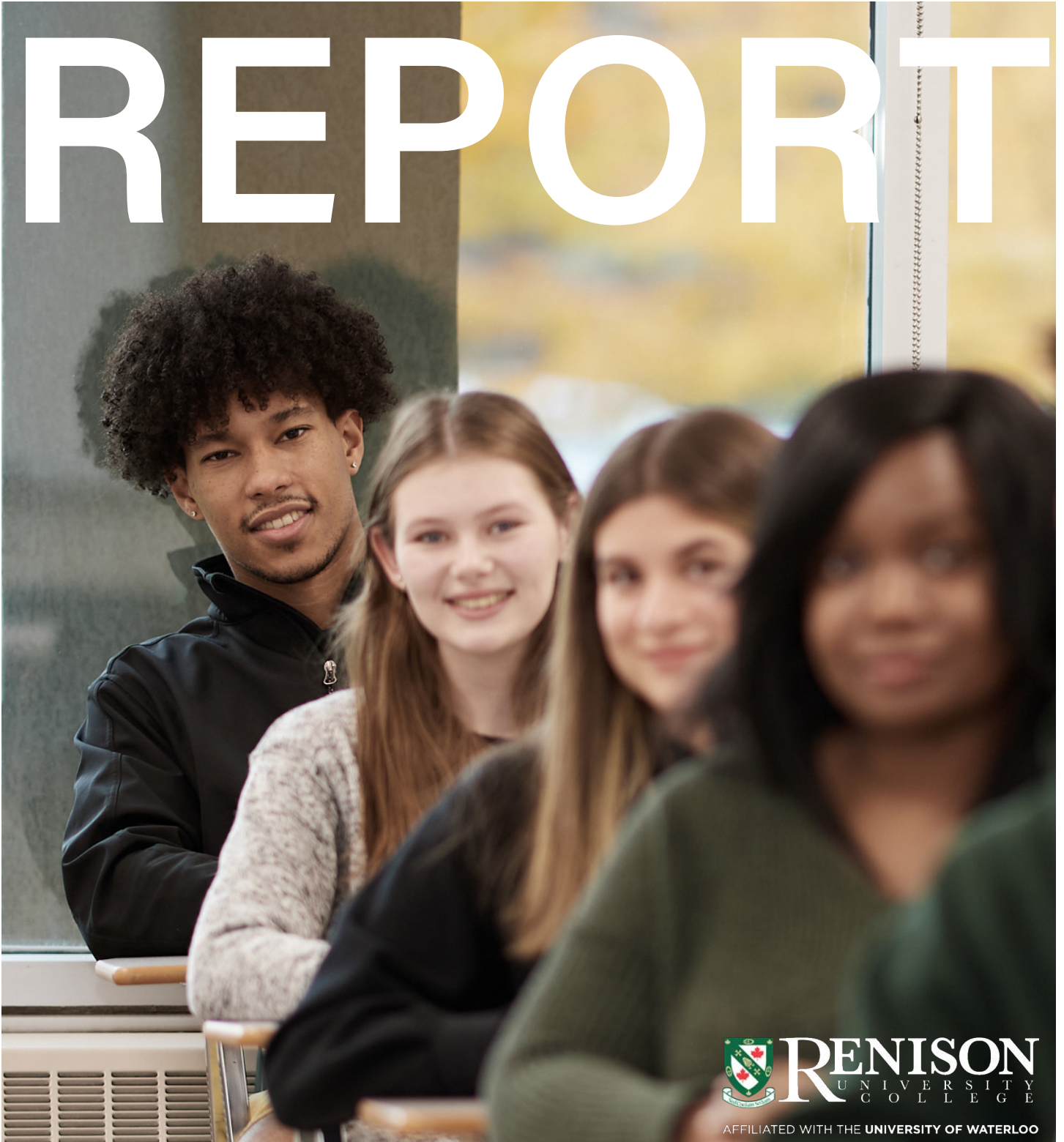


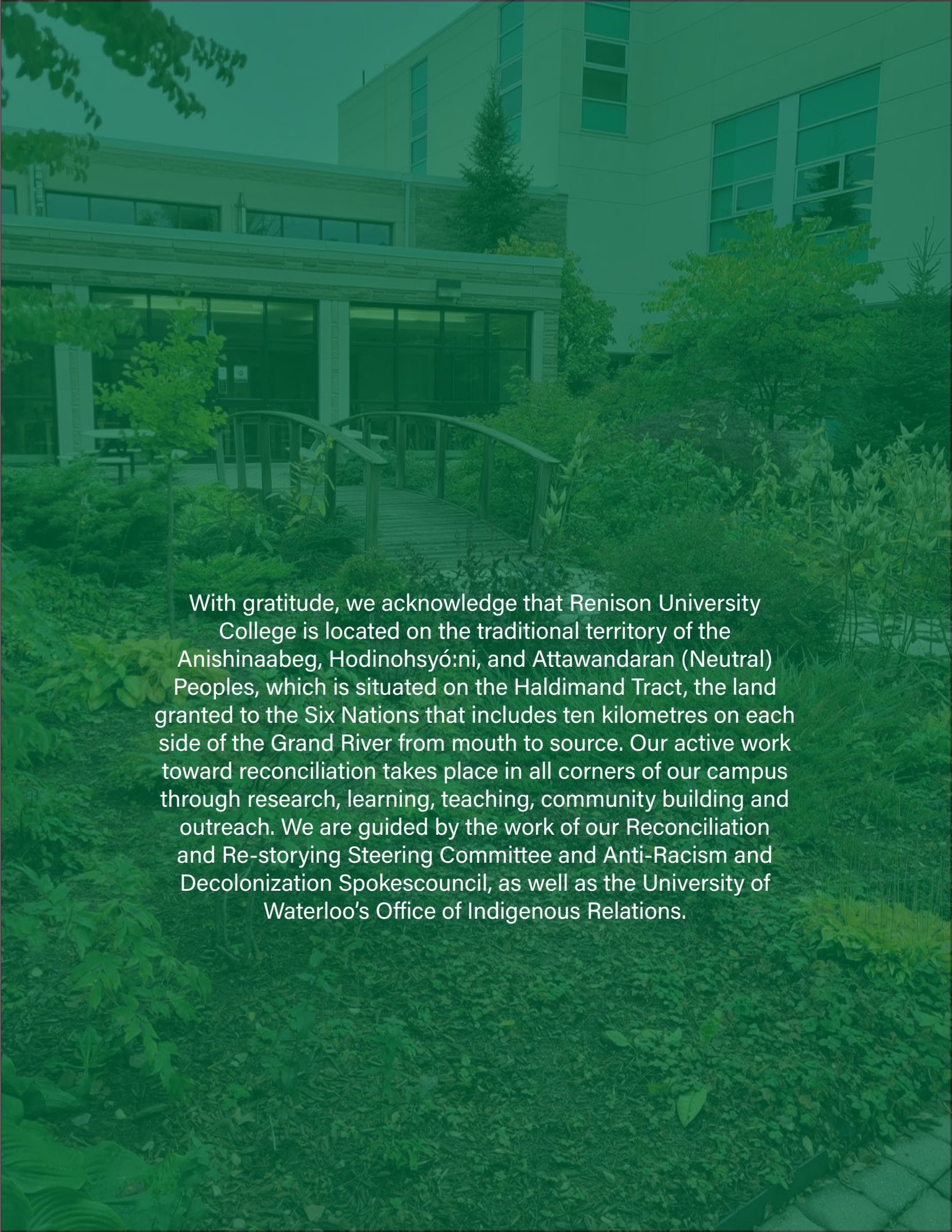
2023 RENISON UNIVERSITY COLLEGE

# ANNUAL

# REPORT



AFFILIATED WITH THE UNIVERSITY OF WATERLOO



With gratitude, we acknowledge that Renison University College is located on the traditional territory of the Anishinaabeg, Hodinohsyó:ni, and Attawandaran (Neutral) Peoples, which is situated on the Haldimand Tract, the land granted to the Six Nations that includes ten kilometres on each side of the Grand River from mouth to source. Our active work toward reconciliation takes place in all corners of our campus through research, learning, teaching, community building and outreach. We are guided by the work of our Reconciliation and Re-storying Steering Committee and Anti-Racism and Decolonization Spokescouncil, as well as the University of Waterloo's Office of Indigenous Relations.

# Notes from the Board

At a recent Board meeting we welcomed some new members to our table. This provided an opportunity for each of us to share our connection to Renison and why we volunteer in this stewardship role. The Board is made up of staff, faculty, students, and alumni representatives working alongside elected community members. We come from diverse professional, ethnic and cultural backgrounds. Some of us live, study and work at Renison and some of us only come together for Renison Board business.



A Board member I would like to highlight is our former Chancellor, Manfred Conrad, who ended his term on the Board this year. As a business owner, Manfred was always keen to share his strategic business guidance. Manfred was steadfast in his commitment to the students of Renison. He spear-headed Student's First, a campaign sought to raise \$400,000 over two years to ensure support to students continued to be a focus in the face of financial pressure, largely the result of living through the pandemic. We are near the end of the campaign and have reached over 80% of our goal. We thank Manfred for the care and guidance he offered to Renison over the past seven years.

As we close this year, we look to a future of great change. A big welcome to our 10th Chancellor, Jodey Porter. Jodey's father, the Right Reverend Morse C. Robinson, was a former Chancellor of Renison. Jodey carries a legacy that we see so often of people once connected to Renison, returning to give back to this incredible community. We will continue the work of the Renison Reconciliation and Re-Storying Steering committee to reflect on the Renison history, name, and our commitment to truth and reconciliation. We are embarking on a search for a new President as our esteemed President Wendy Fletcher's term comes to an end. We begin a new strategic planning process as we celebrate the successful implementation of a 5-year strategic plan, which began in 2019.

In closing I want to thank Dr. Wendy Fletcher for her steadfast leadership and her hardworking leadership team. We have navigated some pressing financial challenges. This work takes determination, skill and everyone doing their part. Special thanks to the staff, faculty and students who have experienced great change, have embraced that change and who will see many future changes to come. The Board understands that the "magic of Renison" is truly because of you, your hard work, and your determination to come together to create a better world and a better future. We are immensely proud to be part of this journey with you.

Warmly,

Karen Spencer, Chair of the Board

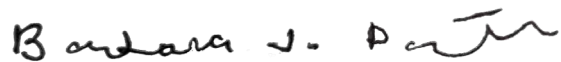
# Looking ever upward, outward, and beyond

It is the mandate, motto and intent of Renison University College to ever look outward, upward and beyond. *One Sky Over All*, or Under One Sky, is the sphere we inhabit as a living school and community of instructors, learners, staff, faculty, Board members, and administrators.

In this complex world of challenge and change, threat and promise, joy and sadness, dispute and compromise, what matters more than all else is meaningful outreach and engagement with individuals and groups of every diverse sector, culture and setting. We seek out communities and constellations of future partners, allies, peacemakers and advocates for making this world in which we share a better home for all.

Renison holds the wisdom and capability to gift this building-capacity to all who learn within its walls, both physical and virtual. Together, we can imagine a world beyond walls; a world that shares one sky.

Let us come together, reach beyond our imagination, and commit to the values of one world and one community in which we can all live our best lives.



Jodey Porter, Chancellor



# Heart to Heart – that’s the Way!

I am constantly amazed at the lines of interconnection which run through the tapestry of Renison’s story. Sometimes we fail to see the vast worlds of interconnection which are holding Renison’s work in the broad story of “One Sky Over All”. What do we see in that space which is beyond here? We see friends and relatives embodying the Renison meaning, across this country and around the globe. We see hands and hearts holding us in every direction.

I was reminded of this reality recently, as Renison residence alumni from the 1970’s gathered here to celebrate, reconnect and delight in the Renison chapter of their story together. Although half a century has passed, the imprint which their time at Renison had on their future story reconnected these friends to each other and to us: the Renison community of 2023. As I celebrated their obvious joy, I was moved to share a story from my summer with the group.

Our granddaughter, Adelaide, has just turned 8. She loves going to our cottage on Lake Huron; even more, she loves the water. This past winter she made great strides with her swimming lessons. Full of confidence, and wearing her life jacket, she wanted to brave the water with me on a “big wave day”. We watched for the day, and it quickly came. As a giant wave crashed towards us I shouted, “hold my hand Addy!” but our hands weren’t strong enough and the wave threw us under. Sputtering to the surface we tried again, “let’s link arms - that will be stronger!” We linked arms but again as the wave crashed against us and we were drawn under. As another huge wave advanced, Addy threw her arms around me and shouted, “Hold me by the heart Grandma- hold me by the heart!” I threw my arms around her, and heart to heart we turned and faced the menacing wave! It didn’t pull us under. “We did it grandma” she shouted! “Heart to heart- that’s the way!”

She is right- heart to heart is the way! Resilience through relationships in the face of any waves which come. As I consider the vast network of relationships which hold the meaning of Renison and its work around the globe, I see this thread: stronger by way of a shared experience and vision for a new day; stronger through relationships; stronger through education as empowerment for one and for all. Surely this is the pathway toward realization of a more just and liveable world. In any case it is our pathway, and we claim it proudly for this generation, past generations, and the generations yet to be written into this shared and beautiful story. Thank you for writing this meaning into past, present and future chapters with us.



Wendy L. Fletcher, President and Vice-Chancellor





# Financial Statement Highlights

May 1, 2022 - April 30, 2023

In thousands of dollars

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## Statement of Financial Position

Cash = 5,733

Investments = 3,565

Capital Assets = 29,797

Accounts payable and accrued liabilities = 1,649

Student deposits and fee advances = 520

Debt = 9,397

Employee future benefits obligation = 3,593

## Statement of Operations

Government grants = 5,671

Tuition = 11,428

Residence fees & Conferences = 2,026

Food Services = 1,359

Salaries, wages & benefits = 17,181

University services = 1,536

Contracted Services = 461

Utilities, repairs & maintenance = 566

Office, general & admin = 351

Academic support costs = 398

**Total Operating Budget = \$22 million**

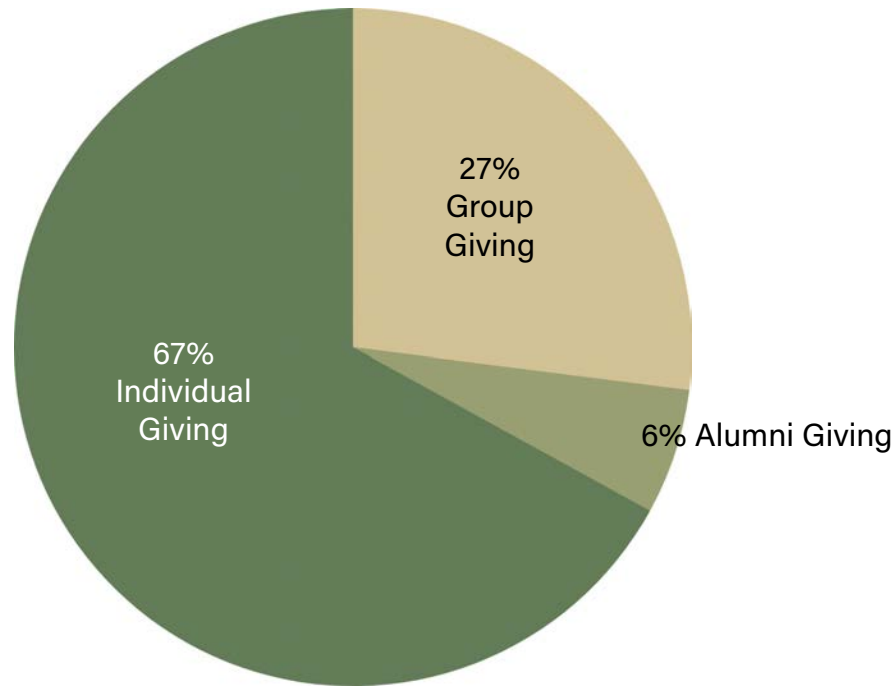
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## Endowment Value

Value of Endowment Portfolio as of April 30, 2022  
= **\$3,135,012**

Value of Endowment Portfolio as of April 30, 2023  
= **\$3,565,030**

# Giving at Renison



Cash and pledges total = **\$252,923**

Total funds awarded = **\$312,183**

## Course Enrollments

Languages and Culture

**4,596**

(Applied Language Studies, English for Multilingual Speakers, graduate and undergraduate, English, History, Religious Studies, East Asian Studies, Studies in Islamic and Arab Cultures)

Social Engagement and Innovation

**5,828**

(Social Development Studies, School of Social Work)

Community and Professional Education

**3,171**

(Renison Institute of Ministry, Sakura Japanese Language School, Renison International Office, non-credit Chinese, Japanese and Korean language, English Language Institute, Indigenous Studies)

# Strategic Plan 2019-2024

Over the last 5 years, we have used the goals from our Strategic Plan to inform our Annual Report themes; we have already covered Goals 1-4 (listed below). With a new Strategic Planning process now underway, and the end of our current plan on the horizon, this year's annual report focuses on the final goal: External.

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## **Goal 1: Programs**

Renison will offer innovative degree and community programs, which engage the world in the social, political, linguistic, cultural and spiritual sectors.

## **Goal 2: Faculty and Staff**

Renison will recruit and retain top tier faculty and staff uniquely suited to offer and support adaptive education in a rapidly changing global context.

## **Goal 3: Students**

Renison will nurture a dynamic, learner centered community committed to student success.

## **Goal 4: Infrastructure**

Renison will refine and support a responsive infrastructure appropriate to the fulfillment of its educational mission and the well-being of our communities.

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# Goal 5: External

Renison will re-imagine and support existing and emerging partnerships toward enhancing its capacity to educate and serve.





# Putting Students First

In November 2021, Renison University College launched an ambitious fundraising campaign. Our objective was to raise \$200,000 per year over 2 years (\$400,000 total) towards student scholarships, awards and bursaries.

The campaign was kicked off with a generous \$100,000 donation from The Manfred and Penny Conrad Family Foundation. Manfred Conrad, the former Chancellor of Renison University College, has a long history of supporting the Kitchener / Waterloo community, particularly around education, health and the arts. In addition to supporting the campaign through his Foundation, Conrad used his Board position to challenge other Renison Board members to meet the challenge. Support of the campaign has been broad with many first-time donors supporting this important initiative.

The recent global pandemic, which remains far from over, has had a significant impact on the earning potential of our students and has required many students to make difficult financial decisions. Summer and part-time employment opportunities, even co-op placements, have been significantly reduced as a result of the global pandemic. Additionally, many students found that the anticipated financial support of family was no longer possible due to altered circumstances.

As we near the end of the two-year campaign, we are 80% to goal. The last 20% of any fundraising campaign is always the most challenging. Renison remains committed to meeting its goal and is launching a mail and email campaign in an effort to close the gap. We thank you and our students thank you for your generous support: [renison.ca/students-first](https://renison.ca/students-first).

*Photo above: Former Renison Chancellor Manfred Conrad (centre) stands with Renison students in the East-West garden.*



# Reconciliation at Renison

Reconciliation has become a big part of Canada's vocabulary over the last few years, especially following the Truth and Reconciliation Commission, the push for investigation into Missing and Murdered Indigenous Women and Girls, and the uncovering of child gravesites at former residential schools around the country. These events brought into sharp focus the impact of colonialism, and encouraged many settlers to think more about the land we occupy and the ways in which we can engage in Reconciliation on an individual, community, and organizational level. Renison is committed to actively engaging in Reconciliation, and is taking several steps to acknowledge its complicity in colonialism and act to remove barriers and support Indigenous students.

One of the ways that Renison is engaging in Reconciliation is through a body called the Renison Reconciliation and Re-storying Steering Committee (RRRSC). The RRRSC has a mandate from the Board of Governors to examine the ways in which Renison has participated in colonial systems. Its task is to make recommendations to the Board in three areas: our ongoing relationship with the Anglican Church; our name (after Archbishop John Renison who served as Bishop of Moosonee in which three residential schools were located); how to reimagine the telling of the story of Renison in a way that acknowledges our colonial history while carving a positive path forward. The RRRSC has met several times over the last 18 months and will present recommendations to the Renison Board of Governors in the beginning of 2024. From there, the Board will take those recommendations and make decisions about any further action.

Renison has also increased the amount of funding available to Indigenous students with the addition of the Indigenous Student Award and KCCF Indigenous Award. The Indigenous Student Award was established by Renison's Truth and Reconciliation Committee to recognize that Indigenous students often do extra labour related to their Indigeneity and connections to community, both in classrooms and as part of other university processes. Both awards are open to students at the University of Waterloo who have a connection to Renison, with an overarching goal to minimize financial barriers that prevent Indigenous students from pursuing postsecondary education.

Various units at Renison are also looking at ways to engage with Reconciliation at a unit-level. In the School of Social Work, an elective to the Bachelor of Social Work (BSW) program has been added that incorporates Indigenous ways of knowing into the curriculum. The land/water-based course will take students on a 10-day canoe paddle to explore Indigenous and decolonizing theoretical knowledge, skills and practices guided by the Haudenosaunee Great Law of Peace and the original peace treaty Deyohahage: Gihę' gowahneh - Two Row Wampum.

Finally, Renison wants to ensure that the work of Reconciliation is woven into our future by centring diversity, equity, inclusion and Reconciliation are key dimensions of our current strategic planning process. In this way, Renison will continue to actively engage in Reconciliation and build relationships with Indigenous communities and their members.

*Photo left: Renison's One Sky Garden courtyard.*



*Above: Reunion attendees pose for a group photo in Renison's Atrium*

# 50 years of lasting friendship

Dr. Seuss is credited with saying, "you will never know the value of a moment until it becomes a memory." We learned the meaning of those words first-hand, as a fun and vibrant group of former Renison residents – dating back to the 1970's – returned to their alma mater and, over tears and laughter, and a few bottles of beer, shared memories of their magical moments together.

Back in the 1970s, Renison was already home to a thriving residence. At the time, the women's residence and the men's residence were separated by green space, housed in 2 distinct buildings. Connecting the buildings, creating Renison as we know now was decades away; the connections of the community, however, was already in place.

Planning for the reunion began in 2019, but was put on hiatus during the peak of the pandemic until finally coming together in August 2023. The energy of the organizing committee was electric; they couldn't wait to get back to Renison. Though many residents from their time had stayed in touch, they worked hard to reach as many Renison-ites as possible, some of whom they had lost touch with and had not spoken to in decades.

Ultimately, more than 60 people registered to join for a weekend that included tours of campus, a gala dinner, trips through the cafeteria line, and a LOT of laughter. The opening evening on Friday included a special stone garden ceremony where alumni were asked to leave a stone in the Renison garden as a symbol of their connection and impact on the community here. Saturday was packed with activity, culminating in a Wind In dinner and dancing. Sunday brunch ended the on-campus activities at Renison, but was followed by a golf tournament for the golfers in the group.

What began as handshakes and refrains of "It's so nice to see you!" during Friday's reception evolved into laughter, tears, and embraces during the Sunday morning brunch. It's a testament to the community created at Renison, and the friendships that followed; 50 years later, it's as if no time has passed.

*Below: Photos taken throughout the weekend, including a group shot of Wind-In (bottom left), and the organizing committee (bottom right).*



# Approaching Strategic Planning with an EDI Lens

Renison's current five-year strategic plan runs out in 2024. The 2019 – 2024 Strategic Plan effectively guided Renison through a series of goals that we established as a college community back in 2018. Much has changed in the world since we brought our community together to plot our goals for the future.

For the most part, notwithstanding a global pandemic, Renison maintained the goals and objectives that were established in our 2018 planning process. This is the sign of a successful Strategic Plan. Even in the face of a global pandemic, our objectives and goals do not change, though we may need to rethink how we go about achieving them. Because our goals and objectives are aligned with our mission and vision, external factors will not divert us from our path.

Renison has long been committed to the tenets of equity, diversity and inclusion. Our original Founders established as the College's motto the Latin phrase, *Sed Coelum Solum: One Sky Over All*. This phrase has evolved over the years to encompass all that we do. Renison believes deeply in contributing to a world in which social justice, diversity and equity are not aspirations, but realities. Our programs reflect this view. We believe that barriers exist where ignorance and misunderstanding prevail. We aim to collapse those barriers through programs that improve our understanding of diverse languages and cultures, social and economic environments, and questions related to gender, spirituality and a shared sense of belonging.

In the five years since our last Strategic Plan was developed, there has been a significant movement to promote greater inclusion in the workplace and to commit to creating working and learning environments in which every individual can feel safe, empowered and valued. Renison lives these values, and we cannot afford to take them for granted.

In order to ensure that we apply an Equity, Diversity and Inclusion lens to our strategic planning process with intention, we have engaged Turner Consulting Group to help lead us through this important planning exercise. Turner Consulting Group has an impressive resume in assisting organizations such as ours in its goals to develop, maintain and support a healthy and diverse working, teaching and learning environment. We look forward to reporting our progress as we embark on our new strategic planning activities.

*Right: Students show off their bracelets after participating in the Renison stone ceremony.*



# Investing in Renison's Future

Renison offers almost 40 privately funded student bursaries. Developed over many years, these awards were typically funded through donations from individuals, groups and Foundations. Many of these are "named" awards, created in the memory of a former student, faculty member, staff or resident. In such cases, friends and family typically raise funds to establish an endowment that will assist students who are facing financial barriers to education and, at the same time, honour the memory of a loved one.

There are two primary methods of growing the Principal of these Funds: 1) through ongoing donations; and 2) Realized Investment Income Earned through interest.

Historically, Renison's endowments have been managed as part of the overall University of Waterloo endowment portfolio. In so doing, Renison has benefitted from the strength and size of the UW portfolio; however, this practice also resulted in Renison's inability to reinvest Investment Income back into the Principal. Understandably, due to the relative size of Renison's portfolio, our many endowments were viewed by UW as a single endowment. All investment Income was used towards student bursaries, which is great, but this practice greatly restricted the natural and expected growth of these investments. Without growing the principal, over time the awards lose relative value as everything else (tuition, books, rent, food) continues to get more expensive. The benefits do not outweigh the disadvantages.

Two years ago, Renison began the difficult work of choosing a financial management company to oversee our endowment portfolio. A formal RFP process led to a handful of finalists; The MacNaughton Lynch Group, part of RBC's Wealth Management division ultimately won the competition. This change has already resulted in the value of our Endowment portfolio growing by almost \$200,000. This new strategy will serve to support not only our current students, but our next generation of students.

Thank you to everyone who has helped support our students' success.



**RENISON**  
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# Donors

To each of our many donors, thank you for your generous support of  
Renison University College.

At Renison University College, faculty and students are helping to change the world!  
Supporters like you help to ensure that Renison continues its strong presence as a place  
of education and social change within our community, nationally, and internationally.

---

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Amir Al-Azraki  
All Saints' Anglican Church  
Deb Allerton  
Michele Anderson  
Roxanne Andrews  
Anglican Church Women  
Anglican Foundation of Canada  
Edward Appleyard  
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Jennifer Ashworth  
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Eila Zylak

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# *Thank you!*

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