Conrad Grebel
University College
Affiliated with University of Waterloo

2013-2014
ANNUAL REPORT

Grebel is Golden

Then & Now

1963  &  2013

GREBEL IS GOLDEN
The mission of Conrad Grebel University College is to seek wisdom, nurture faith, and pursue justice and peace in service to church and society.
“Grebel is Golden!
50 years ago, when Mennonites accepted the invitation to build a Christian liberal arts college ‘across the creek’ from the fledgling engineering school, the University of Waterloo, they were making a profound statement: we can deliver quality Arts education to a public, research-intensive university; and we can pioneer a unique hybrid model of Mennonite higher education in all of North America! Southern Ontario with its vibrant Mennonite presence and the province’s strong support to fund superior education is just the place to do it!”

~ Susan Schultz Huxman, President

President’s Report: Grebel is Golden!

For 50 years, Conrad Grebel has lived out its distinctive mission “to seek wisdom, nurture faith and pursue justice and peace in service to church and society.” In its situated “best of both worlds” place, Grebel faculty and students contribute to and take full advantage of all the opportunities of Canada’s most innovative university, while at the same time experience all the values of living and learning in an Anabaptist-inspired liberal arts college committed to community building, active peacemaking and compassionate service—cornerstones of our Mennonite heritage. It remains the only Mennonite private-public educational partnership of its kind in North America.

In the beginning, a handful of visionary leaders from 4 Mennonite groups broke ground on a barren, sandy field at 140 Westmount Road. In an act of prophetic boldness, the early innovators called the College’s first president from the prairies of Kansas. J. Winfield Fretz was a professor for 20 years at Bethel College, the oldest Mennonite College in North America. When Fretz arrived in Waterloo in the spring of 1963, he hit the ground running with a new look (his trademark bow ties), a new discipline (sociology) and, an innovative mindset (within a year he had co-founded the Mennonite Credit Union and before his first term ended ushered in the Mennonite Relief sale).

President Fretz started Community Supper, a mid-week, home-cooked style meal that brought faculty, staff and students together around round tables in the dining room. This year we spent $8,600 replacing those round table tops! We also raised $7,242 at a Fretz Bow-Tie Gala for a Fretz Seminar Room in the Mennonite Savings and Credit Union Centre for Peace Advancement.

Over the course of half a century, this innovative experiment in higher education has yielded significant growth. In the fall of 1963, Grebel offered 2 classes: “The Left Wing of the Reformation” and “The Sociology of the Family.” There were 38 students and 2 faculty, which included the College president. Today, Grebel has 3,764 enrolments, (down from a high of 4,200 in 2012) in 130 courses annually in the Faculty of Arts at the University.
of Waterloo. Over 330 students associate with Grebel student services and residence life. Grebel now boasts two graduate programs, 14 full time faculty, 33 part time faculty and 38 staff. The initial building campaign goal was set at $250,000 in 1963 with $240,411 raised by 1967. The final building cost was $770,000. The balance was carried by a mortgage that was paid off 40 years later. The fifth capital campaign (our current “Next Chapter Campaign”) cost just shy of $9 million and we have already raised $6.3 million to pay for it! This year marks the 17th year in a row that the College has balanced its budget.

REMEMBERING OUR PAST
50 Events to Celebrate 50 Years!

2013-2014 was a whirlwind year at Grebel. We celebrated in grand (yet modest Mennonite) style by hosting 50 special events to celebrate 50 years. No one will accuse us of wasting a milestone anniversary! We began in late August of 2013 with the first dozen of 50 events in a 50th Anniversary Weekend Celebration. The very first event was a book launch in the Chapel by Grebel’s 5th president: John E. Toews now residing in California for his new book entitled: The Story of Original Sin. We followed that with the release of the 50th anniversary book of Conrad Grebel: Bridging Mind & Spirit: Conrad Grebel University College, 1963 to 2013 by faculty member Marlene Epp, with archival and graphic assistance from Grebel staff Laureen Harder-Gissing and Jen Konkle. We observed a Date Stone Ceremony for our new academic expansion project, greatly enjoyed a fundraising “Fretz Bow Tie Gala” in honour of the first president of Grebel, and hosted alumni reunions from each of the five decades complete with slide shows, yearbooks, and superb storytelling. Silent auctions of all things Grebel—baked goods, music, art work, etc.— and lots of fun activities for kids rounded out a full Saturday. An awesome talent show that night featured no less than 18 musical acts from all 5 decades!

At the Sunday Celebration Service, 5 Grebel alums, Gordon Campbell, Victor Winter, Louise Wideman, Marcus Shantz and Jessica Reesor Rempel represented their decade with stories and memories about the value of Grebel in their lives. An alumni “Mass Chapel Choir” under the direction of Len Enns struck a worshipful and inspirational tone. Members of the 50th Anniversary Planning Committee and many Grebel staff coordinated by Fred Martin’s Development/Communication Department deserve special commendation. Jen Konkle, for instance, Grebel’s Communication Coordinator, “went into overdrive” with daily good cheer that lasted for the next 11 months! In all, over 600 people registered for the weekend, including some alums from as far away as England and California. Dozens of volunteers in blue shirts: students, alumni, board members and staff, made events accessible, inviting, efficient and fun!

Other Fall Term 50th special event highlights included the International Peace and Justice Studies Association (PJSA) Conference, the War Requiem musical extravaganza, the All-College Alumni Train Ride to St. Jacobs, a 50th Anniversary Reception for the UW community, and alumni events in Toronto and Ottawa. The “Celebration in Song” and world premier of a piece based on Psalm 150 and composed by Tim Corlis, commissioned by Grebel, featuring the Chamber Choir, Chapel Choir and University Choir was the term’s crowning achievement. This event, held at St. Peter’s Lutheran Church on November 30, showcased the individual identities of our 3 choirs and our 3 conductors (Ken Hull, Mark Vuorinen and Gerard Yun) exceptionally well.

Winter Term 50th special spotlight events included the sold out Bruce Cockburn concert in the UW Humanities Theatre in February. We made money on this event too! We awarded Grebel’s first Honorary Doctorate of Divinity to John Paul Lederach of the University of Notre Dame at our Convocation Ceremonies in April. Dr. Lederach is internationally recognized for his groundbreaking work in peace and justice from a Mennonite perspective. We launched our first concert/exhibit involving the newly opened Grebel Gallery in the MSCU Centre for Peace Advancement in early May. An Austrian duo performed commissioned classical pieces that supported our inaugural Grebel Gallery exhibit: the story of Bertha Von Sutter, the first woman to receive the Nobel Peace Prize. The Austrian Ambassador, Arno Riedel, came to this special program and brought greetings. Eleven months later in Spring Term, we “closed the book” on our anniversary year with 2 significant events in June: the dedication of our beautiful, functional and on-budget Academic Expansion Building project (well over 400 people enjoyed our Open House and building tours of all 4 storeys) and the 10th Lebold Endowment Banquet—a fundraiser co-sponsored by Grebel and MCEC which honours the legacy of the 3rd President, Ralph Lebold. This well established fundraiser supports the deep connections between the church and college, between quality pastoral training and forming and equipping strong leaders for the Mennonite Church. This
year we received a generous $250,000 gift from MCEC and the Harold and Enid Schmidt Estate to support theological education at Grebel, bringing the Lebold Endowment to over $1 million.

**RECOGNIZING OUR PEOPLE**

**Recruits, Retirements, Recognitions**

Grebel remained in major hiring mode this year (8 hires in past 3 years). We were so fortunate to attract three outstanding academics: Dr. Trevor Bechtel was hired as dean of the College. He is an associate professor of Religion with strong leadership experience at Bluffton College in Ohio and Loyola University in Chicago. Dr. Tim Corlis was hired as assistant professor of Music. He is already an accomplished composer and respected music theory teacher. Previously, he was a lecturer at Canadian Mennonite University. Dr. Paul Heidebrecht was hired as the first director of the MSCU Centre for Peace Advancement. He will also be teaching some courses in both the MPACS and MTS programs. Previously, he served as director of MCC Canada in Ottawa. All 3 hires were students at Conrad Grebel and the University of Waterloo!

Grebel said goodbye to 2 outstanding academics who retired: Dean Jim Pankratz and Music Professor, Carol Ann Weaver. On May 16, nearly 150 people from the Grebel community toasted (and roasted) Jim Pankratz, our dean for 8.5 years. Before coming to Grebel, Jim served for 28 years at 3 other institutions as dean or president. That experience proved to be enormously valuable in helping the College navigate so much change! In the 3 years of my presidency, Jim has led the search committees that brought us 6 replacement hires in 3 years. Further, in his tenure here, he led Grebel’s Theological Studies program into a full conjoint degree partnership with University of Waterloo and supported 4 major program reviews. I am particularly grateful for his kindness, generosity, wise counsel and support for women in leadership positions. Professor Weaver has spent 29 years at Grebel as an accomplished music theorist, composer, performer, and artistic director of Sound in the Land. On June 9, a full house of colleagues, family, friends, students, and international guests from the Sound in the Land conference paid tribute to her creativity, courage, and community-building with heart-warming (and often hilarious) tales of her travels and performance prowess!

Dr. Jeremy Bergen was promoted to associate professor of Religious Studies and Theological Studies and was appointed to direct the Masters in Theological Studies (MTS) program (an administrative role previously held by Jim Pankratz). Dr. Mark Vourinen - Choral Music, Dr. Alicia Batten - New Testament, and Dr. Maisie Sum - Global Music, completed their first year fully immersed and contributing eagerly in this our anniversary year. Dr. Derek Suderman, Old Testament, and Lowell Ewert, Director of PACS, were on sabbatical for parts of the academic year.

We recognized 5 people for milestone years of service at Grebel: Archivist, Laureen Harder-Gissing – 5 years; Associate Professor of PACS, Nathan Funk, and Kitchen staff, Millie Vargas—10 years; Chaplain Ed Janzen and Custodian Marinko Franjic—15 years.

In other important recognitions, we graduated the first cohort of our new graduate program at Grebel—Master of Peace and Conflict Studies (MPACS.) These 11 students in MPACS walked across the stage, joining 10 Master of Theological Studies (MTS) students and 100 undergraduates in Grebel’s special convocation ceremony. Grebel students won awards and provided leadership in all kinds of ways. Here’s a sampling: Jacob Winter, 2nd year International Development, won the bi-national C. Henry Smith Oratorical Peace Competition with his speech entitled: “What’s your problem?” This speech contest is between student winners of all the Mennonite and Brethren in Christ universities and colleges across Canada and the USA. Next year’s Grebel contestant will be Brendan Coady, 3rd year Mechanical Engineering, who won the inter-Grebel Peace Oratory Contest this past Winter Term with a speech entitled: “Peace through Butter.” Kim Penner (MTS ’11) was awarded the A. James Reimer Award at Toronto Mennonite Theological Centre (TMTC.) Kim is a ThD student at Emmanuel College at the Toronto School of Theology. MPACS student, Shinjita Alam and PACS Certificate program student, Marg Van Herk-Paradis were recipients...
of the Rotary Peace Scholarship Awards—a new initiative made possible by the Kitchener-Waterloo Rotary Clubs. Timothy Souza, PACS student, took leadership in developing a student-chapter of Rotary—called Rotoract—a joint venture between all of the colleges: Grebel, St. Jerome’s, Renison, and St. Paul’s. Ian Reed, Grebel 3rd year Associate, organized 10 students each month to purchase groceries, prepare and serve hot meals to 250 people at Ray of Hope—a Christian organization in Kitchener that serves the homeless and other people in need. A large group of students, 30 in all, embarked on Service Learning Trips during Reading Week—half to Stanton Island New York with MDS; half to St. Catharines to help at a women’s shelter. Tamara Shantz, program coordinator in Student Services, assisted our students.

Ernie Regehr, ’68 co-founder of Project Ploughshares and Officer of the Order of Canada, received the UW Faculty of Arts Alumni Achievement Award. At a special lecture and reception on March 26, Ernie spoke on: “Limits to Force: Why contemporary wars are rarely won.” The Great Hall was filled to capacity.

We received an estate gift from Helen ‘Liz’ Lane, one of the oldest students at Grebel in the 80’s (she began her degree at age 70) to support Music and Travel Education at Grebel. She had often said that the highlight of her university experience was a Music and Culture travel education course in Vienna taught by then Grebel music professor, Bill Maust. What a difference faculty make in the lives of our students. Professor Maust passed away this summer after a long battle with cancer. He is remembered by hundreds of students, colleagues, and friends as an exceptional teacher and administrator during his 20 years of service to Grebel.

Finally, special recognition goes to our donors (friends, alums, parents, faculty, staff and students). Many gave both to Capital and Annual Fund this year! The Next Chapter Campaign brought in $6.3 million dollars from 1,204 donors. Many of you reading this column contributed to our campaign this year and in prior years. Thank you so very much! There is an exceptional culture of giving that has been cultivated at Grebel in so many people since the College’s founding. You are part of an inspiring story we are creating together to support and honour Grebel’s special sense of place and mission! Many of you said to us in sending gifts, “Grebel matters! Its people and programs have been so formative to my family, my friends, my community, my church. May it continue to expand and flourish.” Your names—all 1,204 of you—are on a temporary thank you wall in the Atrium. Visit us!

**REJOICING FOR OUR SPACE & FUTURE DIRECTION**

**Building Project and Strategic Planning**

In 2013-2014, we placed another cornerstone on the campus. The “Next Chapter Campaign” for Academic Building Expansion is a multi-purpose, 4-storey renovation and addition to the College. Our construction partners, Nith Valley Construction and Architecture Incorporated, provided the grand plan and worked tirelessly with Paul Penner, Director of Operations, and over 50 trades and 300 workers to deliver a beautiful, functional and inviting new space! We were thrilled to have 5 committees related to the building project—composed of faculty, staff, students, board, alumni, and community supporters---54 people in total who gave leadership and energy and behind the scenes attention to a staggering number of details. We owe a great deal of thanks to Paul Penner who represented Grebel’s interests in all phases of the construction process on top of his regular Operations and Human Resource supervisory roles. Above all, the College is indebted to a Grebel Board of Governors for setting the course, aligning the priorities, authorizing and overseeing the budget, and always asking the really good questions.

We broke ground in March of 2012 having surpassed our bare minimum fundraising goal ($3.7 million). In August 2013, we laid a new cornerstone at our kick-off 50th anniversary celebrations. On June 22, 2014, we dedicated the building and were thrilled to report over $6.3 million raised from many supporters and alums near and far who are equally passionate about Grebel’s special mission to “serve church and society.” Director of Development, Fred W. Martin, was the fundraising “architect” of this impressive outpouring of giving.

This capital project for mission-centered program enhancement—-all 25,000 square feet of it--- expands and enriches Grebel’s academic partnership with the University of Waterloo. Taken together, the building’s major upgrades, including the welcoming front entrance, give us the capacity to enrich our mission, elevate our people, and engage a growing constituency.

The Next Chapter Campaign honoured the legacy of many Grebel supporters and leaders with named spaces, including 3 Grebel Presidents: The Henry Paetkau Seminar Room, The Frank and Helen Epp Peace Incubator, and The Winfield Fretz Seminar Room. Campaign supporters also recognized the College’s first Board of Governors chair, Milton Good, with the Milton Good Library.

We also spent the 2013-2014 year looking ahead to developing a new strategic plan for the College. The “old” one expires with all goals completed in 2015. In the Fall, we completed “stage 1”: collecting background research from faculty, staff, students, board, alumni, external reviews of various programs, and examining the new University of Waterloo strategic plan. In the Winter, we moved to “stage 2”: hiring Blue Leap Consulting Inc. to work with the Board on distilling prior- questions.

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In this our half-century anniversary year, we celebrated “the next chapter” of Conrad Grebel. The campaign has been built upon the familiar hymn of promise: “In the bulb there is a flower…. From our past will come our future.” Indeed, we took sustenance in the firm foundation of our half-century past to secure a glorious future centennial!
A Message from the Board Chair

Greetings friends of Grebel. It has been another exciting year for Conrad Grebel here on the campus of the University of Waterloo. We celebrated our 50th Anniversary with over 50 events both celebrating our past, our present, and looking toward the future.

The minutes of the first Board meeting highlight issues that are still discussed today. Various conferences of Mennonites were represented around the table to discuss their possible role. There is also a note in the minutes about the role of the executive secretary-treasurer being important as he would have to handle the negotiations with the University. We are a church college and so we serve the church. At the same time, Grebel was created to add value to the University. Today, Grebel is still in constant negotiations with the University.

On June 22, we celebrated the Grand opening of the expansion of the academic programs including the MSCU Center for Peace Advancement. It was a great event marking the tremendous generosity of our Grebel supporters. The new space will provide opportunities to continue our work in peace, music and community engagement.

In the past few years we have said goodbye to many long term faculty and staff. In this past year, Professor Carol Ann Weaver retired after 29 years of service in the Music department, and Jim Pankratz retired as the dean of the College. We have hired Tim Corlis and Trevor Bechtel as their widely endorsed replacements.

With the new space and the new people on staff, we have great energy to fulfill our mission “to seek wisdom, nurture faith and pursue justice and peace in church and society.” As a Board, we have begun the process of formulating our next five year strategic plan (2015-2012). It is our task to set out the future plan for Grebel and determine how the College interacts with both Church and University. We had two long-term board members, Byron Weber Becker and Wendy Cressman Zehr completed their valuable service to the Board of Governors.

Sincerely,
Fred Redekop, Board Chair

2013-14 Board of Governors

Geraldine Balzer, (At Large), Saskatoon, SK
James Barber, (MCEC, Secretary), Markham, ON
Byron Weber Becker, (MCEC), Kitchener, ON
Scott Beech, (At Large), Waterloo, ON
Wendy Cressman Zehr, (Alumni Rep), New Hamburg, ON

Marlene Epp, (Faculty Rep), Waterloo, ON
Ted Giesbrecht, (MCEC), Waterloo, ON
Steve Manske, (MCEC), Waterloo, ON
Lynn McRuer, (At Large), Drumbo, ON
Jono Cullar, (Student Rep), Conrad Grebel

Fred Redekop, (MCEC, Chair), Floradale, ON
Clare Schlegel, (MCEC, Treasurer), Shakespeare, ON
Susan Schultz Huxman, (President), Waterloo, ON
Shelley Martin, (MCEC), Waterloo, ON
Susan Taves, (At Large, Vice Chair), Heidelberg, ON
Vic Winter, (MCEC), Leamington, ON
Lynn Yantzi, (MCEC), New Hamburg, ON
“From its inception in 1963, Conrad Grebel embraced a bold, pioneering academic model that combined rigorous liberal arts informed by an Anabaptist perspective with cutting edge specialized fields of study from the University of Waterloo. Today, we continue to attract the very best students and faculty committed to ‘challenging mind and spirit,’ while eagerly pushing the boundaries of discovery and innovation.

~ Jim Pankratz, Dean

**Academic**

In this 50th anniversary year, faculty organized and participated in many special educational events that allowed us to remember and take inspiration from the founders’ vision for a Mennonite college affiliated with the now renowned University of Waterloo.

At our faculty retreat in early Fall, we examined fascinating stories from those who “gave birth to an idea” for a Mennonite college in Southern Ontario. We learned that despite some resistance, there was enough momentum to embark on a more visible witness of Anabaptist inspired higher education.

These stories are part of the compelling Grebel history as articulated in Professor of History, Marlene Epp’s 50th anniversary book: *Bridging Mind & Spirit: Conrad Grebel University College, 1963-2013*. Additional documentary history of academic life at Grebel is compiled in the commissioned 50th Anniversary video from Tivoli productions (Brent Hallman), produced by Fred Martin, Director of Development, and narrated by one of Grebel’s own distinguished alums: Eric Friesen (’67). You can access that digital story, “Challenging Mind & Spirit: Grebel’s First Five Decades” at Grebel.ca/50th.

As the President’s report indicates, while the number of students, courses, and faculty have dramatically surged from the opening decade, there is still a reassuring continuity in mission, ethos, and vision at the College 50 years later.

The challenges of the College have remained remarkably consistent as well. After a decade of service as Grebel’s first president, Winfield Fretz lamented that despite so many accomplishments, he was dismayed that the residence program was not better connected to the academic program.

Today, the same challenge remains. Grebel students who elect to study in the specialized disciplines, particularly in the STEM fields (Science, Technology, Engineering and Math), have precious few electives in the Arts and scheduling difficulties persist. As a way to give these residence students and others more course options, we offered a new, multi-disciplinary Arts 125 course entitled: “Who are the Mennonites?” organized by Professor Marlene Epp. The course attracted 30 students.
Academic Hires

Grebel was fortunate to hire Dr. Trevor Bechtel as Dean of the College and Dr. Tim Corlis, Assistant Professor of Music, as replacements for Dean Jim Pankratz and Carol Ann Weaver, music theory and composition, both retiring in June 2014. We added Dr. Paul Heidebrecht, the inaugural director of the Centre for Peace Advancement, who will also be teaching for us in the MPACS and MTS programs.

Academic Conferences

We hosted 3 international academic conferences that emphasized Grebel’s special scholarly interests.

Peace & Justice Conference

The Peace and Justice Studies Association Conference, October 17-19, was the largest initiative undertaken by PACS in the 2013-2014 academic year. The co-hosts were Wilfrid Laurier University’s Global Studies Department. The theme of the conference, “Peace Studies between Tradition & Innovation” covered a wide range of topics including disarmament, global health, international development, innovation, human rights, restorative justice, youth & the environment and peace activism, aboriginal affairs, and conflict resolution. More than 600 people registered for the conference. Many of our faculty and graduate students presented papers and chaired and responded to sessions. Susan Baker, as Manager of the Conflict Management Certificate Program, hosted a pre-conference workshop on Restorative Justice headlined by Howard Zehr. Grebel President Susan Schultz Huxman brought greetings at the opening reception and introduced one of the keynote speakers, Nobel Peace Prize winner, Jody Williams, for her International Campaign to Ban Land Mines. New Choral Music faculty member, Mark Vuorinen, led the performance of Benjamin Britten’s “War Requiem” and the Grebel Chamber Choir joined the Grand Philharmonic Choir in the performance. This was a momentous collaboration of the PACS and Music programs on the large international public stage of this conference and the Waterloo region community.

Mennonite Education Agency Marpeck Conference

From May 28-29, we hosted 50 Mennonite faculty and administrators from 9 Mennonite colleges, universities and seminaries in the U. S. and Canada, representing a range of disciplines on the topic: “Challenges and Opportunities for Research in the Mennonite Academy.” This is the first time in 14 years that the conference was held in Canada (last time at CMU). The Conference had 3 objectives: to share how research functions to support our core identity as faculty, build relationships among faculty at Mennonite institutions, and examine how faculty research contributes to the identify and strength of Mennonite higher education in an era where Christian liberal arts colleges are facing many challenges.

Grebel was well represented, with 9 of our faculty participating in the Conference. Dean Jim Pankratz chaired an opening session on “Research in the Mennonite Academy: Mandate and Identity Formation.” Troy Osborne, Assistant Professor of Church History, presented “Writing about the Church for the Academy.” Reflecting on the value of the conference, Troy noted: “The conference was an opportunity for faculty to reflect on how our research relates to our institutions, academic disciplines, and the church. In addition to being an opportunity to meet remarkable faculty from other schools, it was a good reminder about why I love working at a Mennonite institution.”

Sound in the Land

“Sound in the Land III: Music and the Environment” (June 5-8) was a festival with multiple concerts, performances and workshops featuring many musical styles, and an academic conference with papers and presentations exploring the new field of “eco-musicology” (music and the environment) from various perspectives, locally and globally. It featured R. Murray Schafer, renowned Canadian composer/founder of World Forum for Acoustic Ecology, Gus Mills, foremost South African environmentalist/researcher, and Korean media artist Cecilia Kim performing her multi-media “Earth Songs.” Over 100 presenters and guests came from Germany, USA, Canada, South Africa and Korea.
The concerts included a great range of music - folk-roots, jazz, choral, instrumental chamber, and music integrated into the sounds of the natural world. The speeches and academic papers were also diverse: the impact of climate change on Antarctic ice was illustrated by the sounds of the ice shifting; there were explorations of the communication between humans and animals; authors read their poetry about the world they inhabited, and musicians reflected on their instruments and the sounds that they produced. There were opportunities to listen to nature during early morning walks or at an early morning concert beside a lake.

Sound in the Land III was largely the product of the vision and relentless determination and energy of professor Carol Ann Weaver, whose career and retirement we celebrated the day after the conference concluded. Many Grebel faculty presented papers, performed concerts, and had their compositions performed.

Grebel Confers First Honorary Doctorate

In its provincial charter, Conrad Grebel was granted the authority to confer an honorary doctorate degree in the area of Divinity. What better time to award one than at the College’s milestone 50th year? We were delighted to name Dr. John Paul Lederach as the College’s first recipient.

Dr. Lederach is is one of the world’s leading academic thinkers and innovative practitioners of peacebuilding. He is Professor of International Peacebuilding at the University of Notre Dame, Notre Dame, Indiana, and concurrently Distinguished Scholar at Eastern Mennonite University (EMU) in Harrisburg, VA.

Professor Lederach has written widely on conflict resolution and mediation (18 books and 6 manuals), has been a leader in conciliation work in Colombia, Venezuela, the Philippines, Nepal, Central Asia, Ethiopia, and Somalia and designed and conducted training programs in 25 countries across five continents.

As a Mennonite who teaches at a Catholic University and works collaboratively with members of the Jewish and Islamic faiths, Dr. Lederach has garnered an excellent reputation for interfaith peacebuilding.

On Grebel’s Convocation Weekend, April 12-13, Professor Lederach received our highest award for academic achievement. At the same time, he brought the Convocation address to our 100 undergraduates and 21 graduate students. He also delivered a public lecture to a full house in the Great Hall the night before entitled: “Dispatches from the Burning Ground.” And being the consummate teacher that he is, led workshops with our first cohort of MPACS students.

New Academic Spaces

Our “Next Chapter Campaign” was dedicated to academic expansion. We are so thankful to the many donors, faculty, staff and alumni included, who embraced the need to expand our space so our faculty can thrive and continue to deliver on quality liberal arts education.

On Level 1: Our Music Faculty are so pleased with an additional 5,000 square feet of music teaching and practice space, a digital music lab, ensemble and practice studios. With these new spaces, the department was now able to purchase several new pianos and house a growing slate of ensembles, including the Grebel Gamelan, under the direction of Maisie Sum.
On Level 2: Our Peace and Conflict Studies (PACS), Continuing Education in PACS, Theological Studies (TS) and Institute of Anabaptist Mennonite Studies (IAMS) faculty now have more convenient and large seminar space to offer classes and workshops to a growing graduate and continuing education program. The main level includes a gracious entry from the parking lot, a new reception area, a seminar room for graduate studies and a community education space. The popularity of our Continuing Education Certificate Program in Conflict Management is especially advantaged by this new space. This year, the Certificate Program sponsored 32 workshops with 525 enrolments and generated a surplus over direct expenses of approximately $5,000!

On Level 3: Our Library & Archives resource people can now serve faculty and the larger community more efficiently and effectively. The academic expansion project began with library considerations at its center. The renamed Milton Good Library and Mennonite Archives of Ontario is now updated significantly, including new equipment and work spaces and expanded capacity by 3 times. Many named rooms honour individuals who have contributed to Mennonite history and genealogy, including Lorraine Roth and Lorna Bergey. Laureen Harder-Gissing prepared several tailored “on the road” genealogy and history lectures regarding “The Mennonite Box” to churches, library groups and prospective donors to “The Next Chapter Campaign.” We have increased our holdings to over 58,000 items, and have plenty of bright, comfortable seating for students.

On Level 4: All of us at Grebel are invested in the new MSCU Centre for Peace Advancement (CPA). 6,000 square feet of new space devoted to research, training and community engagement around innovative peace issues in our communities and around the globe. Spaces include: an art gallery, faculty and guest offices, seminar and project rooms, incubator collaborative spaces, graduate student space and areas for various peace partners. While construction was finishing we were negotiating agreements with our anchor CPA Participants, Project Ploughshares and Tamarack Institute for Community Engagement, and Peaceworks Productions. Fred Martin, who served as “Start-up Manager” for the CPA, convened 3 CPA Advisory meetings and moved forward these significant conversation with potential participants.

Enrolment Trends
In Arts enrolment, Grebel was down slightly across the board (from total course enrolments of 4,146 in 2012-13 to 3,764 in 2013-2014). This reflects a trend we are seeing in all of the Faculty of Arts at Waterloo, across the province, the country and in North America.

Total Enrolments

Faculty Activity Highlights
Last year Grebel faculty as a whole contributed 57 outputs in publications and juried creative activity and 44 church-related service activities in teaching and sermons. This year, our numbers were similar.

Books 2
Published Chapters in Books 4
Articles in Scholarly Journals 6
Articles in Periodicals 1
Book and Music Reviews 4
Music Compositions 6
Scholarly Presentations 10
Public Lectures 11
Concerts Directed or Performed 27
Sermons 20
TOTAL 91
Special Lectures

Each year Grebel sponsors 3 academic lectureships for the public named for key people in the life of the College and funded by generous donations: the Eby Lecture; the Sawatsky Visiting Scholar Lecture; the Bechtel Lecture. This year, in our 50th year, we gave added attention to these important community events.

President Susan Schultz Huxman presented the Eby Lecture in the Chapel, recalling the 1st Eby Lecture delivered by Grebel chaplain Walter Klaassen. Her address was entitled: “Speaking Truth to Power: Profiles of Rhetorical Courage for Church and Society.” Carol Ann Muller, an Ethnomusicology Professor from the University of Pennsylvania, was the Sawatsky Visiting Scholar and gave guest lectures in classes, a lunchtime forum, a public lecture, and taught the World Music class gumboot dancing. She spoke on a number of topics, including community service learning in inner city Philadelphia, South-African jazz, and the exiled South-African singer, Sathima Bea Benjamin. We had a double-billing for the Bechtel Lecture, inviting both Steve Nolt, Professor of History at Goshen College and Royden Loewen of University of Winnipeg to give addresses on back to back evenings in March. Steve spoke on “Writing the Amish into North American History”; Royden on “Writing Low German Mennonites into a History of Canada.”

Special Awards

Grebel alumnus Ernie Regehr (’68) was honoured as the 2013 Arts Alumni Achievement Award Recipient at the University of Waterloo. Ernie has spent the better part of his life in the pursuit of the demilitarization of security, establishing one of Canada’s premier peace and security NGOs, Project Ploughshares. He is a senior fellow in Arctic Security at The Simons Foundation of Vancouver; and a research fellow at the Institute of Peace and Conflict Studies, at Grebel. Project Ploughshares, an anchor resident in the newly created MSCU Centre for Peace Advancement, raised money this year to name a room in the CPA for Ernie and Nancy’s (his wife) pioneering work in peace at Grebel. He also won the Howard Zinn Lifetime Achievement Award at the PJSA conference held at Grebel earlier in the year.

Grebel was flush with student SSHRC award winners in the Theological Studies graduate program this year, including Melanie Kampen, for her work on integrating aboriginal understanding of human nature into the biblical account; Max Kennel for his conceptualizing of ‘secular’ in reference to the Dutch Collegiants of the 16th century; and Zach Klassen for his rethinking of Christology in light of Jewish Christian dialogue.

The Departmental Award winners this year for academic achievement were Emily Mininger in PACS and Jane Honek in Music.

Dr. Jeremy Bergen, Theological and Religious Studies, was promoted to associate professor and named Director of the Theological Studies Program (previously held by Jim Pankratz).
**Faculty Activity**

**Alicia Batten**  

**Jeremy Bergen**  
Presented “Apologizing for Canada’s Indian Residential Schools: A Theological Account of a Political Apology for an Historical Wrong,” at the Ecclesiological Investigations Network in Belgrade, Serbia.

**Marlene Epp**  

**Lowell Ewert**  
Presented the workshop “Rights-Based Approaches to Development,” at the Peace in the City Colloquium at the University of Toronto. Planned and facilitated “PACS: Reflection on its Origin, Mission, Growth and Ripple Effect 1977-2014” at Conrad Grebel.

**Nathan Funk**  

**Laura Gray**  
Steward the 7 year self study review process including preparing three volumes of materials, organizing the site visit and engaging the University of Waterloo response. Provided leadership for Music Theory hire.

**Kenneth Hull**  
Conducted the Spiritus Ensemble and the Grebel Chapel Choir with performances of various Bach Vespers and the Canadian premiere of Bach’s *Passion According to St. Mark* which was funded by a significant Region of Waterloo grant.

**Reina Neufeldt**  
Presented “Navigating divergent values in vertically-integrated peacebuilding” and “Resourcing Reflective Practice: Enhancing Effective Peacebuilding” (with Eric Lepp) at the Peace and Justice Studies Association Conference.

**Troy Osborne**  

**Jim Pankratz**  
Steward hiring processes for Music Theory and the Centre for Peace Advancement. Completed a comprehensive review of Grebel policies. Assisted in planning many events for Grebel’s 50th anniversary celebration.

**Derek Suderman**  
Published “Reflections of a Christian Settler in the Haldimand Tract,” in *Buffalo Shout, Salmon Cry: Conversations on Creation, Land Justice, and Life Together*. Published “Assyria the Ax, God the Lumberjack: Jeremiah 29, the Logic of the Prophets, and the Quest for a Non-Violent God,” in the *Conrad Grebel Review*.

**Maisie Sum**  

**Mark Vuorinen**  
Defended the dissertation, *The serial and tintinnabuli music of Arvo Pärt: A continuum of process*. Conducted the Grand Philharmonic Choir and the UW Chamber Choir including performances of Britten’s *War Requiem*, Handel’s *Messiah*, and the premiere of Timothy Corlis’ *Psalm 150*.

**Carol Ann Weaver**  
Organized the Sound in the Land conference which was funded by significant grants from The Korea Foundation and the Marpeck Fund. Published *Departure and Return*. Kitchener: Stonegarden Studios, 2014.

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**The summary of Grebel Faculty Scholarship and church-related service does not include church visits and sermons of the president or chaplain. They, along with many faculty members, preached in a variety of church settings.**
“Conrad Grebel started teaching classes in 1963 and swung open its doors in 1964 with the aim to provide a residential, Christian community for young Mennonite students pursuing a university degree. President Winfield Fretz held primary responsibility for the 106 (now 142) students forming the first residential community. As the residential program grew so did the number of staff. Today, Grebel has one of the best student to staff ratio on the University of Waterloo campus; 11 staff to 172 students in residence and apartments.”

~ Mary Brubaker-Zehr, Director of Student Services

Student Services

Grebel's first cluster of applicants consisted of twice as many men as women. The majority of students were in the Faculty of Arts with a handful of Engineering and Science students mixed in. Half of the residents were Mennonite, and the other half mostly from other Christian faith traditions.

Creating a diverse living community each year is now a strategic mandate of the College. Our robust 2013 applicant pool meant we were able to create a living community with a healthy blend of students from a variety of faculties and faith traditions. In total, 164 applicants, this time consisting of 2 women for every male applicant, competed for 74 available residential beds (the remaining 68 beds had been secured by returning students). Residence offers resulted in a diverse living community of 50% women and 50% men, a solid out of province number, some ethnic diversity, and a faith and faculty blend as shown in the charts below. In an environment where students feel respected and valued, and are encouraged to explore questions of life and meaning, such a blend can, and did, result in remarkable conversation and growth. We exceeded our apartment occupancy goals for Spring 2012 and filled every apartment unit in Fall and Winter terms. In addition, a record 125 students signed on as Grebel Associates for one or more terms.

Residence 2013:
- 142/142 beds filled
- 69 female
- 73 male
- 74 new residents
- 68 returning residents
- 88% Ontario residents
- 6% West of Ontario
- 2% East of Ontario
- 4% Outside Canada

Faculties
- Math 7%
- Science 10%
- Applied Health Studies 17%
- Engineering 20%
- Environment 14%
- Arts 32%

Faith Backgrounds
- Mennonite Church: 43
- Eastern Canada: 6
- Brethren: 4
- Brethren in Christ: 8
- Other Mennonite: 8
- Mennonite Brethren: 11
- None Listed: 22
- Other: 1

Grebel's 2013/14 Student Services staff team included:
- Mary Brubaker-Zehr Director
- Ed Janzen Chaplain
- Tamara Shantz Program Assistant
- Pam Bartel Admin Assistant

This team was joined by Campus Hosts – Erin and Felipe Gonzales, the Dons (Graham Thomas, Jonathan de Leyer, David DeVries, Perry Everett, Nathan Henderson, Emily Shuh, Natasha Barlow, Jessica Clancy, and Kenny Hildebrand) and our first ever apartment superintendent (Lisa Bauman).
Then & Now

Grebel Associates
The new College realized that students living off-campus would also benefit from connecting with it. And so an Associate program was created and has remained an important and growing component of the residential program. The 2013-14 academic year saw the largest cluster of Associates to date (125) including the largest number of Associates in their first year of study at the University of Waterloo. Associates connect with Grebel for chapel, community supper, clubs, student council, and a myriad of other activities throughout the year, even as they reside off campus.

Student Activity
From the beginning Grebel students have endeavored to balance the hours of disciplined work required for achieving academic success at world-class University of Waterloo with the spirit, spontaneity and ingenuity needed for creating a lively residential campus community. In the 60’s students enjoyed hockey games, board games, pranks, talent shows, and late night conversations. Such activities still thrive. 2013-14 Student Council President, Jonathan Cullar reported, “the [student] leadership team facilitated handball tournaments, blood donations, Bingo nights, documentary screenings, forums, the clean plate club, pizza parties, mocktails, Grebel-wide games like Olympics, protests and a myriad of shenanigans. Through the 100+ Student Council officially-sponsored events there seemed to be a nice variety of opportunity for student involvement.” One new 2013-14 initiative worth noting was the formation of the University of Waterloo Rotaract club, spurred on by the enthusiasm of Grebel student Tim Souza, our College President, and St Jerome’s University.

Reports from the 60’s indicate that for a handful of years students and faculty held an annual conference dealing with timely big questions related to science and faith. And, so, as a nod to Grebel’s 50th anniversary, Student Services hosted a Big Questions Symposium for students. Nominated by students, 3 University of Waterloo faculty and 1 Grebel faculty member were invited to speak about their experience of navigating and growing from big questions in their lives. About 30 students participated and engaged in significant and genuine discussion about big and important vocational and life-meaning questions. It was such a success consideration is being given to this symposium becoming an annual event.

Eating together
Winfield Fretz saw the value in eating together as a community and believed small round tables were the best for facilitating conversation and dialogue. He initiated a weekly intentional meal called Community Supper, where students, faculty and staff all gathered together at the same time (Wednesdays at 5:30 pm) to eat, visit and be inspired by a guest speaker. Remarkably, this same scenario exists today and we cherish this midweek ritual.

Despite busy schedules and the number of courses taught by the University of Waterloo over the dinner hour, Community Supper continues as a central and vibrant weekly event. One student indicated: “I love community supper. It provides a sense of community in terms of feeling the significance of meeting faculty, staff, and students at one time, once a week. It is a huge blessing and makes students realize the blessing of Grebel.” In 2013-14, we gathered 39 times for Community Supper, and considered topics that fell under categories of social justice, vocation and motivation, environment, entertainment, literature, and community and public politics.
Nurturing Faith

Care for growing faith and nurture of a faith community has been the commitment of the college from its beginning. Whether in worship, personal devotion or study groups, students have brought energy to their exploration of faith. Early on, John Rempel (chaplain, ’73–’89) described this energy in terms of a mix of Catholic liturgy and Baptist piety. This diversity of faith traditions has been a great opportunity for individuals and community alike to grow in the mysteries of God’s love and faithful discipleship.

“Our commitment to hear and respond in ways that resonate with the passions and questions that students bring remains strong to this day”, states Ed Janzen, Chaplain since 1998. In 2013-14, as a way to keep life balanced through mid-term season the community ‘considered the lilies.’ We thought about love and relationships on Valentine’s Day and asked, “If prayer had a flavor, would it be chocolate?” The community was inspired by the year-end reflections of graduating students. Late Tuesday nights, students gathered and sang praise choruses. All kinds of music from every age of the church and wherever it might be found around the world was enjoyed in weekly Wednesday chapels. The Chapel Choir and a few musical vespers services (Mumford and Sons, Advent Jazz, etc.) provided good musical leadership. Faculty and staff and students offered homilies, prayers and read scripture. Of the variety of faith-based study groups, a small group of men working on the issue of pornography embarked on a bold, faith-shaping venture. Additionally, individual students came throughout each week of the year seeking pastoral support for educational, emotional, relational, spiritual and other big life questions.

Students from ‘other lands’

In the early days, the College considered admitting and supporting students from ‘other lands.’ President Fretz indicated in one of his first reports, “Support has been found for two students from Africa and additional support is needed for a promising girl from Colombia.” Through a partnership with World University Services of Canada Student Refugee Program (WUSC, SRP), the College has continued to welcome undergraduate students from ‘other lands’ into residence. Financial support for these students comes mostly from the generous ‘pockets’ of Conrad Grebel and University of Waterloo students. This past year Mustafa was joined by Oswald, both originally from the Democratic Republic of Congo and later from Malawi and Kenyan refugee camps respectively. Moving to a first-world country and jumping into a competitive academic environment is extremely challenging. Grebel sought to support Mustafa and Oswald by forming a student/staff support group. The group covered such topics as: what to take to class, the nature of ‘deadlines’, traditions such as Thanksgiving, Halloween and Valentines, Canadian weather (the polar vortex), and finances to name just a few. Both Mustafa and Oswald will return to live at Grebel again during 2014/15.

BRIDGES: Building Relationship through Encounter and Service

BRIDGES is the new name for Student Services service-learning initiatives. Action and reflection remains a priority for this program area. In 2013-14 students ventured out on two Reading Week trips. A group of 14 students and 1 staff went to Staten Island New York with Mennonite Disaster Services and a similar-sized group spent five days in St. Catharines working with a homeless shelter. Throughout each term and at the initiative and dedicated coordination of students Ian Reed and Emma Carroll, a group of students and staff volunteered monthly to cook and then serve a meal at Kitchener’s Ray of Hope.
Dragon’s Den: MEDA Style

Grebel students, Jono Cullar, Environment & Business, Eric Tichbourne, Economics, Sara Mackeil, Arts & Business, and Drew Warkentin, Systems Design Engineering, accompanied President Schultz Huxman to Wichita, Kansas for the MEDA (Mennonite Economic Development Associates) convention, November 7-10. They formed the Grebel team that competed in the Mennonite university business case competition. Though they did not win this year (Goshen placed first), the students learned a lot from over 100 hours of work on the case, and networking with other students on how to participate in MEDA’s mission: “business solutions to end poverty.” They are ready for next year in Winnipeg! The local MEDA chapter and Grebel split the costs of this student trip.

Money Matters

1964 residents paid $660 for eight months of accommodation and an all-you-can-eat meal plan served “family-style,” with assigned seating. Esther Etchells, a 1964 resident and winter 2014 Community Supper speaker, recalls “food riots [because there were] too few yummy dishes and too little quantity.” Milk shortages were also common. Esther told a wide-eyed community supper crowd that, “the entire first year’s milk budget was used up in 2 months!”

These days milk, including chocolate milk, is in abundance. In 2013-14 students paid fifteen times ($9,780) what the 1964 students paid. The all-you-can-eat meal plan remains but instead of assigned seating there is a “fill up the first empty seat culture” that has become a hallmark of the College. Food service improvements have been gradual over the years and now include a daily salad bar, a deli bar, vegetarian service, waffle making station, the daily 2 – 4 ‘open’ kitchen, and 3 snack nights, to name just a few enhancements. At the request of students, our food services were augmented again in 2013-14 with a Sunday evening ‘open kitchen.’ Social Convener, Emily Hunsberger, says, “being able to stroll in and out of the kitchen every Sunday evening from 9 – 11 was a great addition to Grebel’s food service. After some time apart on the weekend, the open kitchen helped us all feel reconnected and get ready for the week ahead.”

While Grebel remains one of the most reasonably priced University of Waterloo living options, residence is a stretch for many students financially. To help offset the price and to encourage students to remain in residence more than 1 year, the college offered 15 different residential scholarships and awards in 2013-14 and distributed $56,000 to 61 students associated with our residential program. Thank you to our many donors for investing in students in this way!

Life Enrichment

Esther Etchells concluded her funny and heart-felt Community Supper reflection of the 1964 year by remarking, “Grebel shaped our young beliefs and our futures.” 50 years later, Grebel’s vision and the work of Student Services remains the same – to shape young lives. 2013-14 student leader Jonathon Cullar believes we continue to do just this: “Grebel is a beautiful place where students learn, grow, and are challenged in their transition from high school to the professional world. As Student Council President it has been a privilege to be such a large part of a place that is enriching lives and the world.”
Development, Alumni, & Communication

The initial building campaign goal set in President Winfield Fretz’s first year (1963) was $250,000. By 1967, $240,411 was raised. The final building cost was $770,000. The balance was carried by a 50 year CMHC mortgage of 5% that was finally paid off in 2004.

President Fretz noted in his 1965 report: “Members of the Finance Committee have from time to time, encountered resistance in soliciting financial support for the college. They say many constituents seem to be hazy about the purpose and functions of the College.” Fundraising challenges persisted for decades.

By 1980, $99,058 in donations comprised 10.5% of the budget. By the late 1990’s operational funding from the Mennonite Conference of Eastern Canada (MCEC) plateaued, inching to $185,000 by 2001. President Rod Sawatsky noted that “the College must develop its own constituency not only for reasons of self-preservation but also to assist the church to recognize its larger mission.”

In 1995, John Toews came as president with a focus on development and fundraising, improving the annual fund performance from $40,000 to almost $300,000. By 2001, a quiet capital campaign was underway with $850,000 raised from 3 key donors and a total of $1,186,000 raised for the John E. Toews Atrium Campaign. The remainder of this $4.7 million project was carried by revenue from new residence beds and apartments.

Today, the 2013 academic building expansion has been funded almost exclusively by donors. The “Next Chapter Campaign” now stands at over $6.3 million on a building that will cost almost $9 million.

Total donations for the last 2 years have eclipsed $2 million. We reached our annual “Grebel Fund” goal for operating with $329,000 raised.

“Development at Conrad Grebel has ebbed and flowed over 50 years. The model of partnering with a public institution has been financially beneficial as it takes course enrolment and tuition pressure off of the college and the added provincial grant for operations gives a solid baseline of support. However, funding for buildings, scholarships, program endowments and other capital expenditures has always been the responsibility of the College and Conrad Grebel was only opened due to the fundraising initiative and commitment of founding board chair, Milton Good.”

~ Fred W. Martin, Director of Development
Budget ‘Tithe’

In the ‘70s, less than 2% of the budget came from donations. In 2009-10 we had a tithe of 10.5% of budget that was generated from donations. This was typical of the ‘80s at Grebel as well. In 2013-14, 7.1% of the budget came from donations.

Donor Analysis

We rely heavily on the Governor’s Circle. This year, 5% of our donors gave 79% of the donations ($1.5M from 52 donors). This trend has been accentuated throughout the campaign. In 2012-13 year, 6% of our donors provided 83% of our gifts (60 donors). We have grown our major donors ($2,500 plus) to 97 from 56 five years ago.

We had 228 new donors in FY2013-14 ($208,571), including 112 new student donors. New donations include an estate gift from Helen Lane for almost $30,000 and a grant from Heritage Canada for over $100,000 which pushed our donations from new donors over $200,000.

Benchmarking Fundraising Performance

Grebel’s fundraising was part of a University of Waterloo campaign that received $35 million in 2013-14 from 9,000 donors. This includes our 1,000 plus donors who gave Grebel $2.1 million. This amount raised is in the same ballpark as the Faculty of Arts ($2.3 million) and the Faculty of Environment ($2.1 million). Collectively, the other 3 University of Waterloo University Colleges raised $884,681.

Five Year Donations

| 2013-14 | Annual Fund | $329,051 |
|  | Restricted Donations | $148,243 |
|  | Program Endowment Fund Earnings | $75,912 |
|  | Total Revenue from Donations | $553,207 |
|  | Budget Revenue | $7,794,148 |
|  | Percent Donations | 7.1% |

Alumni Donations

While we have a record high in dollars donated by alumni, this is an area of potential growth with an alumni participation rate of 8.6%.

FY 13-14: 205 Alumni gave $170,340 to the Annual Fund. In total, alumni gave a total of $346,793!

Program Endowments

$263,810 in Program endowments donations were made to the Fretz and Lebold endowments. 70 donors, mostly from the Lebold dinner, added $13,450. The biggest increase this year was the $250,000 contribution from MCEC to the Lebold endowment. Last year there was $31,337 in gifts from 29 donors.

Planned Giving

There were 2 estate gifts from Liz Lane and Stewart Witmer. An updated brochure on Planned Giving at Grebel can be found at grebel.ca/giving
50 Events to Celebrate 50 Years!

Fred Martin chaired the 50th anniversary committee that oversaw a variety of projects and events, including the Celebration Service on Sunday morning in August. There were many great moments for alumni and friends of Grebel, including bringing Bruce Cockburn to campus as a 50th event.

The 50th anniversary activities created a myriad of extra projects for Communication Coordinator Jen Konkle and Alison Enns our Development and Event Assistant. The list of 50 events for our 50th anniversary year is found on the inside back cover and illustrates the wide variety of ways we celebrated our golden anniversary.

A significant project was producing our 50th anniversary Grebel history book Bridging Mind and Spirit. This beautiful book, written by Marlene Epp, tells our story in a very accessible and eye-catching manner.

The other large 50th related project was the 50th anniversary video. We worked with Tivoli Productions on video production (footage, photos, audio) and had alumnus Tim Miller Dyck volunteer to write the script and alumnus Eric Friesen narrate. This video, along with lots of other footage from our 50th Anniversary Weekend, is posted on our website: www.grebel.ca/50th
Telling our Story
This year Jen Konkle produced over 170 graphic design projects, comprised of posters, ads, programs, brochures, postcards, swag, the Annual Report and Grebel NOW. Jen wrote or coordinated 31 Media Releases compared to 16 last year. We have also started to use Mail Chimp to distribute emails to our alums and supporters to inform them of events and activities and news at Grebel. We are making plans to move Grebel NOW to a magazine format twice a year instead of 3 times.
Grebel’s web presence and Social Media impact grows each year.
The most popular video on our YouTube channel was “The Foundations of Peacemaking.” Our most viewed Facebook post was about Trevor Bechtel’s hiring as Dean (6,988 people!)
We hired Grebel student Danny El Aguizi in the spring as “Digital Communications Assistant.” He stayed on to work in the summer term in preparation for the 50th anniversary. He assisted with the registration page on the website and updated a variety of videos. Ryan Dunham began as Digital Communication Assistant in the Winter term of 2014.

Connect with Us
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twitter.com/@Conrad_Grebel
youtube.com/ConradGrebelUC

The Next Chapter Campaign
From our Past Will Come the Future
Closing of “The Next Chapter Campaign”
The 2013 academic building expansion began with discussions in 2008 and a fundraising advisory convened in 2010 after some major commitments were made. The Next Chapter campaign now stands at over $6.3 million on a building that will cost almost $9 million.
The task of the Fundraising Advisory committee is completed and we are grateful for their work and the support from 1,204 donors.
This year’s donors are listed in the back of this report with photos of some of our Next Chapter campaign supporters. Thank you, all!

Closing of “The Next Chapter Campaign”
This recruitment team, headed by Rebecca Gibbins, told our story to prospective students by visiting schools, hosting tours and events on campus. Laura Easson, Rebekah Winter, Aaron Neufeld, Maggie MacDonald, Selina Long, Elaina Bentz.
Finance

Although our budget has increased dramatically over the years, from operating revenues of $74,000 in 1964 to $7,794,147 today, we have continued the tradition of financial stewardship that started at our inception.

“In reflecting back on the last 50 years, we noticed significant changes in the proportions of our main sources of operating revenues: in the first year, residence fees accounted for 91% while ‘instruction fees’ from the University of Waterloo were only 9%. Today residence and apartment fees represent 23% while tuition and grant funding account for 59%. The increase in academic revenue has many reasons; one noticeable and relatively recent change is the addition of two graduate programs. It is also interesting to note that the composition of our Finance and Development Committee has changed from all men to close to equal gender representation today – 6 men and 4 women.”

~ Sara Cressman, Director of Finance

**Statement of Operations**

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<thead>
<tr>
<th>Source</th>
<th>ACTUAL</th>
<th>BUDGET</th>
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<tbody>
<tr>
<td>Revenues</td>
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<td>$7,447,793</td>
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<tr>
<td>Expenses</td>
<td>$6,627,763</td>
<td>$6,783,510</td>
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<tr>
<td>Transfers</td>
<td>$1,164,546</td>
<td>$664,283</td>
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**2013-2014 Revenue by Source**

$7,794,147

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<tr>
<th>Source</th>
<th>%</th>
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<tr>
<td>Undergrad tuition</td>
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<tr>
<td>Undergrad grant</td>
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<tr>
<td>Residential program fees</td>
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<td>Donations &amp; Endowment</td>
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<tr>
<td>Other</td>
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<tr>
<td>MPACS</td>
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<tr>
<td>MCEC</td>
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<tr>
<td>MTS &amp; TMTC</td>
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**2013-2014 Expense by Type**

$6,627,763

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<td>Physical Plant</td>
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<td>Student Services</td>
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<td>Administration</td>
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<td>External Relations</td>
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<td>Food Services</td>
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<tr>
<td>PAGS &amp; Certificate</td>
<td>9%</td>
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<tr>
<td>Music</td>
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<td>General Undergrad</td>
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**Statement of Financial Position**

**Assets**

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**Liabilities**

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<td>Invested in capital assets</td>
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<td>Internally restricted</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$18,817,524</strong></td>
</tr>
</tbody>
</table>

**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.**
Grebel has over 50 endowments that support our programs and our students. The current fair market value is $5.9M.

This year we were able to give over $350,000 in awards and bursaries to 184 of our academic and residential students. Over the last five years the amount of operating funds used to support those awards has grown dramatically.

During the year, representatives from the University of Waterloo and the Affiliated and Federated Institutions of Waterloo (AFIW) met to review the funding equity of the institutions and ensure that funding is shared in a fair and equitable manner. As a result both Grebel’s undergrad tuition and grant funding per student increased. The net increase is significant – just over $400,000 in 2013-14 which will continue to be part of our ongoing funding.
Operations

The year has been full of excitement. As construction proceeded and more and more areas became available for use, enthusiasm for the building project grew. Now, as the project is completed, it is rewarding to hear the expressions of marvel and glee as people see new spaces for the first time.

The Next Chapter Building Project

The building expansion and renovation project was completed in 23 months. Ground breaking began in March of 2012; the building was completed in June of 2014. Given the amount of remedial work required in the old academic wing, it felt like a project plus a half. That we could do all this and remain within budget is truly impressive. Nith Valley Construction is to be commended for its thoroughness and attention to detail. Steve Hohl, project manager, and Ron Junker, site supervisor, worked relentlessly to bring this project to a successful completion.

The reaction of people touring the new spaces is quite positive. Seeing the expanded atrium with big swooping bridges, bright skylights, high-tech monitors on the walls, and prominent connections to the new third and fourth floors often catches our visitors by surprise. It is indeed rewarding that the new space is being so well received. Lawrie Carter, architect, and his team of consultants are to be congratulated for such a functional, yet attractive, design.

Our project supported 5 major areas:
1) library and archives expansion;
2) Music classroom & rehearsal space;
3) community education rooms and offices;
4) a welcoming new front entrance and reception area; and
5) the MSCU Centre for Peace Advancement.

At the outset, 5 committees: (the Building Committee, the Furnishings Committee, the Fundraising Advisory Committee, the MSCU Centre for Peace Advancement Advisory, and the Coping Committee) were comprised of many board members, faculty, staff, students, alumni and friends of the College. They worked tirelessly with our lead construction partners, Nith Valley and Architects Incorporated, to plan, budget, execute, monitor and cope with all of the changes that projects of this magnitude bring. Many thanks to the Furnishings and Decorating Committee (Laureen Harder-Gissing, Jen Janzen, Rosella Leis, Fred Martin, Paul Penner - Chair, Alina Rehkopf, Darlene Yantzi) for their incredible efforts to make the spaces so attractive and comfortable. A particular word of thanks to Darlene and Jen who put many, many hours of volunteer time into this work.
The Building Committee (Jake Berg, Laverne Brubacher, Lawrie Carter, Laureen Harder-Gissing, Steve Hohl, Ron Junker, Paul Penner - Chair, Clare Schlegel, Jen Janzen, Jim Pankratz, Susan Schultz Huxman, Brian Shantz, Darlene Yantzi, Lynn Yantzi, Bob Zehr) was very helpful in guiding the College through this project and has been an excellent resource to the Board at key times of decision-making.

Office Management

The new main office is working out very well and Leanne MacKay-Bain and Mimi Hollinger-Janzen are pleased with their new space. People arriving at the desk are met with a much more professional, clean environment without the visible distractions of the activity going on in the back half of the office. The new sign above and behind the desk makes a welcoming statement.

The Common Ground Coffee Bar continues to be a popular enhancement to the John E. Toews Atrium. The Atrium is an important informal meeting place for all members of the Grebel community. The coffee bar facilitates the creation of a hospitable atmosphere. Year after year the coffee bar is able to break even, a sign that people continue to respect the honour system at this self-serve refreshment stand.

Parking operations ran at a loss as the lot was closed to visitors for the fall term due to construction activities and the portable classroom installation. Fall is the busiest term of the year and so the impact on revenue was significant.

Physical Plant

The College was able to pursue a number of significant upgrades and repairs during the past year, totaling $96,450. They included:

- renovated two stairwells in the residence building
- installed porcelain tiles in the corridors around the student games lounge
- repainted white banding on the exterior of the residence and academic wings
- created a new garden area on the patio side of the apartment building
- installed new window blinds in the Great Hall
- replaced the dining room table tops
- repainted the dining room
- upgraded wifi in the residence

Utility consumption patterns were disrupted by construction. Existing buildings were opened onto the unheated construction site and Grebel's natural gas was used to heat the work areas. Use of power tools and electric heaters added to the usual load of office and resident consumption of electricity. The College's metering does not distinguish among these various uses.

Utility Consumption

<table>
<thead>
<tr>
<th>Year</th>
<th>Water Cost</th>
<th>Gas Cost</th>
<th>Hydro Cost</th>
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<tbody>
<tr>
<td>2009-10</td>
<td>$180,000</td>
<td>$160,000</td>
<td>$140,000</td>
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<tr>
<td>2010-11</td>
<td>$160,000</td>
<td>$120,000</td>
<td>$100,000</td>
</tr>
<tr>
<td>2011-12</td>
<td>$140,000</td>
<td>$100,000</td>
<td>$80,000</td>
</tr>
<tr>
<td>2012-13</td>
<td>$120,000</td>
<td>$80,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>2013-14</td>
<td>$100,000</td>
<td>$60,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>2014-15</td>
<td>$80,000</td>
<td>$40,000</td>
<td>$20,000</td>
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</tbody>
</table>
Summer Conference Program

Given the additional challenges of a building undergoing renovations, we were hoping this past summer would see a little less conference traffic. Although we achieved that goal, overall revenues were still up slightly. There were 11 conference groups (2,783 people) that resulted in income (revenue after expenses) of $125,793. Rebecca Gibbins can be congratulated for managing to keep the various groups content while coping with a compromised facility. The College has established a reputation for excellence in service to our conference groups.

Food Services

Cheri Otterbein oversees food services operation. Cheri and her staff do fine work to support the student and visitor experience here. 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.

The biggest enhancement in food services was the installation of a new walk-in cooler and walk-in freezer. The old equipment was seriously undersized and was having great difficulty maintaining temperature.

Food Services Revenue Comparison

<table>
<thead>
<tr>
<th></th>
<th>2013/2014</th>
<th>2012/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>cash register sales</td>
<td>$22,733</td>
<td>$25,375</td>
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<tr>
<td>internal sales</td>
<td>$7,634</td>
<td>$6,082</td>
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<tr>
<td>external sales</td>
<td>$72,188</td>
<td>$56,572</td>
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<tr>
<td>meal plans (off campus residents)</td>
<td>$46,436</td>
<td>$52,448</td>
</tr>
<tr>
<td>summer conferences- food services portion</td>
<td>$78,033</td>
<td>$68,718</td>
</tr>
<tr>
<td>total</td>
<td><strong>$227,024</strong></td>
<td><strong>$209,195</strong></td>
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</tbody>
</table>

Special Projects

Brubacher House

On April 30, 2013, Karl and Jacquie Reimer took over as the new hosts and they have entered the role with gusto. The Reimers have brought forward several initiatives to attract more visitors to the museum. They have distributed hot chocolate to people tobogganing on the hill, held open houses for people working in the tech park and have contacted many institutions and organizations to spread the word about the Brubacher House Museum.

E-V Charging Station

The College was successful in obtaining a grant from the Region of Waterloo to assist with the installation of an electric vehicle charging station. The E-V charging station became the first station on the UW campus. This is an important green initiative for the College and the Region of Waterloo.

Other Green Initiatives

Grebel has incorporated green features into our new building whenever possible, including:

- The new shower room gives people who walk or hike to work a place to freshen-up before the work day.
- Water fountains and bottle filling stations help reduce the waste of plastic bottles of water.
- Instead of purchasing all new furniture, the original chairs and loveseats in the atrium were reupholstered.
- Coffee tables were hand-crafted from trees cut down for the building project.
- The roof is rated for the future addition of Photo Voltaic Panels.
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