s programs and people are profiled for external audiences. With additional staff time in communications, we were able to write and share more stories, gaining increased external media coverage.

The Grebel website is the core of all our communications. A major task this year involved migrating all of our websites to a responsive format so visitors can access content more easily when using a phone or tablet.

ALUMNI

Alumni involvement through both donations and attendance at events is the sign of a healthy institution. This year’s alumni events included a 90th birthday party for Walter Klaassen in Saskatoon, an alumni panel on refugees with special guests Ted and Darlene Enns Dyck, several “across the creek” sporting events, and a family bike trek in Kitchener-Waterloo.

We hosted an alumni reunion for the ‘80s era in conjunction with UWaterloo’s Reunion weekend. We had over 100 alumni out for this event, hosted in the John E. Toews Atrium with live music supplied by several ‘80s-era alumni.

2016 DISTINGUISHED ALUMNI SERVICE AWARD WINNERS

Ted Enns Dyck (BA ’90) and Darlene Enns Dyck (BA ’92) were named the 2016 Distinguished Alumni Award winners. They are the founding pastors of Seeds Church in Altona, Manitoba. They have provided effective and creative direction for this innovative and thriving congregation and have given active leadership to a variety of community initiatives. Notably, Ted and Darlene have worked to build community around refugee sponsorship through their Build-A-Village effort. Over the past decade, the group has drawn people together to sponsor 25 families under the couple’s collaborative leadership.

WELCOMING OUR NEIGHBOURS

Grebel put up a new sign in three languages near our front entrance: “No matter where you are from, we’re glad you’re our neighbour.” These signs were available through Mennonite Church Eastern Canada and have popped up in many residential and church yards.

This was an expression of Grebel’s commitment to reconciliation between Canada’s indigenous and settler populations and to hospitality for refugees and other newcomers in our communities.

Jim Pankratz, Interim President, released a public statement on behalf of Grebel stating, “We are committed to being a community of scholarship, teaching, service and advocacy that promotes values and practices of peace and reconciliation among all people.”
OUR GENEROUS SUPPORTERS

Governor’s Circle:
Annual Gifts of $5,000+
4 Anonymous Donors
Apple Inc. Matching Gift Program
Aden and Joanne Bauman
Richard and Norma Bauman
Blue North Strategies Inc.
Dale and Cheryl Brubacher-Cressman
C L Martin & Co. Ltd.
Abraham and Jennifer Drost
Marlene Epp and Paul Born
Estate of Harold Widrick*
Lowell and Jeanette Ewert
Ted and Karen Giesbrecht
Gordon and Jacqueline Greene
Jacob and Katherine Hildebrand
Edward and Kathryn Janzen
Jim & Lorna Blair Charitable Foundation
Kindred Credit Union
Kitchener Rotary Club Charitable Foundation
Estate of Reinhold Konrath*
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Victor and Rita Krueger
Karen Lycklama
Lyle S. Hallman Charitable Foundation
Lloyd Martin
Rick and Nancy Martin
Wilmer Martin
Mennonite Church Eastern Canada
MerSynergy Charitable Foundation
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George and Anna Reesor
Barry Reesor and Lori Guenther Reesor
Phil Regier and Sandy Stevens
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Schlegel Villages Inc.
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Glen and Elsie Shantz
St. Paul’s University College
Ken and Irina Stevens
James Tiessen and Karen Thiessen
Robert and Anita Tiessen
Derek Tiller
John and Arlene Toews
Toronto Community Foundation
Wallenstein Feed Charitable Foundation
Waterloo North Mennonite Church
W-K United Mennonite Church
Lester and Elva Zehr

President’s Peak:
Annual Gifts of $2,500-$4,999
Phares Bauman
Belmont Mennonite Church
Benton Mennonite Church
Bethel College
Mary and Scott Brubaker-Zehr
Bruce and Emily Burgetz
Howard and Myrna Burkholder
Donny Laucht
Dianne and David Conrath
Estate of Norma Dettweiler*
Richard and Betty Dyck
Gloria and Duane Eby
Harry and Joan Enns
Michelle and Caleb Jackett
Brenda and Len Jewitt
Richard Kennel
Ronald and Ingrid Kielstra
William Klassen and Dona Harvey
L 3 Consulting Group
Daniel and Adeline Markarian
Fred W. Martin and Wanda Wagler-Martin
Mennonite Church Canada
Midway Mennonite Church
Paul Penner and Dolores Harms Penner
Ernie and Nancy Regehr
Lee and Mary Sauer
Lorna Sawatsky
Shirley Schiedel
Florence Schlegel
George and Louise Schroeder
Tavistock Mennonite Church
Douglas and Ruth Wagner
Curwin and Jill Weber
Friesen

Chaplain Ed Janzen and his wife Kathy initiated the “Klaassen Religious Studies Award” to encourage students in the residence program to enroll in Religious Studies courses at the College. The award is named after Grebel’s first chaplain, Walter Klaassen.

President’s Circle:
Annual Gifts of $1,000-$2,499
8 Anonymous Donors
Geraldine Balzer and Gordon Peters
Lester Bechtel
Byron and Ann Weber Becker
Scott Beech and Cindy Lebold
Bell Canada
David Bergen and Deborah Kehler
Jeremy Bergen and Rebecca Steinmann
Jason Booy
David E. Brown and Hannah Sauer
Lewis and Lois Brubacher
Vernon and Eva Brubacher
Shelley Bull and Wayne Carrick
Wendy Cressman Zehr and Don Zehr
David Hook Medicine Professional Corporation
John Derksen
Lynne Dueck and Richard Goodwin
John and Irene Dyck
East Zorra Mennonite Church
Len and Susan Enns
Paul Fieguth and Betty Pries
Werner and Margot Fieguth
First Mennonite Church
Elders Fund
Gerald and Doris Frey
Walter and Margaret Friesen
Randy and Kaethe Funk
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Google Gift Matching Program
Laura Gray and Daniel Kramer
John and Lucy Harder
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Hillcrest Mennonite Church
Vickie and David Hook
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Brian Iler
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Joslin Insurance Brokers Ltd.
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Susan and R. Victor Klassen
Jennifer and Scott Konkle
Karen Koop
Ralph and Eileen Lebold
Brenda and Gary Leis
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Margaret Loewen Reimer
Steve and Pat Manske
David and Doris Martin
Murray and Yvonne Martin
Stuart and Merlyn Martin
Ronald and Gudrun Mathies
David and Nancy Matthews
Bill and Rosemarie McMachan
MEDA Waterloo Chapter
John Miller
MMC Matching Gifts Program
Margaret Motz
Tom and Mary Anne Neufeld
Robert and Marlene Neufeld
Donald and Gayle Neufeld
Troy and Emma Osborne
Werner and Karin Packull
Henry and Leonora Paetkau
Brian and Joanne Penner
Judy Penner and Brian Rudy
Carol and Eugene Penner
Richard and Carolyn Reesor
Dawn and Ron Regier
Carol and David Ringer
Carol Roth
E. Charles Roth
Clare and Catherine Schlegel
James Schlegel
Charlotte A. Schwartzentruber
Sharon Schwartzentruber
David and Susan Seyler
Shantz Mennonite Church
Dorothy Sittler
Andrew and Christine Sloss
Joanne and Reg Snyder
Harvey Snyder
St. Catharines United Mennonite Church
St. Jacobs Mennonite Church
St. Jacobs Printery Ltd.
Ervin and Erma Steinmann
Erma and John Stutzman
Derek Suderman and Rebecca Seiling
Suncor Energy Foundation
The Kitchener and Waterloo Community Foundation
Grebel established the Susan Schultz Huxman MPACS Award as a tribute and expression of gratitude for her service and leadership as president of Grebel from 2011 to 2016.

Sponsors:
Annual Gifts of
$500-$999
5 Anonymous Donors
Megan Bauman and Mike Ratcliffe
Palmer and Ardys Becker
Jennifer Bender
Stuart and Candice Blyde
Rick and Louise Cober Bauman
Gregg and Linda Cullen
Karol and Vicki Dick
E. Peter Dick and Virginia Reimer
Shirley Dueck
Sarah Dyck
Ruth Anne and Phil Engle
Paul Fast and Marnie Gerster
First Mennonite Church
Esther Gascho
Grace Mennonite Women
Joshua and Victoria Grohn
Marilyn Harder
Jonathan Hede
Herb Wagler Construction Ltd.
Darrell and Elviera Janzen
Joel Klassen
Helen Koop
Ryan Kroeker and Aleda Klassen
Timothy Langeman
Robert and Nancy Mann
Mahlon Martin
Phyllis Martin-Neufeld and Keith Neufeld
Kristen Mathies
Mennonite Central Committee
Earl and Clara Meyers
Robert and Deborah Musselman
John Neufeld and Andrea Shantz Neufeld
Reina Neufeldt and Naren Kumarakulasingam
Kris and Stanley Nissley
Cheri Otterbein
Dean Peachey and Melissa Miller
Irmgard Penner
Robert and Claire Pringle
Fred and Shirley Redekop
Harold and Carolyn Schultz
Rick and Ruth Ann Shantz
Sam and Sue Steiner
Ivan and Margaret Unger
Mark and Natasha Vuorinen
John D. and Betty Wiebe
Anna and Rudolph Wiens
Sandra and Bruce Winfield
Victor and Marilyn Winter

Partners:
Annual Gifts of
$100-$499
12 Anonymous Donors
Carolyn and Andrew Alberti
Kevin and Paulette Alcox
Gordon and Valerie Alton
Nolan and Margaret Andres
Ann Armstrong
Nina and Matthew Bailey-Dick
Matthew Ballaban
Meredith Ballaban
Howard and Pauline Bast
Through Rotary Peace Scholarships, K-W Rotary clubs support the training of MPACS graduate students and community leaders originating from areas of conflict.
Gloria and Duane Eby support and promote leadership gifts among students in residence through the Eby Leadership Award.

Pauline E. Bauman
Roy and Lorraine Bauman
Isaac Beech
Margaret and James Beer
John and Joanne Bender
Ronald and Cheryl Bender
Katelyn Bentz
Peter C. Bergen
Anita Ger Bernstein
Graeme Blondon
Isaac Boersma
Ed and Margaret Boldt
Ben Bonsma
Katie Bosveld
Gwen Bradley
Samuel Breen
Kieran Broekhoven
Jackson Brown
Joy and Delroy Brown
John Brubacher
Sandy Brubacher
Neil Brubacher
James Brubacher and Sharon Martin Brubacher
Vera R. Buehler
Eleanor and Zenas Buehler
Nathan Bush
Peter and Debbie Bush
Barry Bussey
Susan and Delbert Campbell
Chelsea Campbell
Robert D. Campbell
Sara Camplin
Patrick Carroll
Ruth Ann Carter
Kathy Carter
Lexie Chamberlain and Darrow Woods
Margaret Chapman
Matthew Chase
Shi Chen
Stephen Cholvat
Chung Chong
Max Chute
Steph Collings
Matthew Comeau
Barbara Cook
Leah Coon
Andrew Coon
David Cox
Bruce and Esther Cressman
Orval and Jeannette Cressman
Andrew Cullar
Olivia Cullen
Kristine Culp and Bruce Steinman
Richard Cunningham
Alexandra Decker
Cassia Deering
Jacob deGroot-Maggetti
Sheralyn Derksen
Ellis Derksen
Rudy and Reta Derksen
Lorena Diller Harder
Paul and Julie Doerksen
Barbara and Roy Draper
Mika Driedger
Stephen and Lynelle Drudge
Marisa Duncan
Barbara Duncan
Ryan Dunham
Jack Dunne-Mucklow
V. Dyck
Margaret Eby
Karen and Peter Enns
Estelle Enns
Amanda Enns
Kim Entz
Helen Epp
Mary Lou Erb
Elfrieda Euler
Margaret Ewert
Ben and Erna Falk
Boshrah Fanous
Jenny Farlow
Josh Farrell
Maureen Farrell
Linda Fast-Breen and Cameron Breen
Carol and Len Fay
Lia Fewkes
Allen Flaming and Eve-Lynn Stein
Catherine Fowler
Danyelle Fowler
James French
Alysha Frey
Luke Froese
Jake and Erna Froese
Ian Frost
Emily Gain
John and Betty Galbraith
Samuel Garcia
Joshua Garcia-Barrios
Siann Gault
Alex Gee
Greg Gerber
Carol and Gerald Gerber
Marie Gerber
Constance Gerlach
Joel Gingerich
Twiila Gingerich
Kendra Goertz
Gerald Good and Martha Smith Good
Mary Gopanchuk
Madeleine Graham
Annet Gray
Frances Grove
Peter and Joan Guch
Eduard Haag
Kamran Hafeez
Jeff Hagen
Kate Hagerman
Laurie Haig
Lauren Hankins
Esther Harrison
Alana Hawton
Eliza Heeney
Jane and Doug Heintz-Grove
Angie Hiebert
Hannah Hill
Elaine Hiller

At the scholarships and awards reception, Margaret Loewen Reimer and Karin Packull shared stories about their husbands who were former faculty members at Grebel — Jim Reimer and Werner Packull.
Stephen and Dawn Knechtel
Lloyd and Erla Koch
Helen H. Koop
Lindsay Krahn
Shelby Krahn and Hoi Cheu
Angela Krone
Peter and Valerie Laengert
Sarah MacKeil
Sebastian Malton
David Mamuju
Taheera Mamuju
Lucas Mandau
Sarah Marshall
Steve Martin and Donna McLellan
Gloria Martin
Ronald W. Martin
Ryan Martin
Eva B. Martin
Ruth Martin
Alice Martin
Joanne Matthews
Amy McClelland
Mark McClennan
Margaret McCloskey
Ruth McComb
Jaclyn McDougall
Olivia McGregor
Erik McKenzie
Brandon McMurray
Kristin Mellema
Mary Metzger
Maria Meyer
Conrad Meyer-Reed
Sam Meyer-Reed
Calvin Mills
Samantha Mills
Peter Missiuna
Grant Mitchell
Erik Mohr
Megan Moore
Aidan Morley
Matthias Mostert
Erin Moyer
Susan Murrell-Pritchard
Audrey Musselman
Savang Nay
Joshua Netterfield
Madeleine Neufeld
Elise Neufeld
Janelle Neufeld
Rebecca Neufeld
Abby Neufeld Dick
Jillian Neufeldt
Marlys A. Neufeldt
Arnold and Sherilyn Neufeldt-Fast
Alexandra Nunn
Sara Nurse
Ben O’Callaghan
Aaron Oesch
Jacob Oja
Rebecca Osborne
Claire Osinkosky
PA German Folklore Society of Ontario, Waterloo Chapter
Lucas Palmer
Liam Palmer
J. Daniel Palmer
Jim and Janet Papple
Elliott Parke
Emma Pauls
Andrew Pauls
Bruno and Freda Penner
Marie Penner
Daniel Penner
Joel Pennings
Penny Penticost
Catherine Peters and Luigi Bruno
Craig Petersen
Elizabeth Pfisterer
Connor Philbrook
Charly Phillips
Erica Pietroniro
Amanda Plumble
Matthew Pollex
Michelle Poon
Brendan Power
Kelsey Ramseyer
Keren Rashish
Krenare Recaj
Luke Reed
Mhari Reid
Amy Reimer
Ingira Reimer
Eric Rempel
Len and Kathleen Rempel
Nelly Rempel
Jesse Reusser
Matthias Ricker
Kristen Robertson
Victoria Roeder Martin
Norman and Sharon Roes
Herb and Lorna Rogalski
Diane Rohr
Karina and Steve Ropp
Rebecca Rossi
Lily Roth
Alex Rudy
Eren Rudy
Hans and Helga Runge
J. Lloyd Ruthven
Timothy Sarkar
Karen Sauder
Maria Sauder
Peter and Hilde Sawatzky
Emily Schmidt
Lydia Schonherr
Cliff* and Carol Schott
Ray and Brenda Schultz
Daniel Schuurman
Ken Schwartz
Anneke Sears-Stryker
Renee Serez
Aaron Shantz
Carol and Leroy Shantz
Jonathan Shantz
Brenda Shantz
Catherine Shantz
Sandra Shantz
Caleb Shaver
Vernon and Leona Sherk
Katrina Sikkens
Aaron Silver
Alexander Skipper
Devin Skolud
Jonathan Smith
Kevin Smith
Grace Snider
Karen Snyder
David and Emily Snyder
Eleanor Snyder
Marian Snyder
Sarah Squire
Haley Staller
Lee Ann and Henry Starzynski
Hannah Starzynski
Katrina Steckle
Samantha Steckle
Bea Steckley
Katie Steckly
Don and Marilyn Steinmann
Jacob Stere
Michael Stere
Sage Streight
Zack Strike
Marg Strom
Christine Strong
Juliana Suderman
Robert and Irene Suderman
Monica Tang and Paul Shaver
Rudy and Louise Thiessen
Zach Thomas
Derek Toews
Gustav Town
Nathaniel Trimboli
Rachel Trites
Madelan Tsao
Emma Tse
Tia Tuinstra
Tara Tuinstra
Alicia and Michael Turman
Mykayla Turner
Hannah Van Rooyen
Mithouana Vang
Brent VanRooyen
Isaac Veldhuis
Marilyn Verbeek
Lydia Vermeer
Justin Wagler
Cassidy Wagler
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Sophia Wagner
Lou and Pat Wahl
Katherine Walker
Jordan Wallace
Yixin Wang
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Lena Weber
Sally Weber
Pauline Weiland
Barbara Welfred
Andrew Welsch
Nico Werschler
Mark Whyte
Sharon Wideman
Earl and Erma Wideman
Joel Wiebe Neufeldt
Nathan Wiebe Neufeldt
Theophilus Wiederkehr
Ryan Wiens
Andrew Wikkerink
Megan Wilcox
Abigail Willms
Mrs. Elizabeth Willms
Nicholas Wilson
Zack Wilson
Lukas Winter
Josie and Will Winterfeld
Esther Wonder
River Wong
Dale Woolner
Kyra Worrad
Leah Wouda
Kyra Woudma
Christine Wright
Sarah Wright
MacKenzie Wright
Matthew Wright
Austin Wright
Abby Wright
Rachael Wu
Jesse Yantzi
Rona Yao
Caleb Young
Joyce Zehr
Sonia Zettle
Natalia Zurakowsky

*We are saddened by the loss of these friends.
Grebel’s Strategic Plan (2015-2020) is a declaration of aspirations and priorities, a standard by which we measure progress. Some initiatives, such as the appointment of a new faculty member or renovation of a building, can be completed at a specific time and place. Others, such as policy review, recruitment, and expanding partnerships are ongoing and recurring.

One of the highlights of 2016-17 was the affirmation by faculty, administration, and board to add “Indigenization” to Grebel’s current Strategic Plan as an initiative in all four Priorities. This reflected substantial engagement with this issue across all sectors of the College, at the University of Waterloo, within Mennonite churches and agencies, and in our Canadian social and political context. This will be an important agenda in the years ahead.

Read more about the Strategic Plan at uwaterloo.ca/grebel/strategic-plan
seek wisdom.
nurture faith.
pursue justice and peace.

VISIT US
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Waterloo, ON N2L 3G6
519-885-0220
grebel@uwaterloo.ca

Dive deeper into the Grebel story at
GREBEL.CA