2021-22 was another demanding year at Conrad Grebel University College—as it was everywhere. Much of this year at the College was spent ‘pivoting’—adapting our programs to the constraints of the pandemic. We made plans, and frequently changed them, as COVID-19 developed in unexpected ways. Most classes remained online through the fall term, and the return to in-person study in winter term was delayed due to the Omicron wave.

In these less-than-ideal circumstances, Grebel continued to express its mission in powerful ways. There were stimulating public lectures, remarkable concerts, and countless “ah-ha” moments in the classroom. In April, we held a moving in-person Convocation celebration for our graduates—our first in three years.

Our residence continued to be a place of welcome and belonging for a wonderfully diverse group of students. Thalia Stefania Criollo Guererro, a Music major from Chile, described her first-year experience this way: “I was surprised about the true commitment to community…. Here I have also met friends for life from multiple backgrounds, not just cultures, but also with identities and sets of beliefs different than mine.”

In a year when it was challenging to look even two or three weeks ahead, we lifted our sights to develop a new three-year Strategic Plan, which our Board adopted in April 2022. Thinking together about the future was a welcome respite from pandemic pivoting, and it helped to restore our sense of purpose and hope. The plan, entitled “Renewing an inspired community” expresses our thirst for new vitality and spirit, and our interest in reimagining what Grebel can be at its best. After two years of pandemic, we are ready for renewal.

Our plan invites us to build on the best of what we do at Grebel—focusing on the student experience, the reach of our teaching and scholarship, and the quality of our relationships with the University of Waterloo, Mennonite Church Eastern Canada, and our many other community partners. We hope you’ll take some time to read the plan, which is available at uwwaterloo.ca/grebel/strategic-plan.

Grebel is a vibrant, resilient place because of the many people who belong to the College community. On behalf of the Board, we thank everyone—our faculty, staff, alumni, partners, donors, and especially our students—for your diverse contributions to the College through these trying times.

In April, President Marcus Shantz addressed graduating students and families at Grebel’s first in-person Convocation in three years.

By the end of the winter term, Music students were pleased to perform together and enjoyed a small audience at their concerts.

Move-In Day required creative balancing of crowds, but incoming students still experienced the thrill of moving out on their own and were welcomed by enthusiastic upper-year leaders.

Marcus Shantz
President

Paul Fieguth
Chair, Board of Governors
Faculty and staff persevered and enjoyed connecting with students in person when possible, even as the COVID-19 pandemic continued to complicate teaching plans. Given uncertain public health conditions, Grebel faculty prepared to teach fall courses in a variety of online and in-person formats. After planning for a completely in-person winter term, courses went fully virtual once again, before eventually moving in-person.

As part of strategic planning, academic program personnel identified numerous ways to explore new pathways for learning while individual programs continued conversations on how to integrate anti-racism and intercultural competence into their programs. For example, the PACS program began to review and revitalize core curriculum, while Theological Studies worked on public, intentional, and explicit affirmation of LGBTQ+ students.

Music faculty navigated COVID-19 protocols for singing and playing instruments, and delivered a successful music studio and ensemble program by streaming concerts and recitals on YouTube. PACS navigated faculty and staff changes, and benefited from energetic student leadership in both the undergraduate and graduate programs. Over the year, MPACS emphasized extracurricular learning and networking opportunities, as well as engaging in a local context. Theological Studies offered numerous events, workshops, initiatives, and structured conversations to build community and foster discussion. Spirituality and Aging hosted a global conference online over the duration of three weeks. Toronto Mennonite Theological Centre (TMTC) offered a well-attended series of monthly forums for attendees from across North America. The Milton Good Library maintained full in-person services for most of the year, thanks to Grebel’s dedicated and creative librarians. Considerable work was done in the Mennonite Archives of Ontario on Indigenous issues and requests for remote archival services were the highest in ten years.

Johonna McCants-Turner began her role as Associate Professor of Peace and Conflict Studies in July, and David Neufeld was hired as Assistant Professor of Mennonite History.

**UNDERGRADUATE TEACHING**

Grebel course enrolments rose for the sixth consecutive year, the result of a sustained effort to grow enrolments in keeping with our teaching commitment to the University of Waterloo. Attracting students from all faculties at UWaterloo, Grebel offered major, minor, and diploma programs in PACS and Music, and taught undergraduate courses in Mennonite Studies, History, Religious Studies, and Sociology.

**GRADUATE STUDIES**

In 2021-22, Peace and Conflict Studies (MPACS) and Theological Studies (MTS) welcomed 22 and 8 new master’s students respectively. With graduate course enrolments at 368, there were 41 MTS students and 52 MPACS students enrolled. TMTC, a graduate teaching and research centre, celebrated six Associate and Fellow doctoral defenses.

**CONFLICT MANAGEMENT CERTIFICATE**

This popular continuing education program successfully delivered all training online, in two streams: Conflict Management and Mediation, and Conflict Management and Congregational Leadership. There were 581 workshop registrants and 35 participants were granted certificates.

**KINDRED CREDIT UNION CENTRE FOR PEACE ADVANCEMENT (CPA)**

Twenty-six students worked in the CPA and enjoyed practical learning opportunities with peace practitioners, entrepreneurs, and researchers. The CPA deftly led the PeaceTech Living-Learning Community, the Map the System Challenge, and the Peace Innovators program. Two new start-ups joined the Grebel Peace Incubator while three finished in the program. $96,426 in external funding was leveraged for projects with CPA participants in 2021-22. Despite visitor restrictions, the CPA hosted two Grebel Gallery exhibits.

**SCHOLARSHIP, SERVICE, AND OUTREACH**

Over the course of the year, numerous virtual public lectures, concerts, panels, book launches, faculty forums, and conferences showcased the variety of scholarly expertise of Grebel faculty. Faculty activity highlights can be found in every issue of *Grebel Now* under Sampling of Scholarship, and include published books, chapters, and articles, as well as workshops and presentations.
2021-22 was another year of shifting plans and transition for Student Services. COVID affected all aspects of programming, but 280 students built a vibrant community despite the remaining public health restrictions. The residence and apartments were open with increased capacity each term, and by the end of the winter term, associates and visitors were invited back to campus. Our expanded kitchen and dining room were put to good use as we welcomed more and more people back to Grebel.

88 student leaders planned many activities to create connection and community among students on campus. 22 students who had been virtual residents the previous year transitioned to residence seamlessly and many took on leadership roles. Student leaders were essential in welcoming new Grebelites and introducing beloved traditions such as Orientation Week, the Roommate Challenge, Mocktails, talent shows, and GrebelBowl. Students also planned extra community-building activities like campfires, fundraisers, skating parties, snow sculptures, games nights, walk-a-mile, door decorating, and so much more!

Highlights of the year included a bike trip to Queen’s Bush, a Student Leaders Symposium, welcoming new students and their families on Move-In Day, a re-imagined retreat on the Grebel campus during Orientation Week, and a much-anticipated return to fully in-person learning resulted in a record number of brand-new students moving into Grebel for the winter term.

In the spring term, Chaplain Ed Janzen retired and Jessica Reesor Rempel was hired for the interim. Plans for Mary Brubaker-Zehr’s retirement as Director of Student Services resulted in the hiring of Beverly Fretz, who began work in July 2022.

Amidst the challenges and restrictions, students and staff showed resilience and good humour as they successfully worked together to create a warm and welcoming place for both new and returning students this year.
Revenues recovered somewhat this year, but were still below pre-pandemic levels by more than $1,000,000. The decreased revenue was due to fewer students in the residence compared with a normal year, and almost no ancillary revenue from rental groups and summer conferences. Despite this challenge, Grebel ended the year $185,000 better than budget through careful expense management.

Undergraduate tuition is the largest single source of income for Grebel, representing 31 percent of total revenues. Tuition is regulated by the Ontario government and has been frozen since 2018. An annual provincial grant tied to enrolments represents another 16% of our revenues. This per-capita grant has also been frozen for many years. Ten percent of revenue came from donations to operations from Grebel supporters, including $146,462 from Mennonite Church Eastern Canada.

Grebel provided $496,000 in financial assistance for students in 2021-22, an increase of $31,000 over the prior year. These awards are funded from a combination of endowment income, annual donations, and general operating funds. Roughly $300,000 of this total goes to students in the College’s two graduate programs: Master of Theological Studies and Master of Peace and Conflict Studies. Strong financial aid from Grebel lowers barriers to attend university, increases student retention, and attracts talented students.
ADVANCEMENT

Grebel donors stood by the College once again during another year of reduced revenues and budget challenges. With an ambitious goal of $400,000 for the annual Grebel Fund, donations came within 99 percent of that target. This support provided much-needed financial aid for students and funds for programs such as the Library and Archives, the Chapel program, and Mennonite Studies.

In addition to giving to the Grebel Fund, donors provided $527,000 for special projects that included the Indigenous-Mennonite Encounters conference held in May 2022, art acquisitions, a memorial garden, and the Spirituality and Aging research program.

Gifts to endowments totalled $626,000, a significant increase over the 2020-21 tally of $246,000. Endowed gifts were designated for programs such as Mennonite Studies and for a variety of student awards. The annual income from these endowments is intended to support students and programs in perpetuity.

Due to the success and completion of the Fill the Table building campaign, total donations in 2021-22 decreased from the previous year. Grebel raised $1,800,000 this year, compared to $2,125,000 in the previous year. When building campaign gifts are excluded, the College had a record year for donations. This strong support has helped Grebel to weather both the pandemic and another year of flat revenues from other sources. Thank you!

DONATIONS RECEIVED: $1,799,765

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<th>Category</th>
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<td>Fill the Table Campaign</td>
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Family and friends of Becky Frey were part of a student Memorial Garden dedication service.

Donations on Giving Tuesday were used to purchase audio recording equipment for the Music Department. Donations were matched by challenge champions David and Dianne (Daniels) Conrath (BA 1988).

Ann L. Schultz (BA 1990) was presented with Grebel’s 2021 Distinguished Alumni Service Award at a brunch that featured a panel of alumni educators who reflected on Teaching in Challenging Times.

ENDOWMENTS: GROWTH OVER 10 YEARS

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<th>Year</th>
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Former Grebel Dean and Interim President Jim Pankratz, with his wife Goldine, established a planned gift to fund the yearly Benjamin Eby Lecture series.
GREBEL’S INDEX  Interesting numbers from 2021-2022

- Typical monthly rent for a single room off-campus in Waterloo: $600–$900
- Average debt owed by Canadian bachelor’s degree students at graduation (2021): $26,075
- Number of student refugees sponsored by Grebel students since 2007: 9
- Number of students graduating from Grebel’s MTS and MPACS programs in 2022: 28
- Number of majors in 2021-22: 39
- Number of students assisted by Grebel’s student awards in 2021-22: 187
- Median amount received by each student: $2,653
- Total number of residence and associate students: 280
- Number of students in residence student leadership roles: 88
- Countries of origin for residents and associates: 10
- Religious traditions represented: 6
- Percentage of residence and associate students who identify as Mennonite: 29%
- Percentage of students who identified as Mennonite in 1970-71: 23%
- Number of students majoring in one of Grebel’s undergraduate programs in 2021-22: 109
- The year Grebel’s PACS program became the first undergraduate peace studies program in Canada: 1977
- Number of PACS undergraduate course enrolments in 2021-22: 1069

- Fill the Table fundraising campaign for the kitchen and dining room: $3,000,000
- Final amount raised by Fill the Table campaign: $4,200,000
- Market value of Grebel’s endowment portfolio on April 30, 2022: $10,559,382
- Funds generated from Grebel’s endowments to support scholarships and programs in 2021: $370,327
- Annual emissions, in metric tons, of greenhouse gases from Grebel’s campus: 435
- Amount UWaterloo has committed to reduce its GHG emissions by 2030: 35%
- Minimum cost of improvements required for Grebel to reduce its emissions by 35%: $3,000,000
- Percentage growth in annual undergraduate course enrolments at Grebel since 2018: 18%
- Number of students majoring in one of Grebel’s undergraduate programs in 2021-22: 109
- Number of students graduating from Grebel’s MTS and MPACS programs in 2022: 28
- MTS students enrolled in practicum experiences in churches and other settings: 17
- Number of student refugees sponsored by Grebel students since 2007: 9
- Number of moving flywheels in “We Are All Engines of Joy” art installation: 28
- Tablespoons of yeast required for one batch of community supper bread dough: 15

- Original goal of Fill the Table fundraising campaign for the kitchen and dining room: $3,000,000
- Final amount raised by Fill the Table campaign: $4,200,000
- Market value of Grebel’s endowment portfolio on April 30, 2022: $10,559,382
- Funds generated from Grebel’s endowments to support scholarships and programs in 2021: $370,327

- Average cost of undergraduate arts tuition at an Ontario university in 1990: $1,653
- In 2022: $6,083
- Students assisted by Grebel’s student awards in 2021-22: 187
- Median amount received by each student: $2,653

- The year Grebel offered the first music courses at the University of Waterloo: 1964
- Number of music course enrolments in 2021-22: 2462

- Average debt owed by Canadian bachelor’s degree students at graduation (2021): $26,075
- Number of student refugees sponsored by Grebel students since 2007: 9
- Number of students graduating from Grebel’s MTS and MPACS programs in 2022: 28
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- Number of moving flywheels in “We Are All Engines of Joy” art installation: 28
- Tablespoons of yeast required for one batch of community supper bread dough: 15
were welcomed as Grebel alumni.

Graduating students were invited to a Grad Class Send-Off reception where they

Robert and Linda Bergey
Edward and Karen Bergey
Carolyn Black
Rita Boldt
Jason Booy and Daniel Engel
Ray and Nelda Bremenman
Michael Brightling
Chris and Rachel Brunjas
Wendy Brooks and Mike Walkington
Joy and Delroy Brown
David E. Brown and
Hannah Saucy
Mimi and Sean Browne
Lewis and Lois Brubacher
John Brubacher and
Rhonda Wideman
Glenn and Ann Mary Brubacher
Laverne and Ella Brubacher
Ray and Margie Brubacher
Roy Brubacher
Dale and Cheryl Brubacher-Cressman
Mary and Scott Brubacher-Zehr
Micah Brubaker-Zehr
Jake and Louise Bahler
Shelley Bull and Wayne Carrick
Ferne Burkhart
Marie Burkholler
Howard and Myrna Burkholler
Mary Burkholler
Richard Burkholder
Arthur and Evelyn Byer
C L Martin & Co. Ltd.
Susan and Delbert Campbell
Canadian Heritage
Karen Cheah
Donny Cheung and Marika Pauks Lauch
Heather and Paul Clayton
Vaughn Climenhaga
Rick and Louise Cober
Bauman
Community Mennonite Church of Lancaster
Mario Coniglio
Dianne and David Comrath
Barbara Cook
Dwight Cooney
Paul and Judy Cornies
Larry Cornies and
Jacquelyn Brown
Katie Cowie Redekopp and
Jake Redekopp
Andrew and Melissa Creesman
Bruce and Esther Cressman
Orval and Jeanette Cressman
Wendy Cressman Zehr and
Don Zehr
D.F. Plett Historical Research Foundation Inc.
David Hook Medicine
Professional Corporation
Jonathan and Justine de Leyer
Douglas and Dorothy Deeth
Rebekah DeJong and
Brendon Martin
Rodney DeKoter and Marietta Drost
Tim Del Grande
Sheralyn Derksen
Helene Dick
Jenny-Lee and Jeff Dippel
Victor and Holly Dirksen
Terry J. Dooner
Barbara and Roy Draper
Nick and Janice Driedger
Norbert and Judy Driedger
Abraham and Jennifer Drost
Andrew Ducek and Deborah Zehr
Shirley Ducek
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