The mission of Conrad Grebel University College is to seek wisdom, nurture faith, and pursue justice and peace in service to church and society.
“The 2012–2013 academic year was marked by building community in every sense of the word. From building up faculty, launching programs and activities, to enlarging a donor base that literally helped us purchase the brick and mortar for our 23,000 square foot academic expansion project, Grebel has been immersed in building community to serve church and society. Together we are passionately committed to seek wisdom, nurture faith, and pursue peace.”

~ Susan Schultz Huxman, President

Building Community for a Lifetime of Happiness  by Susan Schultz Huxman

There’s a famous Chinese proverb that the University of Waterloo Chancellor Prem Watsa tells with gusto to graduates at our June Convocation:

“If you want happiness for an hour, take a nap. If you want happiness for a day, go fishing. If you want happiness for a year, inherit a fortune. If you want happiness for a lifetime, help somebody else.” His explanation of the proverb stresses a value we hold dear at Grebel: community building.

While many colleges and universities say they value community building, only a precious few know how to make it central to the institution’s ethos and fewer still know how to measure its outcomes. Recent research suggests it is the most important “retention tool” in the admissions and student life toolbox. Loren Pope, author of Colleges that Change Lives has noted that students who are most satisfied with their college experience and most likely to be supportive alums cite one overriding reason expressed variously that sums up their favorable impression of their alma mater: a sense of belonging, a sense of connectedness, a sense of community. Ironically, this is not one of the top reasons why students choose a college, generally indicating one of the “4ps” instead: program, price, proximity or prestige.

In this past year, I have heard strong affirmation for Grebel’s special brand of community building. I have listened to graduating students talk about the primary “value driver” here being a vibrant sense of collaborative learning and service to others. I have inquired about what makes Grebel special in my visits to local Mennonite congregations. The overriding sentiment expressed is “I mattered at Grebel” and “I was part of a caring and fun community of faith and fellowship.” I have received much interest and affirmation from outside business and community groups visiting Grebel about some of our practices including community supper, Camp Trillium, Pastor’s Breakfast, Taste of Grebel, convocation, and end of term banquet, to name a few. One group, the Governor General’s Leadership Class of 2012, was so fascinated with our weekly observance of community supper, they said:

~ Susan Schultz Huxman, President
President’s Column continued

“What a terrific idea! How can you do that every week when individual families struggle to share a meal together.”

What follows in the pages of our 2012-2013 annual report is largely a measurement of outcomes of the community building going on at 140 Westmount Road North this year—block by block!

New Building Block. From the time we broke ground 15 months ago, our much needed $8.7 million dollar multi-purposed academic expansion project has been exciting, challenging, and occupying the expertise and imagination of dozens of people and committees around the clock. When you take a diverse construction plan (enhanced space for Music, new community education rooms, enlarged Milton Good Library and Mennonite Archives of Ontario, a new welcoming front entrance, and a new 4th floor for the MSCU Centre for Peace Advancement) and tie it to an existing old building with structural issues of its own, all the while working around the hundreds of people in the College during an especially long winter, you’ve got your hands full! This is why, in addition to our two expert construction partners—Nith Valley Construction and Architecture Incorporated, 5 Grebel committees (Building, Furnishings and Decorating, Coping, Campaign Advisory, and Centre for Peace Advancement Advisory) have worked diligently to provide sound direction on a myriad of decisions—large and small—to our Board of Governors. We’re over half way done! Look to join us for an “Open House” in Spring 2014!

New Revenue Block. This year Grebel was blessed with a record level of donations from generous Grebel supporters—nearly $3 million dollars mostly for Capital, but also for the Grebel Annual Fund! And at the end of the fiscal year (April 30), The Next Chapter capital campaign stood at $6,145,067 in total gifts and pledges. Coupled with budgeted grant revenue, we are now looking for a few additional “capping” gifts to reduce the $1 million mortgage left on our $8.7 project! Director of Development, Fred Martin, notes that the Campaign has created a real sense of ownership among the Grebel faithful. Friends and family have come together to contribute to Library furnishings, Archive digitization, innovative spaces in the Mennonite Savings and Credit Union Centre for Peace Advancement, Music studios, an art gallery, commissioned sculpture, and special seminar rooms.

New Academic Block. Community building happened in a pronounced way among the Grebel faculty this year. Through a series of high profile retirements, exciting recruits and rewarding promotions, Grebel profoundly reshaped its community of scholars. We said goodbye to 3 faculty widely known and respected: Hildi Froese Tiessen, Tom Yoder Neufeld, and Leonard Enns. Collectively they gave 90 years of service to the College! We attracted 3 engaging and cutting-edge scholars in Religious Studies, Choral Conducting and Global Music who begin this July. Reina Neufeldt, Assistant Professor of PACS, completed her first year and taught in our newest graduate program—MPACS—launched this fall with a dynamic cohort of 18 students. Marlene Epp, History, was promoted to full professor, and Derek Suderman, Religious Studies, was promoted to associate professor with tenure. I had the distinct pleasure of teaching a course this year in each of our signature graduate programs: Theological Studies and MPACS. The Grebel academic program saw 4000 course enrolments this year.

New Student Services Block. At the center of the Student Services mission statement is the phrase: “building and celebrating community.” As Mary Brubaker Zehr, Director of Student Service says, “The ‘C-word’ flows easily from the mouths of people here, but the reality of ‘community’ is experienced when each person gives something of themselves whether by means of a friendly hall greeting, a community supper presentation, participation in service trips, retreats, banquets and talent shows, or leading a club.” The mid-week Community Supper with Grebel students living on and off campus continues to score very high on exit surveys for creating a welcoming sense of community. The Fall Commencement theme “Under Construction” included signing a steel I-beam as the Act of Community. An extra bus was booked to accommodate the growing numbers of students who want to participate at the All College Retreat in Camp Trillium. Over 300 students continue to relate to Grebel student life and the admission cycle just completed for next year was especially robust!

Together, these building blocks, like quilt blocks, beautify, strengthen and comfort us when pieced together. As we conclude our 49th year as a Mennonite College, and look with excitement to celebrating our 50th, may the Grebel community continue to cherish the many ways we invoke the ‘C-word’ as we go about seeking happiness for a lifetime.
A Message from the Board Chair

Greetings to the Grebel-uWaterloo community. Another year has passed with much positive activity at Conrad Grebel University College. The various sections of this annual report provide the details about the Grebel community and I take this opportunity to summarize the Board of Governors activity.

In addition to the obvious structural expansion, the Board has focused on the academic programs. We continue to invest in rigorous academic programs for a world class university. This means we understand the need for additions to the faculty team. Some of these are sessional instructors (including our own President) and others have been new posts. There are a large number of retirements occurring at Grebel in a three year period, rates of which are similar to other work forces in Canada. At every meeting this past year (5 full board meetings; 5 sub-board meetings) the Board has dealt with agenda items pertaining to faculty searches. It is exciting to see the strong minds that are building our community and developing out students who will become society leaders in one fashion or another.

The MSCU Centre for Peace Advancement continues as another significant project for Grebel and the Board this year. The generous funding and space approval was finalized just a short time ago in 2011-12. The Board has since considered operating structure, space considerations as well as approving a three tiered mandate for “peace research,”“training,” and “community engagement.” This will be an exciting and challenging Centre with so much potential for Grebel and far beyond with global partners. The Peace and Conflict Studies faculty will enhance the academic focus. We have begun discussions with other stakeholders and potential tenants that we hope will propel the Centre to even greater relevance and visibility.

The Board has wonderful staff and faculty at Grebel who maintain the daily focus. The community beyond the walls provides support in all areas that allows a Board of Governors to think of programs and priorities beyond the daily demands. I would like to thank those groups for the support and dedication that allows us to act.

Thank you Board members for your insight, energy, questioning, dedication, and direction. It has been a pleasure and privilege to serve with you. Thank you students for bringing your interest, keen mind, excitement, and passion for our Community.

Sincerely
Susan Taves
Board Chair

Board of Governors 2012-2013

Geraldine Balzer
(At Large)
Saskatoon, SK

James Barber
Secretary (MCEC)
Markham, ON

Scott Beech
(At Large)
Waterloo, ON

Wendy Cressman
Zehr, (Alumni Rep.)
New Hamburg, ON

Leonard Enns
(Faculty Rep.)
Waterloo, ON

Ted Giesbrecht
(MCEC)
Waterloo, ON

Hendrike Isert-Bender, (MCEC)
Plattsville, ON

Emily Mininger,
(At Large)
Halifax, PA

Lynn McRuer
(At Large)
Drumbo, ON

Fred Redekop
Program Chair, (MCEC)
Floradale, ON

Clare Schlegel
(MCEC)
Shakespeare, ON

Susan Schultz
Huxman, President
Waterloo, ON

Rick Shantz
Treasurer, Finance/Development Chair
(MCEC)
London, ON

Susan Taves
Chair (At Large)
Heidelberg, ON

Byron Weber Becker
(MCEC, UW Rep.)
Kitchener, ON

Vic Winter
(MCEC)
Leamington, ON

Lynn Yantzi
Vice Chair (MCEC)
New Hamburg, ON
Building Community with Investment and Stewardship

Grebel continues to have strong financial results and excellent cash flows.

Results for the year:

<table>
<thead>
<tr>
<th>ACTUAL</th>
<th>BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$7,170,509</td>
</tr>
<tr>
<td>Expenses</td>
<td>$6,220,012</td>
</tr>
<tr>
<td>Transfers</td>
<td>$532,854</td>
</tr>
</tbody>
</table>

Statement of Financial Position

Assets
- Cash and deposits: $3,129,705
- Accounts receivable: $141,309
- Capital assets: $9,026,266
- Investments: $4,188,339
- Other assets: $47,929
- **Total assets:** $16,533,548

Liabilities
- Accounts payable: $1,772,002
- Deferred revenue: $297,999
- Post retirement benefit liability: $2,506,755
- Deferred contributions: $6,228,616
- Capital held for investment
  - Invested in capital assets: $896,432
  - Externally restricted: $5,061,824
  - Internally restricted: $(266,839)
  - Unrestricted: $36,759
- **Total liabilities:** $16,533,548

Statement of Operations

Academic revenue: $4,278,221
Residential program revenue: $1,741,653
Donations: $493,840
Other revenue: $656,795
**Total revenue:** $7,170,509

Academic expenditures: $4,486,230
Residential program expenditures: $1,636,618
Other expenses: $97,164
**Total expenditures:** $6,220,012

Transfer to other funds: $945,292
Surplus: $5,205

**This financial data is extracted from Conrad Grebel University College’s audited financial statements and does not contain all of the information included in the financial statements and, as such, is incomplete. The financial statements were audited by Graham Mathew Professional Corporation and are available upon request.**

"Building a healthy community at Grebel requires strong financial oversight in budgeting, investing and stewardship. For the 16th year in a row, we have balanced budgets and can report a cushion of surplus."

~ Sara Cressman, Director of Finance
Investing in Students—Awards & Bursaries

Student awards and bursaries help us to create a community of students in both our residential and academic programs. Bursaries are given based on demonstrated financial need, whereas awards and scholarships are given based on merit and the desire to ensure our programs are filled with students who will contribute positively.

These funds come from a variety of sources including endowments, donations, and allocations from the operating budget. Grebel has invested more operating dollars in student awards over the past several years as both the need for financial support and our grad programs have grown.

Investing in our Future—Endowment Portfolio

Endowment funds provide revenue sources for many awards and bursaries and program support. Due to positive market performance in the 2012-2013 fiscal year, the fair market value of the endowment exceeded the book value for the first time in five years!

As of April 30, 2013 the book value of the endowment was $4,921,679 and the fair market value was $5,061,624. The chart above compares book and market values of the endowment portfolio over five years. In 2012-2013 there was $83,630 available for awards and bursaries and $74,675 for program support.

Investing in our Facility—Next Chapter Building Project

The budget for the building project is $8,700,000 and currently more donations have been received for the Next Chapter Campaign than the amount spent on the project. This has resulted in higher cash and short-term deposits than normally experienced.
Building Community through Friend Raising and Fund Raising

We have, with a limited amount of staff resources, been able to generate excellent media presence, a bumper crop of student applicants, memorable special events and a record level of donations.

Overall, we raised almost $3 million this fiscal year! This included record donations received of $2,288,586 and pledges of over $555,838 mostly for The Next Chapter capital campaign in the 2012-2013 fiscal year. At the end of the fiscal year the campaign stood at $6,145,967 in total gifts and pledges.

2012-13 Fundraising Results

<table>
<thead>
<tr>
<th>Donations</th>
<th>$2,274,195</th>
</tr>
</thead>
<tbody>
<tr>
<td>In Kind Donations</td>
<td>$14,390</td>
</tr>
<tr>
<td>Total Donations Received</td>
<td>$2,288,585</td>
</tr>
<tr>
<td>Pledges (made this fiscal year)</td>
<td>$555,838</td>
</tr>
<tr>
<td>Total Funds Raised</td>
<td>$2,844,423</td>
</tr>
</tbody>
</table>

Fundraising Highlights

The Steinmann Story. In the fall issue of Grebel Now, we featured the gift from the Steinmann family to honour parents Ervin and Erma. The $50,000 gift was used to name a Music teaching studio and was the idea of board member Lynn Yantzi who proposed the campaign gift to his family. The Steinmann story was noticed by alumnae Marlene Neufeld and the Steinmann family to honour parents Ervin and Erma. The $50,000 gift was used to name a Music teaching studio and was the idea of board member Lynn Yantzi who proposed the campaign gift to his family. The Steinmann story was noticed by alumnae Marlene Neufeld and her sister Sharon Johnston, who is a friend of Nancy Steinmann Yantzi. These sisters discussed the idea with their family of naming one of the remaining practice rooms for their parents John and Helen Dick from Leamington. John had served as a board member at Grebel and was celebrating his 90th birthday. In addition to Marlene and Sharon, brothers Ernie and Ed attended Grebel. Family members and John and Helen combined to contribute $20,000 to name the practice room. What an excellent example of how communication, alumni, board leadership and community connections work together to create wonderful support for the Next Chapter campaign.

The Frank and Helen Epp Peace Incubator. $64,836 has been raised for the Epp Incubator in the MSCU Centre for Peace Advancement. Lead gifts from the Epp family, Ted and Linnie Friesen, and David Bergen stimulated many other friends and alumni to give. Frank Epp served as the second president of Conrad Grebel. He was an innovator in many ways, starting the PACS program and naming “Project Ploughshares,” are but two relevant examples. Helen has served for many decades in the wider Waterloo Region community, volunteering her time and expertise to help peace agencies and initiatives.

Other major contributors to Grebel. Alumnus Jim Tiessen and his wife Karen Thiessen gave a gift of $50,000 to name the Grebel Gallery in the MSCU Centre for Peace Advancement. We received $100,000 from the Nelson Weber estate and $100,000 from John and Erma Stutzman. Ted Giesbrecht, board member, committed $25,000 to the CPA and Nelda Lichti’s estate designated $10,000 to the Lorraine Roth Reading Room in the Milton Good Library. The Estate of John W. Snyder informed us of a $40,000 bequest and we received an estate gift of $50,000 from Schiedel Construction in memory of George Schiedel.

Heritage Canada. We received $150,000 for archive equipment from Heritage Canada through a Cultural Spaces Grant. In a ceremony at Grebel this Spring, Kitchener-Waterloo MP Peter Braid delivered the gift from the federal government and reaffirmed the cultural value of the Mennonite Historical Society of Ontario.

“Community is a brand we own at Grebel. But it is also a sacred trust and something that continually needs to be nurtured and supported. Development intersects with community building every day and I really appreciate being at the heart of this work.”

~ Fred W. Martin, Director of Development
Other Fundraising
Performance Indicators

This year our Grebel Annual Fund target was raised by $10,000 to $327,000. We surpassed our goal of $327,000 and raised $335,849 for the Annual Fund from 432 donors.

Our leadership from the Board of Governors was evident with 100% participation for our Next Chapter campaign and 100% participation from College Council, comprised of all full-time faculty and administrators.

The fundraising cost per dollar raised is calculated by adding our fundraising costs and salary expenses. The Grebel cost remains low at under $.06. At the University of Waterloo, the cost per dollar raised was $.20.

We had 161 new donors contributing to Conrad Grebel in 2012-2013.

We rely heavily on the Governor’s Circle donors ($5,000 and above). This year 6% of our donors gave 83% of the donations ($1.9m from 60 donors). We are in campaign mode which accentuates this trend.

We added 3 major student scholarships this year: The Marpeck Leadership Award was initiated by a $25,000 pledge from alumnus Ed Penner, who wanted to find a way to support engineers at Grebel. This is an endowed scholarship. Rotary has pledged $54,000 for 2 years for the Rotary Peace Scholarship award for an international MPACS student and for a PACS certificate recipient. The family of Sy Landau and the Alternative Dispute Resolution Institute of Ontario (ADRIO) initiated an award to honour Sy, who was a key leader in starting the Certificate in Conflict Management at Grebel.
Building community with faculty
Grebel faculty are committed to scholarly excellence, inspired teaching and compassionate service.

This was a year of significant faculty transition. Three faculty retired: Hildi Froese Tiessen (English and Peace and Conflict Studies) in June 2012, Tom Yoder Neufeld (New Testament) in December 2012, and Leonard Enns (Music—Conducting and Composition) in June 2013. These retirees were “at the top of their game”—full professors, with wide name-recognition and significant scholarly achievements. Collectively they had 90 years of service at Grebel! They were the second generation of Grebel faculty, connecting to the founding generation and interpreting the Grebel identity and culture to the current generation of faculty. One new faculty member, Reina Neufeldt (PACS) joined the College in July 2012. Three faculty were recruited and hired during the year and all will join the College in July 2013: Alicia Batten in New Testament, Maisie Sum in Global Music, and Mark Vuorinen in Choral Music.

Summary of Grebel Faculty
Church-Related Service 2012-13*

<table>
<thead>
<tr>
<th>Activity</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seminars, workshops, teaching in churches</td>
<td>26</td>
</tr>
<tr>
<td>Sermons</td>
<td>18</td>
</tr>
</tbody>
</table>

*Many Grebel faculty are involved in their own congregations in a variety of roles so those activities are not reported here. This total does not reflect the sermons and seminars presented by the Grebel President or Chaplain.

Summary of Grebel Faculty
Scholarship for 2012-13

<table>
<thead>
<tr>
<th>Type of Activity</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Books</td>
<td>2</td>
</tr>
<tr>
<td>Chapters in Books</td>
<td>2</td>
</tr>
<tr>
<td>Articles in Scholarly Journals</td>
<td>6</td>
</tr>
<tr>
<td>Articles in Periodicals</td>
<td>5</td>
</tr>
<tr>
<td>Book and Music Reviews</td>
<td>5</td>
</tr>
<tr>
<td>Music Compositions</td>
<td>6</td>
</tr>
<tr>
<td>Scholarly Presentations</td>
<td>9</td>
</tr>
<tr>
<td>Public Lectures</td>
<td>7</td>
</tr>
<tr>
<td>Concerts Directed or Performed</td>
<td>15</td>
</tr>
</tbody>
</table>

Special Recognition and Awards

Tom Yoder Neufeld was a finalist for the Michael Ramsey Prize for Theological Writing, Spring 2013, for his book, Jesus and the Subversion of Violence. The prestigious international Award was inaugurated by The Archbishop of Canterbury, Dr. Rowan Williams, to encourage the most promising contemporary theological writing and to identify it for a wider Christian readership.

Jim Pankratz received the Peace and Dialogue Award from the Intercultural Dialogue Institute, April 2013.

“The academic community at Grebel experienced significant and successful transition with three faculty retired, three faculty hired, and one completing a first year. Every faculty search was an opportunity to re-assess and reaffirm Grebel’s identity and mission.”

~ Jim Pankratz, Dean
Leonard Enns has been a musical pillar at Grebel for 36 years. As the longest serving faculty member to date, Len has been a teacher, conductor, composer, and department chair. Because of the performative nature of his appointment, Len has also been a tremendous ambassador and successful recruiter for Grebel! His church and tour engagements are impressive—he led congregations in worship in nearly 300 church visits! Len was honoured at Grebel in a series of farewell concerts and special events including:

April 5  Final Chamber Choir concert and Tribute to Len
April 12  Benjamin Eby Lecture presented by Len: “How Can I Keep from Singing”
April 21  Convocation music focused on Len’s contributions to choral music at Grebel and a commencement address by CBC broadcaster and Music commentator, Eric Friesen
April 27  Performance at the Sharon Temple with the Chamber Choir: “Songs for this Day”
June 1   Retirement dinner and tribute at Grebel.

Len Enns was honoured professionally:

- Adjudicator at the Llangollen International Eisteddfod of Music in Wales
- Composition, I saw eternity, is the title track on the CD, I Saw Eternity recorded by the Elora Festival Singers on the Naxos label; the CD was a JUNO nominee for Classical Album of the Year, Vocal and Choral Performance.
- Composition, Behind the Seen, was a recipient of the 2013 Boston Metro Opera Director’s Choice Award (Art Song Cycle) and will be performed in the 13/14 season
- Composition, In the End, was a recipient of the 2013 Boston-International Contempo Festival Award (Art Song Cycle) and was performed at the Festival concert in May 2013.

Faculty Highlights:
Scholarship & Service

Jeremy Bergen

Marlene Epp

Lowell Ewert

Nathan Funk
Laura Gray
Administrative Service: Compiled the Music Department’s 7 year Program Review materials for external review. Provided leadership for two faculty hires in Music.

Kenneth Hull

Reina Neufeldt
Published “False dichotomies or changing terrain? Peace and conflict studies between the theological and the secular” Anabaptist-Mennonite Scholars Network Newsletter, 16(1): 3-4.

Troy Osborne

Jim Pankratz

Derek Suderman

Carol Ann Weaver

Course Enrolments

Certificate Program in Conflict Management Enrolments

Enrolment Indicators at a Glance

Overall, enrolment in Grebel courses dipped slightly from last year (4200 to 4146).

Total Music course and studio enrolment increased again for the fourth year in a row to an all-time high of nearly 2,000. Significantly, the number of majors increased to more than 50 and the number of minors to nearly 40.
The undergraduate program in PACS may be plateauing at about 160-180 students in majors and minors after several years of rapid growth. Total PACS enrolment was 1,233, down 54 from last year.

The graduate Theological Studies program had 26 students (13 full-time and 13 part-time), including nine new students.

Other Performance Indicators in Academics

✓ The Music department staged 31 concerts with 3,135 attendees.
✓ PACS successfully completed the undergraduate program review process. The external reviewers report complimented PACS for making a unique contribution to the uWaterloo community that reflects Grebel’s mission and values, for providing a positive student experience, and for offering a curriculum that “is one of the most comprehensive in North America, providing a mix of skills, theoretical courses and applications through field experience.”
✓ This was the first year of the new Master of Peace and Conflict Studies (MPACS) program, Grebel’s second graduate program. A strong charter cohort of 18 students helped launch this significant initiative. Students were diverse in age, gender, professional background, past academic study, volunteer experience, culture, nationality, and religion. Director Lowell Ewert deserves much credit for envisioning, planning and implementing the program.
✓ The Certificate Program in Conflict Management, under the direction of Sue Baker, saw strong growth. Thirty-seven workshops yielded 728 enrolments—a 30% increase from the previous year. The program produced a surplus of about $50,000—one of the highest on record.

John Rempel became the new Director of the Toronto Mennonite Theological Centre (TMTC). About 15 students participated in the activities of the Centre on a regular basis. He taught “Worship, Ritual and Ministry” at Grebel and “Radical Reformation” at the Toronto School of Theology.

Marianne Mellinger, wears many hats at Grebel: Supervisor of our Master of Theological Studies Program—Applied Option; Program Manager with Schlegel-RIA; and Coordinator of Leadership Formation for Mennonite Church Eastern Canada. She and Susan Schultz Huxman, President, compiled research on Academic-Industry-Church partnerships with a spotlight on Grebel’s innovative Spirituality and Aging program associated with UW Institute for Aging in Applied Health Sciences. They delivered a presentation entitled: ‘Academic-Church-Health Partnerships: Toward a New Pedagogy for the Spiritual Care of Seniors’ at the Mennonite Education Agency Education Leaders Gathering and Health Assembly in Orlando, Florida in February 2013.
Building community through supporting the student experience

“At the center of our Student Services mission statement is the phrase: ‘building and celebrating community.’ This vision is at the core of our work and what we hope students will experience and help create.”

~ Mary Brubaker-Zehr, Director of Student Services

Enrolment in residence remained healthy and the beds were full. 305 students related to Student Services this year. Five different types of students relate to Student Services at Grebel. (See diagram.) We had a robust and healthy admissions cycle for the residence. 164 applications were received by selection day for 73 available residence beds. 33 of this group were MCEC applicants. Apartments were full both fall and winter with an occupancy of 32 each term. In fall 2012, we placed 20 first year students in off-campus homes and another 6 joined this group as off-campus resident associates. The number of students associating with Grebel continues to be strong.

One area where enrolment continues to wane from a decade ago concerns Grebel course involvement. Despite the challenges of some faculties at UW lessening the number of electives and tightening restrictions in the major, we continue to encourage Grebel residents to enrol in Grebel courses. In 2012, only 27% of the 262 Grebel students living on campus took a Grebel course. This was up 4% from last year but down 16% from a high of 43% of students taking Grebel courses in 2006.

Types of Grebel Students Served by Student Services

**Student Services Enrolment**

<table>
<thead>
<tr>
<th>Year</th>
<th>2008-09</th>
<th>2009-10</th>
<th>2010-11</th>
<th>2011-12</th>
<th>2012-13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>276</td>
<td>290</td>
<td>309</td>
<td>316</td>
<td>305</td>
</tr>
</tbody>
</table>

**Student Faith Backgrounds**

Catholic | Evangelical | Mennonite | Mennonite Not Listed | Other
---|---|---|---|---
21 | 69 | 62 | 44 | 5

\[Arrows indicate possible transitions between terms\]

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“\[It’s been a good year for community building—for big picture discussions, for questioning, for creative thinking, for new initiatives.\]” Student Council President Emily Miniger summing up the 2012-2013 year.
Special Features of 2012-13

**Anne of Green Gables.** Student Council sponsored Anne of Green Gables, the 5th musical for Grebel. The musical was indeed a community building endeavor as it involved 63 Grebel students and drew both the Grebel community and the local KW community together. It was a wonderful showpiece for the College. For the first time ever, Student Council realized a profit for a musical endeavour.

**Grebelife.** Grebelife, authored by Danny El Aguizi and sponsored by Student Council had its inaugural launch in fall 2012. This creative and colourful student life web presence took off in popularity and now functions as the homepage for many Grebelites. It provides a place for announcing the vast array of community activities, highlighting birthdays, digitalizing sign-ups, nominations, applications, book sales, displaying the daily menus, event calendars and more.

**Signature Student Services Programs**

**Chapel Program.** Wednesday afternoon worship each week continues to be the centrepiece of the Chapel program coordinated by Grebel Chaplain, Ed Janzen. Spring term 2012 focused on readings from Sam Wells’ book “Be not afraid: Facing Fear with Faith.” Fall and winter term chapels followed the Revised Common Lectionary. Services were enhanced by the Chapel Choir, under the direction of Kenneth Hull. Attendance held at 50-70 for fall term; declined to 20-40 for winter term. Other faith nurturing opportunities included pastoral care, Tea Times with Ed, field trips, and Chapel Retreat in January at Hidden Acres.

**Community Suppers** continue to be integral to our community building mandate. We enjoyed 36 different Community Suppers over the last 12 months. A faculty staff, student, or outside guest speaker is part of the evening of food, fellowship, and student announcements. Topics ranged from Social Justice, Motivational, Music and Entertainment, Authors and Poets, Student Council Speeches, and Vocational. Our fall 2012 Student Services survey revealed that 92% of residents found weekly Community Suppers to be important, and 82% indicated that they experienced a sense of community at Community Supper.
Commencement. The fall 2012 Commencement theme “Under Construction” included signing a steel I-beam as the “Act of Community.” The beam was embedded in the new building. President Schultz Huxman gave a creative Commencement address using Paul Penner as a prop (he dressed as Mike Holmes—the popular Mr. Renovation guy).

Orientation Week was based on the kids show, Magic School Bus. Grebel Orientation Committee leaders Seth Burt, Jane Honek and Alyssa Wilson worked with a team of 21 Orientation Week Leaders.

All College Retreat, Camp Trillium. We booked an extra bus this year to accommodate our growing numbers—247—staying overnight and to ease last minute transportation concerns. We also took Grebel alum and nurse, Gina Nighswander along to respond to emergencies. A feedback survey revealed high levels of support, enjoyment, and satisfaction with the activities and facilities. Dean Pankratz’s after dinner chat and introduction of Grebel faculty was well received.

Taste of Grebel. This was the second year using “Taste of Grebel” as our open house branding. The event occurred on UW’s Homecoming weekend so, for the first time, we invited Grebel alumni to participate in the day. About 30 alumni attended and dabbled in Taste of Grebel activities, especially enjoying the talent show. Morgan Grainger (class of 2009) from California came the furthest. The College also held its first Annual General Meeting in several decades during Taste of Grebel. The combination worked well and meant there was more than the typical number of Board members at Taste of Grebel. The extra guests meant we had two dinner seatings and two extended talent shows. Auctioned pies made by students associated at Grebel earned about $2000 for the Student Refugee fund. Auctioneers Fred Martin and Ed Janzen surprised us all with their hidden talent.

Term End Banquets. Three lively term end celebrations were held over the course of 12 months. July 2012 theme: The Internet (hosts Jake Strange and Dylan Campion); December 2012 theme: The Origins of Christmas Traditions (hosts: Tom Yoder Neufeld and Grant Davis); April 2013 theme: Grebel’s Academy Awards (hosts: Perry Everett and Rachel Dyck).
LEADERSHIP IN STUDENT SERVICES

Leadership development remains one of our 7 community goals. We began the year with a Leaders Symposium (formerly Larger Leadership retreat) for all of the year’s student leaders. In looking ahead to our upcoming 50th anniversary, we reflected on the work of Harvey Taves—one of the initial leaders who saw the potential and need for a Mennonite College. Dean Jim Pankratz spoke about effective leadership and President Susan Schultz Huxman helped students practice good leadership through a variety of exercises. Prior to the symposium there were six days of intensive training for the 9 Dons. Another 6 students attended the annual Mennonite Economic Development Associates (MEDA) conference this year in Niagara Falls. The cost of their participation was covered by the local MEDA chapter and Grebel. Peace Society held another successful Make a Difference Market this year.

SERVICE LEARNING TRIPS

Tamara Shantz, student services staff, gave leadership to the recruitment and selection of student leaders for the two Reading Week trips and then worked with the student leadership teams to plan the trips to Kentucky with MDS (20 participants) and to St Catharines with Southridge Community Church (13 participants). Tamara also gave energy to developing and implementing the trip to Timmins, ON: “Unearthing Justice: Exploring Indigenous Perspectives on Land” in partnership with Mennonite Central Committee Ontario’s Aboriginal Neighbours program. 8 students participated in this trip bringing the total annual numbers of Service learning participants to 41.

STUDENT SCHOLARSHIPS

Grebel is the only residence on the UW campus that provides residence awards. These awards are impactful in helping us build and celebrate community. They enable upper year students to return and they are a concrete way of affirming and acknowledging the energy and care these students give to making Grebel a vibrant and engaging living environment. For fall 2012, 58 students applied for 15 different Student Services awards. 54 students were approved to receive a total of $53,319. Mennonite Foundation of Canada awarded the 2012-2013 Spirit of Generosity award to the directors of Anne of Green Gables: Rachel Dyck, Rachel Urban Shipley, Rachel Pauls and Sarah Brjnas.

STUDENT REFUGEE PROGRAM

Grebel builds and celebrates community through its engagement with the World University Service of Canada’s Student Refugee program. In Sept, we welcomed our fourth (since 2007) student refugee. Mustafa Ilunga arrived to Canada from Kenya in August. Grebel agreed to support Mustafa with 50% room and board for 24 months. UW’s student levy covers the remaining 50%. Grebel’s Restricted Student Refugee Fund is in a healthy state so we agreed to accommodate a second student beginning September 2013. We established a Grebel support group for Mustafa. With Pam Bartel, staff in student services, as the facilitator, about 7 students met weekly over lunch with Mustafa and considered a variety of topics related to traditions, banking, dress, study skills and job hunting.
Building community through bricks and mortar and Grebel support staff

Fifteen months into our 23,000 square foot academic expansion project, we are making steady progress despite challenges of tying a new structure into an existing old and structurally impaired one and weather setbacks.

“Next Chapter”
Building Expansion Project

As of late June, exterior windows are being installed and structural work on the bridges in the atrium and the extended stairwell is continuing. A dozen trades are on site at this time. The main office has temporarily relocated to the entry adjacent to the Great Hall. By early 2014, the main office will be in the new location on Level 2 and the Music Department will be in its new facilities on Level 1. During the winter, the existing Library space will be renovated and the collection moved into the new Archive facilities. Construction on the Level 4 MSCU Centre for Peace Advancement will continue throughout the winter. The project remains on target for expenses of $8.7 million. A grand opening is tentatively scheduled for early Spring 2014.

To their credit, staff and students have been very patient with the noise, dust and confusion brought on by construction.

“The Coping Committee, headed by Mimi Hollinger-Janzen, has tried to remain active and aware of the impacts that the construction project is having on building users. Regular emails of information, friendly signs, and the occasional tasty treats like gummy bears to help “bear the burdens” of construction have all been part of this committee’s work to help the community cope with disruption.

The Finishes Committee (Fred Martin, Laureen Harder-Gissing, Rosella Leis, Alina Rehkopf, Jennifer Janzen, Darlene Yantzi and Paul Penner) has been very active. All of the finishes and paint colours have been chosen and the committee is now moving on to furniture selections.

The Building Committee (Jim Pankratz, Fred Martin, Susan Huxman, Paul Penner, Jake Berg, Laverne Brubacher, Darlene Yantzi, Jennifer Janzen, Lawrie Carter, Brian Shantz, Steve Hohl, Bob Zehr, Ron Junker, Emily Mininger, Clare Schlegel and Lynn Yantzi) met last as a whole committee on April 9, 2013. This committee has been very helpful in guiding the College through this project and has been a good resource to the Board at key times of decision-making.

“How do new bricks and mortar build community? People need places to meet, to learn, to eat and that’s what buildings provide. A well-maintained modern facility equipped with friendly support staff provide the infrastructure that enable community to happen.”

~ Paul Penner, Director of Operations

$6.1M DONATIONS + $0.7M RESERVES + $0.9M GRAD CAPITAL FUNDING + $1.0M BORROWING = $8.7M TOTAL PROJECT COST
Physical Plant

The College was able to pursue a number of significant upgrades and repairs during the past year. They included:

- Installed 20 new table tops in the dining room - $8,100
- Purchased 222 new chairs for the dining room - $22,500
- Hot Water Heater Replacement - $9,300
- Creation of new path from parking lot to main campus - $7,700
- Upgrades to Student Games Lounge - $5,200
- Refurbished paving stone walkways - $4,300
- Replaced carpets in classrooms 1300 and 1302 - $8,800

Solar Grebel is another exciting initiative that the students started four years ago. In December 2010, their dream of installing solar collectors on the roof became reality. It took until January of 2012 to get the metering equipment working properly so data is just beginning to flow in on how much energy is being produced by the collectors. This group already has eyes on its next project which is to install photovoltaic panels on to the roof of the addition once it’s complete. Eric Tichbourne and Ben Rasera were two students who gave considerable leadership this past year to this project.

Utility consumption patterns were disrupted by construction. Existing buildings were opened onto the unheated construction site. Then, at the height of the winter, Grebel’s natural gas was used to prevent the fresh concrete and mortar from freezing. Use of power tools added to the usual load of office and resident consumption of electricity. The College’s metering does not distinguish among these various uses.

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Food Services

Cheri Otterbein oversees food services operation at the College. Creative menus, responding to special dietary needs, and specialized theme meals are all possible at Grebel because we manage our own food operation and have a very dedicated staff. Food service fast facts:

11,981 guests were served at various dinners and special functions. Last year the College served 13,979 guests which was a record high. Hosting these dinners and receptions represents a significant workload in addition to serving 21 meals per week to the 174 students who live here and receive the full meal plan.

106,515 meals were served in total in the Grebel Dining room this year.

The kitchen exceeded the revenue projections by more than $11,000 and came in under budget in the expense column by $16,000.
Dietary innovations included: Meatless Monday. A student initiative whereby students could sign up in advance to eat vegetarian one day a week. Grebel Firsts: this is a student developed website where students can submit their suggestions and recipes for menu items that have never been served at Grebel. The best recipe submitted by far, reports Cheri, was for a Fennel Gruyere Soup. “Rich and creamy with complex flavours; it was absolutely delicious.”

**Human Resources**

Grebel staff have a reputation for being friendly and helpful. For many people their first encounter at Grebel is with a front-line staff member, so the kind of greeting they get sets the tone and the first impression of Grebel.

**Key staff hires this year at Grebel included:**

**Alison Enns** was appointed to a one-year, .70fte contract as Administrative Assistant to the Director of Development and Events Coordinator.

**Rebecca Steinmann** was appointed to a one-year, .70fte contract as Peace and Conflict Studies Administrative Office and Graduate Studies Coordinator.

**Eric Lepp** was appointed to an eight-month, .80 fte contract as Peace and Conflict Studies Undergraduate Academic and Administrative officer and Field Studies/Internship Coordinator.

**Special Projects**

**Brubacher House.** Mark and Allison Brubacher concluded 3½ years of service as hosts of the Brubacher House Museum in April 2013. They did an excellent job in tending to the house and providing quality programming. On April 30, 2013, Karl and Jacquie Reimer moved in and took over as the new hosts. The Reimers are full of excitement for this new home and role and their enthusiasm is sure to reflect in their efforts as new hosts.

**Insurance.** The annual negotiations with our insurance broker, H.L. Staebler & Co. concluded with the good news that insurance premiums for 2012-2013 would drop by nearly 5%. Recent steps to increase security coupled with a good claims record and a general steadiness in the insurance industry all played to our advantage. Of course, the actual dollar amount does not feel small because the College pays an extra fee of $14,500 per year while we are in construction to cover the “Builder’s Risk” portion of our insurance package. This extra fee will drop off again once the building project is complete.

**E-V Charging Station** This winter the College was successful in obtaining a grant from the Region of Waterloo to assist with the installation of an electric vehicle charging station. At present, there are no E-V Charging Stations on UW’s campus so this is an important initiative for Grebel and the wider UW community. Most E-V vehicles have limited range so a charging station makes it possible for people with electric vehicles to travel to Waterloo with assurance that they will be able to get their vehicles recharged for the trip home. The E-V charging station will be installed this fall. This is an important green initiative for the College and the Region of Waterloo.

**Summer Conferences.** Rebecca Gibbins is in charge of summer conference activity. Given the additional challenges of a building undergoing renovations, this past summer we were quietly hoping we would see a little less conference traffic. Ironically, conference activity was higher.

<table>
<thead>
<tr>
<th>Summer Conference Revenue</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
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<td><strong>Total Revenue</strong></td>
<td>$128,770</td>
<td>$135,017</td>
<td>$119,940</td>
<td>$120,693</td>
<td>$127,824</td>
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“Community Building begins and ends with People!”

People, Programs and Facilities in that order! Why? Because great people build and grow great programs and great programs ultimately need great facilities. We leave you with a snapshot of some of Grebel’s great people and their achievements for 2012-2013.
A new era of graduate education at Grebel—our second Master’s program: Master of Peace and Conflict Studies

Alison Enns—Development and Events Assistant
Rebecca Steinmann—Administrative Officer & Graduate Studies Coordinator, PACS
Eric Lepp—Undergraduate Academic and Administrative Officer & Field Studies/Internships Coordinator, PACS

Recipients of the George E. and Louise Schroeder Award
Scott Beech, Chair of Next Chapter, Campaign Advisory Committee

Grebel’s C. Henry Smith Peace Contest contestants: Ryan Martens, David Siebert, Jacob Winter (winner), Sarah MacKeil, Hannah Enns
Jim Pankratz, winner of the Peace and Dialogue Award

Student Services People
Andrew Reesor-McDowell—recipient of the Distinguished Alumni Service Award
Emily Mininger—Student Council President
Danny El Aguizi—Creator of GrebelLife, a digital communication hub
Caleb Redekop—Valedictorian at Convocation, MEDA rep., PACS major.
Alison Enns—Development and Events Assistant
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Academics People
MTS students & faculty
A new era of graduate education at Grebel—our second Master’s program: Master of Peace and Conflict Studies

Operations People
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recognized for 30 years of service
Paul Penner
recognized for 25 years of service

Development and Finance People
Marlene Epp, promoted to full professor
Derek Suderman, promoted to associate professor

Board People
Rick Shantz,
completing 6 years on the Board of Governors, most recently as as chair of Finance Committee
Hendrike Isert-
Bender, completing 6 years on Program Committee, Board of Governors

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Our parents, Laverne and Nelda Lichti were loyal supporters of Mennonite institutions like Grebel and made arrangements years ago to include Grebel in their estate plans at Mennonite Foundation. We were happy to ensure this gift helped to support students, the Ralph and Eileen Lebold Endowment for Leadership Training and the Lorraine Roth Archive Reading room.

~ Ruth Steinman

We have wonderful memories from our time at Grebel, and arranging matching gifts with our employers is a great way to stretch our donations and provide support to a place which has been such a special part of our lives.

~ Marika Pauls Laucht and Donny Cheung

Thank you to our 1084 donors for their overflowing generosity. In giving to Grebel, you have signaled to future generations that our mission to build community as we “serve church and society” matters more than ever in a beautiful yet broken world.

~ Susan Schultz Husman, President
It's gratifying to see that the Next Chapter Campaign has generated such generosity for Grebel with record donations this past year. This unprecedented level of support for an exciting building project bodes well for Grebel's future.

- Scott Beech – Chair of the Next Chapter Campaign Fundraising Advisory

Jeff and Jenny-Lee Dipple
Jaqueline Donnelly
Terry J. Dooner
Barbara and Roy Draper
Janice and Nick Driedger
Paul and Shirley Driedger
Linda and Paul Dueck
Gerry and Evi Dyck
Paul Dyck and Kathy Penner-Dyck
Peter Dyck
Peter and Mary Dyck
I give back to Grebel in thanks for the support everyone gave me while studying. I don’t get to drop in regularly to visit friends, but I know my support is benefiting a future generation and another strong 50 years.

~ Rob Pringle, BES ‘09
Each gift is significant and I’m pleased by the variety of donors who understand that it is important to support our students and programs financially. The Next Chapter campaign has been a unique opportunity and it is gratifying to see the generosity of so many people.

~ Fred W. Martin, Director of Development
Gratitude is not only the greatest of virtues, but the parent of all others.

*Cicero*
Founded in 1963, by Ontario Mennonites, Conrad Grebel University College is a Christian liberal arts college affiliated with the University of Waterloo.

Our mission is “to seek wisdom, nurture faith and pursue justice and peace in service to church and society.”

Grebel’s core values include: inspired teaching, scholarly excellence, compassionate service, community building, faith formation, active peacemaking, leadership development, responsible citizenship, creativity, generosity, creation care and global engagement.

Today, Grebel is expanding its mission through a second graduate program—a Masters in Peace and Conflict Studies. The College regularly fills its residence, has had 16 years of balanced budgets, and grown its endowments while wrapping up a successful capital campaign that includes significant expansion for its library and archives, music department, academic classrooms, offices, a new front entrance, and the transformative gift from MSCU for the Centre for Peace Advancement. Grebel has course enrolments of over 4100.

Visit us

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grebel@uwaterloo.ca