



# ANNUAL REPORT

August 1, 2020 – July 31, 2021

ANNUAL GENERAL MEETING

*resilience: strength in joining together*

Thursday, November 18, 2021 @ 7:30 pm | online



A SMALL SCHOOL FOR A **BIG WORLD**



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## ROCKWAY MENNONITE COLLEGIATE – MEMBERSHIP INFORMATION

Members of Rockway Mennonite Collegiate form the governing body that makes decisions for the school. All are welcome to attend the Annual General Meeting (AGM) and participate. All members are eligible to vote on issues that arise at the AGM. Members exercise the rights and responsibilities of Membership to support and advance the mission and objectives of Rockway Mennonite Collegiate as a servant of the Mennonite Church.

There are two categories of members of Rockway Mennonite Collegiate: Church Members and Individual Members.

Mennonite Church Eastern Canada (MCEC), our supporting conference, is a permanent Church Member. Any MCEC, Mennonite Brethren, or Be in Christ (formerly Brethren in Christ) congregation may apply to become a member. Each Church Member must appoint a proxy to represent them at the AGM and to vote on their behalf.

All parents of current MCEC students, all employees, and all members of the Board of Directors are automatically Individual Members of Rockway Mennonite Collegiate and are eligible to vote at the AGM.

In addition, the following individuals are also eligible to apply for membership:

- Any member of an MCEC, Mennonite Brethren, or Be in Christ congregation.
- Any parent of a current student.
- Any Alumnus or Alumna of Rockway Mennonite Collegiate.
- Any person who has made a receiptable donation to the school in the previous 12 months.

All membership applications must be submitted for approval by the Board of Directors prior to the AGM. All individual members must apply each year to renew their membership. Visit [www.rockway.ca](http://www.rockway.ca) for the membership application and additional information.

# AGENDA Thursday, November 18, 2021

1. **Welcome**..... Betty Pries, *Chair*
2. **Opening Prayer** ..... Mark Diller Harder
3. **Housekeeping**
  - a) Sign-in Procedures..... Betty Pries
  - b) Voting Procedures, Zoom Polling ..... Betty Pries, Bryan Berg '00, *Faculty*
  - c) Approval of Draft Agenda for November 18, 2021 ..... **Decision**
  - d) Approval of Draft AGM Minutes from Tuesday, November 24, 2020 ..... **Decision**
4. **Business Report**
  - a) Finance Committee Report ..... Tim Hedrick, *Treasurer*  
Karen Martin Schiedel, *Director of Finance and Human Resources*
    - i. Presentation of Fiscal Year (FY) 2020-2021 Audit Report..... **Decision**
    - ii. Appointment of Auditors FY 2021-2022 ..... **Decision**
    - iii. Presentation of Final Budget FY 2021-2022..... Information
  - b) Board Member Nominations..... Betty Pries **Decision**
  - c) Introduction of Incoming Principal, Elaine Ranney ..... Betty Pries
    - i. Words from Elaine Ranney
5. **Life at Rockway**
  - a) Board of Directors' Report..... Betty Pries
  - b) Principal's Report ..... Ann L. Schultz '84, *Principal*
  - c) Recognition of Retiring Principal, Ann L. Schultz ..... Betty Pries
  - d) Celebrating our Students ..... Sara Wahl
  - e) Parent Voice ..... Stacey VanderMeer, *Director of Admissions and Recruitment*  
Ann L. Schultz
  - f) Questions/Comments ..... All
6. **Presenting the 2021-2025 Strategic Plan**..... Betty Pries and Administrative Team  
(Brent Charette, Karen Martin Schiedel, John Moyer, Ann L. Schultz, Stacey VanderMeer)
7. **Closing Prayer**..... Betty Pries
8. **Adjournment**..... Betty Pries

## WELCOME!

Rockway Mennonite Collegiate was founded in 1945 with an inaugural class of thirty-five students. Today, it is home to over 275 students, Grades 7-12, who make up a diverse student body and who are the heart of our Rockway community.

### **Mission**

As a Christian educational community within the Anabaptist Mennonite tradition, Rockway Mennonite Collegiate integrates sound academic learning with growth in character and faith, together with a passion for peacemaking and service to God and all creation.

### **Vision**

From a Christian Mennonite faith perspective, and in partnership with families and congregations, we are committed to walking with students to help form and transform their learning, character and faith. Our desire is that students and graduates will build wonder through inquiry based learning, build respect through growth in faith and character, and build bridges as they practice becoming **responsible, globally-minded, compassionate and reflective** learners. We refer to these as the four pillars:

#### ▪ **RESPONSIBLE**

*Faculty & Staff teach with purpose and passion; students learn to demonstrate academic self-discipline, focus and determination.*

#### ▪ **GLOBALLY-MINDED**

*Faculty & Staff open the world to students, modelling hospitality and love; students learn from the experiences and perspectives of others, alongside seeking opportunities for cross-cultural learning and friendships.*

#### ▪ **COMPASSIONATE**

*Faculty & Staff build safe, nurturing and stimulating classes for learning; students learn to work together and collaborate with others.*

#### ▪ **REFLECTIVE**

*Faculty & Staff model their Christian faith commitment and help students engage and reflect on questions and convictions that matter; students are encouraged to ask questions and seek to align life choices and their faith convictions.*

A SMALL SCHOOL  FOR A **BIG WORLD**

## 1. Welcome

Betty Pries, Chair of the Board of Directors, opened the meeting by welcoming and thanking all those in attendance.

## 2. Opening Prayer

Betty Pries led the meeting in a brief opening prayer followed by a moment of silence and a land acknowledgment. While we cannot undo the past, we are committed to a different future and to doing our part to contribute to an equitable, just and grace-filled society.

## 3. Housekeeping

### a. Sign-in Procedures

For purposes of recording the sign-in for the Virtual meeting, it was requested that the name under each attendee's picture be the name they should be recorded as. It was pointed out that the AGM will be recorded for the purpose of minute taking. Attendees were also informed that the AGM booklet was available via a link in the chat section on Zoom.

### b. Voting Procedures, Zoom Polling

A successful test run was done of the Zoom Polling for purposes of voting on motions.

### c. Approval of Draft AGM Agenda for November 18, 2020

Those present at the meeting were invited to review the agenda, as printed in the AGM booklet, for the meeting. Motion: To accept the agenda for this evening as printed.

**Moved by Kevin Bradshaw, seconded by Donna Bender. Carried.**

### d. Approval of Draft AGM Minutes from Wednesday, November 20, 2019

Those present at the meeting were invited to review the Draft Minutes of the 2019 AGM, as printed in the AGM booklet for the meeting. Motion: To approve the Minutes of the 2019 AGM.

**Moved by Liz Klassen, seconded by Dave and Susan Seyler. Carried.**

## 4. Business Report

### a. Business & Finance Committee Report

John Klassen, Treasurer, thanked all for attending and gave introductory comments regarding this extraordinary year. He outlined that Rockway has faced challenges in the past, but nothing like the challenge of the COVID-19 Pandemic. John recognized the work of Administration and faculty and staff in showing the incredible flexibility, creativity and endurance required to deliver the mission of the school. *"It was a remarkable effort to get us to the point we are at today and it continues."*

Karen Martin Schiedel, *Director of Finance and Human Resources*, shared details of the financial statements. Revenue was above budget despite the pandemic. The following points were highlighted:

- Higher enrollment in Domestic and International Students
- *Go Rockway!* surpassing the goal of \$400,000
- A designated donation of \$30,000 specifically to reduce the accumulated operating deficit
- Canada Emergency Wage Subsidy of over \$680,000

Expenses were lower than budgeted. Some program activities were cancelled due to pandemic restrictions, costs relating to recruitment and fundraising were not incurred, and facility and capital costs were below budget due to work that could not be completed. Other costs were higher as we invested in technology and safety equipment and supplies.

We ended the year with an operating surplus of \$1 million for the year. Our guiding principles as we planned for reopening were Safety, Academic Integrity and Community. The Board of Directors set aside \$600,000 for use in the new fiscal year to cover the additional costs related to the pandemic. The remainder of the surplus was used to reduce the existing operating deficit which had accumulated. The final result in the Operating Fund is an accumulated deficit remaining of just under \$200,000, the smallest accumulated deficit in over ten years.

Gratitude was expressed to Mennonite Church Eastern Canada for their grant of \$250,000 for tuition assistance for Mennonite students, specifically those from new Canadian churches. In total, donors provided approximately \$925,000 in support of Rockway in 2019-2020.

The proceedings were turned over to John Klassen for the official approval of the statements:

- i. Motion: To accept the 2019-2020 Audited Financial Statements.  
**Moved by John Klassen, seconded by Grant Gingrich. Carried.**
  - ii. Motion: To appoint BDO Canada LLP as auditors for the 2020-2021 fiscal year.  
**Moved by John Klassen, seconded by Jen Hoffman-Bailey. Carried.**
  - iii. The 2020-2021 budget, approved by the Board of Directors, was presented as information.
- b. **Board Members and Nominations**  
Betty Pries briefly outlined the responsibilities and commitment of Board Members.
- i. Motion: That Liz Klassen to be approved to serve on the Board for a second term of three years.  
**Moved by Mark Diller Harder, seconded by Chanel Cressman. Carried.**
  - ii. Motion: That Craig Bechtel, Duane Heide and Kathy Clemence be invited to serve as members of the Rockway Mennonite Collegiate Board of Directors for one three-year term effective November 24, 2020.  
**Moved by Mark Diller Harder, seconded by Jen Hoffman-Bailey. Carried.**
- c. **Recognition of Retiring Directors**  
There are four members of the Board retiring this year: Linda Ruby, John Klassen, Chanel Cressman and Dave Erb. These members were thanked for their dedication and contribution to the Board and to the school community. Their voices were appreciated around the table and they will be missed.

## 5. Life at Rockway

### a. Board of Directors' Report

Betty Pries summarized her report and highlighted important accomplishments and successes over the past year:

- The school is being led by an effective leader.
- Admin Team pulled together a new COVID-focused Strategic Plan.
- Finance, Advancement and Recruitment Directors have reached many key financial and student number goals.
- Teaching faculty and classroom support staff played a critical role – caring for our children, supporting them, challenging them and helping them to thrive.

Betty ended by thanking everyone who was at the AGM and the people in our larger Rockway community. *"We could not be who we are without this larger supportive community. To all of you – your work is noticed and your work is appreciated and on behalf of the Board of Directors I want to thank each one of you very much."*

### b. Principal's Report

Ann L. Schultz continues to feel honoured to lead Rockway and hopes that her report gives everyone a good feeling for what happened during the 2019-2020 school year. She celebrated that Rockway persevered through the challenges of the pandemic and noted the incredible support, resilience and dedication of Rockway faculty, staff, Board, parents, students and supporters. Ann reminded us that 2019-2020 marked the beginning of Rockway's 75<sup>th</sup> year and she was grateful for the celebration that took place on February 9<sup>th</sup>, allowing for connecting, celebrating and creating community.

Ann extended words of gratitude for: Laurie Yantzi, the Admin Team (Christine Rier, David Lobe, Karen Martin Schiedel, Mark Modolo, Bill Grobe), teachers, Facility Department, Communications, Finance, International Student Support, Attendance, Student Services, the Resource Team, Food Service, cleaning and maintenance, Betty Pries and the Rockway Board of Directors, MCEC (for their generous gift to support tuition assistance), students, families, Alumni, volunteers, community partners and supporters. She concluded her report by showing a video that gave an inside view of some of her COVID highlights to date, reminding us that *"goodness and gratitude fills this place everyday."*

– continued

c. **Keeping Rockway Safe during COVID-19**

David Lobe explained that one of the unique aspects of Rockway is the feeling that you get when you enter the building and he noted the difficulty in sharing this experience with prospective students and parents once the pandemic hit. With the help of Alumni Chris Steingart '99, a video was created that highlighted school activities and safety procedures that were put in place during the pandemic to keep Rockway students, faculty and staff safe.

d. **Parent Voice**

At the end of June, Rockway sent out its Eighth Annual Parent Survey. Parents appreciate the opportunity to provide insights on what is going well and ways that we might continue to push the school forward. There were 107 responses to the survey request which is in line with the prior year's response rates. A few highlights:

- Parents expressed the happiness that their children feel about coming to school each day and praise for the way Rockway adapted to COVID.
- Gratitude was expressed in many areas of Rockway's operations.
- Ann assured everyone that she is working with departments that parents named as areas of concern.
- Parents were asked "What should Rockway consider doing?" The feedback included ideas such as: starting a co-op program, adding more business courses, adding more applied courses, diversifying the international student recruitment and adding more diversity to repertoire choices in the Music program. Ann commented that all of these suggestions are being looked at.

Overall, the survey reflected that Rockway offers students a great academic experience. Comments were very affirming for the academic experience and the teachers who care about students and have a desire to see each child succeed.

e. **Lead Us Onward – Thank you**

Christine Rier outlined the journey started four years ago – a plan to *Lead Rockway Onward*. The plan included strategic commitments and a very ambitious \$3 Million fundraising campaign initiated with a leading pledge from the Schlegel Family. She took the opportunity to publicly thank Ron and Barb for their vision and unwavering commitment to Rockway. She also thanked the Board (for their bold leadership), volunteers, families, faculty, staff and "every person who has shared their time, talent, guidance, prayers and treasure to lead Rockway onward this past year."

f. **Questions/Comments**

There were no questions or comments from the members. Betty Pries thanked all members for attending and participating in this important evening.

6. **Closing Prayer**

Mark Diller Harder led a closing prayer.

7. **Adjournment**

Motion: To adjourn the meeting

**Moved by David Lobe, seconded by Kevin Bradshaw. Carried.**

*Recorded and respectfully submitted by Kevin Bradshaw, Board Secretary, on behalf of the Board.*



The Finance Committee had a full year working together to provide oversight and guidance to the finances of Rockway.

We are extremely grateful that, even with the continued challenges of a global pandemic, the finances of Rockway have remained healthy. We celebrate that enrollment remained steady and families met their tuition commitments. We are grateful for the generosity of supporters that continued despite Rockway not being able to have traditional events. We also benefitted from significant support from the Canada Emergency Wage Subsidy related to COVID-19.

We entered the 2020-2021 fiscal year with a budget dependent on money set aside from the prior years' surplus to help fund what otherwise was budgeted to be a deficit year. We are thrilled that thanks to very strong revenue and better than anticipated expense levels, we were instead able to cover all operating expenses, including those related to COVID-19 adaptations, with revenues within the year, to end the year with a surplus. This healthy position allows us to move into the 2021-2022 school year focused not only on current challenges, but also looking forward and making strategic investments in the future of Rockway.

As we look ahead to the 2021-2022 fiscal year, while we're thrilled to have eliminated our accumulated deficit and generated a surplus last year, we still are not able to cover the costs of operating in a modified pandemic context. We are budgeting for a deficit in the current year. However, this shortfall is fully funded by money set aside from last year's surplus.

The Finance Committee is pleased that, in addition to navigating immediate COVID-19 challenges, we were also able to progress on other financial oversight priorities:

- We reimagined the newly re-named Sustainability Fund (previously the Estate Fund), as more than just a rainy-day reserve fund, but also a fund to support future innovations that we have yet to dream of. This bigger vision for the long-term deserved a bigger, broader name that captures Rockway's vision for a vibrant future.
- We provided guidance on financial specifics integrated into the new 2021-2025 Strategic Plan developed by the Board of Directors and Administrative Team.
- We continued work to ensure that finances are not a barrier for families to attend Rockway. We are committed to furthering our tuition assistance policies and practices to provide consistent funding and focus where the needs most exist, while also setting tuition rates that will, over time, cover the actual cost of a Rockway education.

The Finance Committee thanks the Rockway faculty and staff for the tremendous work done in nurturing our students and delivering an excellent educational experience under unprecedented challenges. We are deeply appreciative that financial constraints have not added additional anxiety when planning for COVID-19 adaptations. We remain committed to careful stewardship of the school's financial resources as we plan for a vibrant and sustainable future.

*Respectfully submitted by Tim Hedrick, Treasurer, on behalf of the Finance Committee.*

# FINANCIAL SUMMARY

	Budget 2020-21	Actual 2020-21	Budget 2021-22	
<b>Operating Fund</b>				
<b>1 Revenue</b>				
4	Net Tuition	4,194,950	<b>4,433,034</b>	4,463,435
5	Fees, Sales, Investment Income	88,000	<b>305,614</b>	108,500
6	International Student Fees		<b>655,233</b>	474,000
7	Annual Fund	415,000	<b>220,115</b>	400,000
8	Deficit Reduction	200,000	<b>150,000</b>	50,000
9	MCEC Grant	70,215	<b>70,215</b>	70,215
10	Other Revenue	24,000	<b>35,695</b>	29,000
11	<b>Total Revenue</b>	4,992,165	<b>5,869,906</b>	5,595,150
<b>12 Expenses</b>				
13	Salaries and Benefits	4,278,421	<b>4,205,361</b>	4,416,219
14	Program	191,324	<b>128,121</b>	295,770
15	International Student Program		<b>553,114</b>	514,416
16	Administrative	427,778	<b>364,124</b>	412,383
17	Facility	355,777	<b>286,845</b>	394,359
18	Capital	154,649	<b>139,297</b>	171,922
19	Student Council (net)	0	<b>0</b>	0
20	<b>Total Expenses</b>	5,407,949	<b>5,676,862</b>	6,205,068
21	<b>Excess/(def.) revenue over expenses</b>	(415,784)	<b>193,044</b>	(609,918)
22	Canada Emergency Wage Subsidy	13,321	<b>626,925</b>	0
23	<b>Surplus/(Deficit)-before transfers</b>	(402,463)	<b>819,969</b>	(609,918)
<b>24 Fund Transfers</b>				
25	Transfer (to)/from Sustainability Fund	0	<b>(400,000)</b>	0
26	Transfer (to)/from Facilities Fund	78,426	<b>54,673</b>	60,000
27	Transfer (to)/from Scholarship Fund	0	<b>(300,000)</b>	0
28	<b>Total Fund Transfers</b>	78,426	<b>(645,327)</b>	60,000
29	<b>Surplus/(Deficit)-after transfers</b>	(324,037)	<b>174,642</b>	(549,918)
<b>Operating Fund Balance</b>				
30	Opening Balance	402,677	<b>402,677</b>	577,319
31	Surplus/(Deficit)	(324,037)	<b>174,642</b>	(549,918)
32	Restricted for future use	(75,000)	<b>(550,000)</b>	0
33	<b>Ending Operating Fund Balance</b>	3,640	<b>27,319</b>	27,401

# FINANCIAL SUMMARY

	Budget 2020-21	Actual 2020-21	Budget 2021-22
<b>Scholarship Fund</b>			
34 Opening Balance	792,163	<b>792,163</b>	1,069,467
35 Investment Earnings	24,200	<b>88,092</b>	25,100
36 Fundraising Revenue	88,000	<b>73,920</b>	103,000
37 Fundraising Revenue - Endowments	0	<b>45,627</b>	0
38 Scholarships/Tuition Assistance	(234,550)	<b>(230,336)</b>	(271,700)
39 Surplus/(deficit)	(122,350)	<b>(22,697)</b>	(143,600)
40 Interfund Transfers	0	<b>300,000</b>	0
41 Restricted for future use or endowed	(578,474)	<b>(683,991)</b>	(597,678)
42 Scholarship Fund Balance	91,339	<b>385,475</b>	328,189
<b>Sustainability Fund</b>			
43 Opening Balance	702,750	<b>702,750</b>	1,202,399
44 Investment Earnings	17,000	<b>99,816</b>	17,000
45 Fundraising Revenue	50,000	<b>0</b>	0
46 Expenses	0	<b>(167)</b>	0
47 Surplus/(deficit)	67,000	<b>99,649</b>	17,000
48 Interfund Transfers	0	<b>400,000</b>	0
49 Sustainability Fund Balance	769,750	<b>1,202,399</b>	1,219,399
<b>Facilities Fund</b>			
50 Opening Balance	514,287	<b>514,287</b>	653,177
51 Investment Earnings	2,000	<b>4,070</b>	0
52 Fundraising Revenue	200,000	<b>202,593</b>	107,000
53 Expenses	(114,801)	<b>(13,097)</b>	(100,000)
54 Surplus/(deficit)	87,199	<b>193,566</b>	7,000
55 Interfund Transfers	(78,426)	<b>(54,673)</b>	(60,000)
56 Facilities Fund Balance	523,060	<b>653,180</b>	600,177
<b>Total - All Funds</b>			
57 Opening Balance	2,411,877	<b>2,411,877</b>	3,502,362
58 Surplus/(deficit)	(370,614)	<b>1,090,487</b>	(729,518)
59 Interfund Transfers	0	<b>0</b>	0
60 Total Fund Balance	2,041,263	<b>3,502,364</b>	2,772,844
<b>Total Fundraising</b>			
61 Annual Fund	415,000	<b>220,115</b>	400,000
62 Deficit Reduction	200,000	<b>150,000</b>	50,000
63 Scholarship Fund	88,000	<b>119,547</b>	103,000
64 Sustainability Fund	50,000	<b>0</b>	0
65 Facilities Fund	200,000	<b>202,593</b>	107,000
66 Total Fundraising	953,000	<b>692,255</b>	660,000

Respectfully submitted by Karen Martin Schiedel, Director of Finance and Human Resources,  
on behalf of the Finance Committee.

# INVESTMENT COMMITTEE REPORT

The Investment Committee continues to focus on ensuring Rockway's financial assets are invested to the maximum benefit of the school within acceptable risk parameters. Investments directly under management by Rockway include approximately \$1,200,000 in the Sustainability Fund and \$800,000 in the Scholarship Fund, invested through the RaeLipskie Partnership. Operating bank accounts and short-term investments are held by Kindred Credit Union. (Abundance Canada owns and manages certain funds from which Rockway, as the sole beneficiary, receives an annual earnings distribution). Total investment income for the year was over \$300,000, recognizing that a significant portion of earnings consisted of unrealized capital gains (\$170,000).

Rockway benefitted from strong investment returns during the 2020-2021 fiscal year as financial markets returned to pre-pandemic levels. The long-term mandate of the funds and the overall investment plan methodology have not changed during the pandemic. The Board seeks to balance the reality of short-term volatility with long-term investment return goals. The Investment Committee provides careful review and oversight of the investment process.

Some specific activities of the Investment Committee this year included:

- Quarterly meetings to review the status and fund performance of Rockway's investment portfolio relative to the performance of appropriate benchmarks.
- Monitoring all investment accounts including stewardship and performance of the various funds.
- Annual review of specific Investment Plans, to ensure prudent investment strategies with an appropriate risk profile and equity exposure.
- Periodic review of new investment opportunities that align with Rockway's investment priorities including non-financial considerations such as Environmental, Social and Governance factors.



Grade 7 students working outside on a beautiful fall day! The picnic tables were retro-fitted to allow for six feet of safe outdoor learning.

*Respectfully submitted by Tim Hedrick, Treasurer, on behalf of the Investment Committee.*

# BOARD OF DIRECTORS

## DIRECTORS

- o BECHTEL, Craig '08 (1 - '23)
- ^ BRADSHAW, Kevin (1 - '22)
- o CLEMENCE, Kathy '88 (1 - '23)
- \* DILLER HARDER, Mark (3 - '22)
- \* HEDRICK, Tim (2 - '22)
- o HEIDE, Duane '89 (1 - '23)
- \* KLASSEN, Elizabeth '75 (2 - '23)
- ^ LOBERTO, Monica (1 - '21)
- o PRIES, Betty (2 - '21)
- o YANTZI, Andrew '05 (1 - '22)
- # SCHULTZ, Ann L. '84, Principal

## ADMINISTRATIVE TEAM

- GROBE, William – Vice-Principal (*ending summer 2021*)
- LOBE, David '96 – Director of Admissions & Recruitment
- MARTIN SCHIEDEL, Karen – Director of Finance & Human Resources
- MOYER, John – Interim Vice-Principal (*beginning summer 2021*)
- RIER, Christine – Director of Advancement
- SCHULTZ, Ann L. '84 – Principal

## FACULTY REPRESENTATIVE

- # WIDEMAN, Sheri

# COMMITTEES

## BOARD COMMITTEES

### EXECUTIVE

- o PRIES, Betty, Chair
- \* DILLER HARDER, Mark, Vice Chair
- \* HEDRICK, Tim, Treasurer
- ^ BRADSHAW, Kevin, Secretary
- # SCHULTZ, Ann L. '84, Principal

### FINANCE

- \* HEDRICK, Tim, Chair
- ^ LOBERTO, Monica
- # MARTIN SCHIEDEL, Karen, Staff Rep.
- # SCHULTZ, Ann L. '84, Principal
- # SCOTT, Jo '05, Faculty Rep.
- o YANTZI, Andrew '05

### NOMINATING

- \* KLASSEN, Elizabeth '75, Chair
- \* DILLER HARDER, Mark
- o HEIDE, Duane '89
- # SCHULTZ, Ann L. '84, Principal

## OTHER COMMITTEES

### COMPENSATION

- o CLEMENCE, Kathy '88
- \* HEDRICK, Tim
- # MARTIN SCHIEDEL, Karen, Staff Rep.
- # SCHULTZ, Ann L. '84, Principal

### INVESTMENT

- o HEDRICK, Tim, Chair
- + EBY, Ben '05 (2 - '22)
- ^ LOBERTO, Monica
- # MARTIN SCHIEDEL, Karen, Staff Rep.

## FUNDRAISING ADVISORY

- RIER, Christine, Staff Rep., Chair
- + CRESSMAN, Chanel
- + JEFFREY, Kathryn
- ^ LOBERTO, Monica
- McMURTRY, Andrew, Staff Rep.
- # SCHULTZ, Ann L. '84, Principal
- HOFFMAN-BAILEY, Jen, Staff Rep.



## KEY

- o Rockway Mennonite Collegiate Elected Mennonite Member
- ^ Rockway Mennonite Collegiate Elected Non-Mennonite Member
- \* Mennonite Church Eastern Canada Representative Member
- # Rockway Mennonite Collegiate Ex-Officio Non-Voting Member
- Completing another Board Member's Term
- + Advisor/Consultant

1 1<sup>st</sup> Term      2 2<sup>nd</sup> Term      3 3<sup>rd</sup> Term



# NOMINATIONS

## BACKGROUND:

The following 2 Board members terms are up or open for renewal:

- **Monica Loberto** has completed one three-year term on the Board and is very willing to renew for another term. We thank Monica for her dedication and hard work on the Board.
- **Betty Pries** has completed her second three-year term. More recently Betty has been filling the role of Chair. With the significant change that the school is undergoing due to the change in Principals, the Board has asked Betty to stay on for another term. We are grateful for her willingness to consider this request.

## RECOMMENDATIONS:

1. That **Monica Loberto** be approved to serve on the Board of Directors for a second three-year term commencing November 18, 2021.
2. That **Betty Pries** be invited to serve as a member of the Board of Directors for a third three-year term commencing November 18, 2021

We are grateful for all the current Board members. Additionally, we welcome names of those who are interested in being Board members or suggestions of those we should shoulder tap. Please pass these names on to Elizabeth Klassen, ([maklassene@gmail.com](mailto:maklassene@gmail.com)).



Can you find them? Monica and Betty both have a child with acting talent! Here they are pictured in a throw-back photo from the 2019 production of "A Midsummer Night's Dream".

*Respectfully submitted by Elizabeth Klassen '75, on behalf of the Nominations Committee.*

I am writing this Board Report for the 2021 Rockway AGM. It goes without saying that in the history of this school, this past year has been...unusual. Tricky. Challenging. And wildly successful. Under the restraints put on by trying to stay safe during a pandemic, Rockway kept its doors open all day every weekday for Grades 7 – 12, except when we were in lockdown and Rockway was mandated to close. While clubs and sports were not able to take place, Rockway, nonetheless, built a strong community, allowing students to thrive, even amid restrictions. Hats off to Ann, the Admin Team, faculty and staff for working hard to make this past year so successful. I know it was intense and a lot of work. Thank you!

During this past year, the Rockway Board has engaged in three significant initiatives, alongside our regular Board work:

1. In early 2020, the Board worked together with Rockway's Admin Team to development a new Strategic Plan – *LEADing into the Future*, to guide Rockway for the next five years (2021-2025). Parts of the plan are steady in nature – keeping Rockway moving forward on the solid trajectory it has already established for itself. Parts of the plan are ambitious – launching a 10-year campaign for a facility to support Rockway's Academic Program and enhance our Music program. We are thrilled to share this plan with you and to dream with you regarding Rockway's future.
2. Our second initiative has been our search process for a new Rockway Principal. We are thrilled to be welcoming Elaine Ranney as Rockway's new Principal, beginning December 1, 2021. Elaine brings tremendous energy, a compassionate spirit, and depth of experience to the role of Rockway Principal. In my announcement letter, I shared the following about Elaine's key strengths: *a heart for students; clear alignment with and passion for Rockway's Mission, Vision and Values; a collaborative spirit; an excellent communicator; a leader; a joyful person; capacity to engage parents & constituents; an advocate for inclusive education; someone we can trust to be the face of the school, who can mentor other leaders, who leans in to address tough issues as they arise, who is self-reflective and who is always willing to learn*. We are confident that Elaine will be a wonderful gift to the Rockway community. We invite you to join us in welcoming Elaine to our school.
3. Our third initiative involves saying goodbye to our well beloved Principal, Ann L. Schultz. A committee, including Board representatives, has been leading the planning for Ann's farewell. A public farewell event, which will be online, is planned for Sunday, November 28, 2021 at 3 pm. Please join us for this meaningful occasion! As many of you know, Rockway has been a part of Ann's life for a long, long time – from her student days at Rockway, to her many years as a teacher, to her role as Principal. Ann has led Rockway as Principal for the past 9 years. She has been a solid, caring, thoughtful and generous leader, giving her time, her skills, and her heart to help our school and its students to thrive. Ann – we are so grateful for you and for all you have done for our school. Thank you! May your retirement give you time for a good rest, alongside opportunities to explore new endeavours!

As a Board, we are grateful to you, constituents and donors, parents and students, faculty and staff, for all you do to build, support, and cheerlead the Rockway community. Your donations, care, and words of encouragement really do matter. While we are sad to say goodbye to Ann, we are thrilled with the opportunities and plans emerging on the Rockway horizon. We look forward to working with you as we support Rockway together.

With gratitude,



Betty Pries, Chair  
On behalf of the Rockway Board



## SUMMARY OF BOARD ACTIONS August 1, 2020 – July 31, 2021

**Note:** for confidentiality reasons certain actions taken at the In Camera sessions of the Board of Directors are not printed. Editorial adjustments have been made to some actions for clarity.

The Board of Directors took the following actions and/or passed the following resolutions:

### September 29, 2020

1. To approve BDO Canada LLP as auditors for the 2020-2021 fiscal year and recommend to the membership for approval at the AGM.
2. To approve the 2020-2021 budget as presented.

### October 26, 2020

1. To internally restrict \$600,000 in the Operating Fund, as of July 31, 2020, to be used in future year(s) for extraordinary expenditures required as a result of COVID-19 and for other one-time Board-approved projects.
2. To approve inter-fund transfers, as of July 31, 2020: transfer \$315,000 from Operating Fund to Scholarship Fund; and transfer \$52,670 from Facilities Fund to Operating Fund.
3. To approve the 2019-2020 audited financial statements and recommend to the Membership for approval.
4. To approve the 2020-2021 revised budget.
5. To approve all parents of Mennonite students, all employees, and all Board members as Individual Members.
6. To approve any individuals who have applied for membership.
7. To approve any church members who have applied for membership.

### January 29, 2021

1. To approve the 2021-2022 Tuition Rates for International Students.

### March 9, 2021

1. To approve use of monies from the Estate Fund to cover one-time set-up costs related to the implementation of new software systems as needed.

### April 27, 2021

1. No board actions taken at this meeting. Discussion only.

### June 8, 2021

1. To approve the 2021-2024/25 Strategic Plan.
2. To approve the 2021-2022 Preliminary Budget.
3. To approve and adopt the Sustainability Fund policy and changing of the Fund name from Estate Fund to Sustainability Fund.



Tuesday, September 8, 2020 was a day to remember. After five months of isolation due to COVID-19, Rockway faculty, staff and students re-entered the walls and halls of Rockway for the first day of school. It was the start of a year unlike any other school year. Physical distancing, hand sanitizing, masking, screening, cohorting, and “quadmestering” were all a part of the launch of the 2020-2021 school year. And while all of this felt different and strange, there was still so much joy! We were ready to reconnect and ready to build community again!

As part of the first day, my opening address spoke to the chapel theme for the year... **resilience: strength in joining together**. In this address, I acknowledged the losses, challenges and disappointments of the past year and suggested my hope for the year was to move away from a posture of frustration and fear, and move forward together in a position of strength. My hope, I said, was to build a new culture of COVID; one that unified us and was built on resilience. In order to do that, I offered five ways in which we could do this: dwell in acceptance; practise radical vulnerability; build healthy relationships and connections; make change; and finally, find strength beyond ourselves.

And that we did.

Throughout the year, faculty, staff and students took the opportunity to **dwell in acceptance**. Indeed the COVID pandemic was hard, and it was important to name that their fears and anxieties were normal and felt by many. At times, this required bold and courageous conversations with each other and I believe this happened in varying ways both in and outside of the classroom. Acknowledging that COVID had presented challenges for us, was an important first step in building resilience at Rockway.

Dwelling in acceptance required each of us, to practise **radical vulnerability**. Students were encouraged to share with a teacher, their cohort counsellor, a guidance counsellor or someone in Resource, when they felt they were drowning in work or struggling socially. Employees were encouraged to come to Karen or me when they felt they were challenged by their workload and/or struggling with the challenges of doing school in this foreign way of doing school. I believe that sharing our vulnerabilities and naming our personal struggles empowered us, and contributed to making Rockway a more resilient community.

As the year evolved, I believe that resilience was truly built as we **built healthy relationships and made connections**. This was evident on day one as faculty, staff and students connected through intentional group-building activities in their individual cohorts called “Cohort Connections”. This time of community building continued all year, every Thursday, allowing students to get to know one another in ways that built connections with each other.

Student Council did a wonderful job in building community through theme days, the annual Food Drive, Christmas festivities, St. Patrick’s Day and other celebrations. Even the faculty/staff Christmas Party on Zoom allowed for some fun and levity, as we played online games and laughed together! Gratitude is extended to Jo Scott, whose creative energy was at the forefront of many of these activities and to Jen Hoffman-Bailey whose event planning wizardry also helped to ensure four “first days” were executed smoothly and effortlessly throughout the quadmesters.

Relationships and connections were built during the noon hour, as many students chose to leave their classrooms and join their peers outside on the ball diamond, in the courtyard, on the track, the soccer field, or on the front steps. Cell phones were mostly left inside as students preferred to play a sport, walk or simply talk. How refreshing it was to see these in-person connections take place and also see friendships form that may not have typically developed, because of these unique opportunities!

– continued

## PRINCIPAL'S REPORT

Finally, building relationships took place through the creative efforts of Rockway's Advancement Department. Christine Rier, Andrew McMurtry and Jen Hoffman-Bailey, alongside Rockway's Food Services. Together, they executed three very successful community curbside pick-up events: *Spaghetti Supper To Go!* (replacing Rockway's annual Spaghetti Supper), *Christmas Cheer Cookies To Go!*, and *A Taste of Spring to Go!*. In all three of these events, current families, Alumni and supporters of Rockway were eager to connect through the curbside pick-up of something Rockway does so well: making food and eating food!

The Rockway community built resilience by **making change**. Through the thoughtful mentorship and leadership of Renée Petit-Pas in her new role as Curriculum Advisor, faculty were quick to pivot and adapt to a whole new way of teaching as we moved to a quadmester schedule in Grades 9-12 and a blocked timetable in Grades 7 and 8. While at times the journey was hard and exhausting, I believe a lot of learning took place for both the students and the faculty! Another successful Ministry of Education Inspection took place virtually in April 2021, and Rockway received another strong endorsement of its program, suggesting that the Rockway Team had adapted and continued to offer a strong academic program!

Rockway staff and Administration were forced to make changes as they adapted to new ways of doing their roles in the areas of: Finance, Facilities, Communications, Student Records, IT, Attendance, Billing, Enrollment, Fundraising, Food Services, Maintenance and Custodial. Doing school in the 2020-2021 school year was different in every way and while we named at times that we were "COVID fatigued" and "COVID cranky," in the end, I believe Rockway demonstrated resilience!

As a community, we found **strength beyond ourselves**. As a diverse community, for those of us who were Christians, we acknowledged that Jesus was an important focus in our work and relationships. For those from other faith traditions, their beliefs, too, were supported and acknowledged. And, as a Mennonite school, the 2020-2021 school year provided us opportunities to focus on the essentials of Anabaptism: the life and teachings of Jesus, community and peace were all emphasized. While there were some difficult times for many of us, I witnessed faculty, staff and students building resilience by finding strength beyond themselves.

I want to offer gratitude and acknowledge the various others ways I saw Rockway join together and build resilience throughout the 2020-2021 school year. Under the mindful and determined leadership of Karen Martin Schiedel, we ended the year with our finances strong and with another significant surplus, in large part due to mindful spending and planning, as well as receiving ongoing monies from the government through the Canadian Employment Wage Subsidy. Through the leadership of Christine Rier and her strong relationships with donors, Rockway erased the accumulated deficit, something that has loomed over us for many years. Under the persistence and determination of David Lobe, enrollment remained steady throughout the year and allowed for a strong start for the 2021-2022 school year. Rockway's Academic Plan for the 2020-2021 school year, developed by a collaborative and creative team made up of Mark Modolo, William Grobe and myself in the summer of 2020, proved to be highly successful, and allowed Rockway faculty and students to launch into the school year with ease and confidence.

To Rockway faculty and staff – ***I thank you***. I thank you for the patience and resilience you showed throughout the COVID context. For those of you who worked in the classroom, and for those of you who worked in the area of Facilities, Communications, Program, International student support, Attendance, Textbooks, Student Records, IT, Student Services, Resource, Food Services, Custodial and Maintenance, you were instrumental in launching a strong start to the 2020-2021 and 2021-2022 school years. It requires resilience. It requires joining together. It requires a village. I am grateful for all of these things!

These good news stories of resilience are all a result of Rockway's desire and commitment of *LEADing into the Future*, the name of Rockway's newly formed Strategic Plan, created by Rockway's Board of Directors and Admin Team. This important document will guide our work and keep us accountable to you, our community, over the next number of years.

I thank you, Rockway families, volunteers, faculty, staff, donors and Mennonite Church Eastern Canada, for your generosity and for giving tirelessly of your time and talents. I treasure your commitment to advance Rockway's mission. We are grateful for your strong level of support as it represents a broad commitment to our school – the core identity of which is rooted in the educational mission of the Mennonite Church.

In January of 2021, I announced my intent to leave my position of Principal of Rockway Mennonite Collegiate effective December 31, 2021. In my letter, I named that I wanted to leave this role when things were going well, rather than to overstay. Rockway's financial plan is healthy, enrollment continues to grow, the donor and Alumni bases are increasing, academic and extra-curricular activities are thriving, faculty and staff are committed to Rockway's mission, vision and values, parents and students are engaged, and Rockway's Board of Directors is strong and dedicated. And while there has been much change, specifically over the last number of months, I believe Rockway is in good hands! The new appointment of Elaine Ranney, highly skilled and experienced in educational administration and HR, will allow Rockway to continue to thrive and advance. I believe the future blooms with possibility and I wish Elaine goodness and grace, as she embarks on her journey as Rockway's next Principal!

I thank you, the entire Rockway community, for giving me the opportunity to serve. Coming to Rockway to teach Music, French and Religious Studies in the fall of 1991 was one of the best decisions I have ever made! And when Rockway's Search Committee entrusted me to serve as Rockway's Principal in January of 2013, I was very excited to "lead change," a mandate I was entrusted to fulfill at the time of my appointment. Thank you for all the ways in which you have embraced my leadership – it has been a gift to serve a school I love so deeply as I taught, inspired students to sing, and advanced the mission, vision and values of Rockway!

I look forward to seeing and reading about what the next chapter of Rockway's story will be.

*"Be strong and courageous, for the Lord your God is with you wherever you go."* (Joshua 1:9)

I value your thoughts and prayers as I enter retirement, and see what may find me!



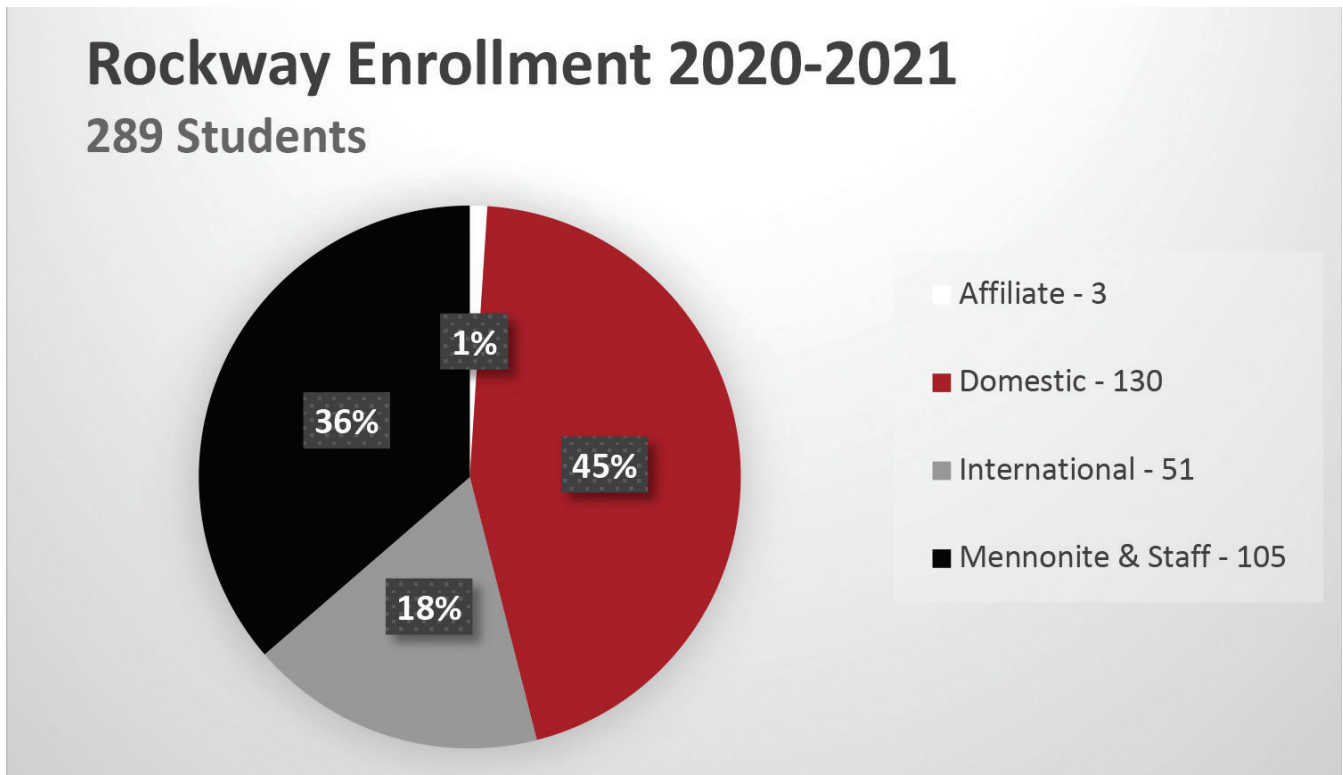
Ann in her early years as Principal, sitting with some (then) new Grade 7s, who are now in Grade 11.

Ann L. Schultz '84  
Principal

## DIRECTOR OF ADMISSIONS & RECRUITMENT (DOMESTIC) REPORT

The 2020-2021 school year was a year of flexibility and creative problem solving for schools, and Rockway was no exception. As a parent of a Rockway student last year, I was thankful for how well Rockway managed and navigated the challenges of COVID-19 while still providing a top-notch educational experience. Reflecting now, as the new Director of Admissions & Recruitment, I believe this truth was most evident through the increased enrollment throughout the 2020-2021 school year. We ended last year with 289 students, matching enrollment from the previous non-COVID year and 15 students more than the 274 that was budgeted for - this is something to celebrate! I can only speculate that families were looking for a place that aimed to balance the physical wellness of students alongside their social and educational wellness, and Rockway fit that need. Kudos to all of Rockway's faculty and staff for providing this for our students.

Enrollment for the 2020-2021 school year was 289 students, with the following demographic breakdown:



Recruitment for the 2021-2022 year had to take on a different flavour from years past. Typically, *Discover Rockway* in November would be our big recruitment event of the year. However, due to COVID-19 restrictions, hosting this event in person was not possible. As well, restrictions prohibited prospective students from participating in our Shadow Day program, where we offer potential students the opportunity to be paired with a current student and experience a day in the life of Rockway. In the past, these experiences were often the "selling point" for a student in their decision-making process. Instead of these events, David Lobe welcomed prospective students and their families into the school to tour the campus after class hours when provincial restrictions allowed. This personal touch had the desired effect as our domestic applications kept pace and even surpassed past application numbers. The reimagined *Discover Rockway*, which took place online in May 2021, had a positive impact on those who attended, resulting in admissions for the 2021-2022 school year, as well as new applications and continuing conversations for 2022-2023 and beyond.



## DIRECTOR OF ADMISSIONS & RECRUITMENT (DOMESTIC) REPORT

Rockway's Tuition Assistance and Scholarship programs continue to be important supports to make a Rockway education accessible for more families. For the 2020-2021 school year we were able to support over 45 families with more than \$225,000 in tuition assistance. *Thank you to our generous donors for continuing to support these initiatives!*

For our International Program, the 2020-2021 school year was one of upheaval and tremendous change. When borders were closed in response to COVID-19, Rockway was forced to be creative and nimble in terms of how we supported both current and new International students. We opened up the Homestay program for students to stay in Canada over the summer which allowed them to continue on with their studies and avoid quarantine measures. Thank you to our Homestay families for providing this important service! In addition to this, we administered online courses for new students so that they could begin their studies at Rockway while waiting to enter Canada. Rockway also worked tirelessly with our local, provincial, and federal governments to advocate for the opening of borders to International students. This was a difficult year for our International Program, but we are positioned well for growth in International student recruitment heading into the fall of 2021. Many thanks go out to Jill Sauer, Laurie Yantzi, Maggie Liang and Ann L. Schultz for their tireless efforts in supporting Rockway's International students in this difficult time.

As the incoming Director of Admissions & Recruitment (Domestic), I wish to acknowledge the work David Lobe accomplished during his time as Director of Admissions & Recruitment. David developed a sustainable program for domestic admissions and recruitment, and I am thankful for the opportunity to continue to build this program moving forward. I also look forward to working alongside David in his new role as International Program Director.



*Respectfully submitted by Stacey VanderMeer, Director of Admissions & Recruitment (Domestic).*

# STUDENT COUNCIL

## Executive

Co-Presidents *Hanneke Isert Bender & Zoe Suderman*  
Secretary *Malina Narayansingh*  
Treasurer *Olivia Hirsch*

## Cabinet Members

*Sharon Chau*  
*Gus Hamel*  
*Annie Metzger-Oke*  
*Jonathan Lam*  
*Suna Lee*  
*Josh Lobe*  
*Simon Umar*  
*Paxton Yoder*

*NOTE: Various student clubs ran from time to time throughout the 2020-2021 school year as COVID health and safety protocols allowed.*





## DIRECTOR OF ADVANCEMENT REPORT (Fundraising & Alumni Relations)



*With strong health and safety protocols in place, Rockway was able to hold our annual Golf Tournament. The 26<sup>th</sup> Annual Golf Classic took place on Wednesday, July 7, 2021 at Willow Valley Golf Course. Forty-two golfers came out raising \$33,433 (net) for tuition assistance. Thank you!*

As a parent of a current student and an Alumna, I am thrilled to be part of the Rockway Team for this interim year. It is a pleasure to work with such a dedicated staff and, besides, they are a lot of fun to work with.

Like many aspects of the Rockway community, Advancement did not hold many in-person events or personal visits – two traditionally important means of keeping our community excited about the school's mission. Our donors have been very generous despite the lack of in-person opportunities, and we closed the year in a good financial position.

One particularly important contribution was an effort to eliminate the accumulated operating deficit. Thanks to many generous donors, this goal was met and then some. One of our goals in our new Strategic Plan – **LEAD**ing into the Future 2021-2025, is to reduce our reliance on donations to meet the Operating Budget, allowing donations to revitalize the school with capital and program enhancements. This year was a big step in that direction. *Thank you!*

To foster community connections despite the challenges of the pandemic, we continued to publish *Reflections*, enhanced our social media channels, and did more individual communications. Community members were welcomed to three curbside pick-up events including *Spaghetti Supper To Go!* (October), *Christmas Cheer Cookies To Go!* (December), and *A Taste of Spring To Go!* (May). Various Alumni connected with Rockway virtually during our Founders' Day Chapel in February and through three online legacy webinars throughout the year. An additional, off-site event was held July 7 at Willow Valley Golf Course. Rockway's 26<sup>th</sup> Annual Golf Classic was a success – we brought together 40 Alumni & Friends and raised over \$30,000 (net). We hope that donors were happy to hear a positive, resilient message from Rockway, which reaffirmed donor confidence in investing in Rockway moving forward especially in a year of unprecedented uncertainty and change. We are looking forward to relaunching in-person #RockwayRenewal events with the supporters who helped make each project a reality, when we are able to do so.

One specific capital need was generously met by Rockway parents. In order to meet the recommended standard for air quality in our classrooms, 14 HEPA air purifiers were required. Because the Rockway community responded so quickly, we were able to purchase all of the needed units enabling us to safely resume in-person classroom teaching September 2021.

*We remain grateful for all of the ways that supporters financially provide for Rockway.*

Plans to develop an Alumni Association had been slated for this year. We continue to see Alumni reconnecting with Rockway via social media and email as they seek e-connections during the pandemic. Our efforts to reach out to Alumni, getting their contact information for our database and ensuring publications and social media reach our growing audience will plant seeds for a future association.

*Respectfully submitted by Brent Charette, Interim Director of Advancement.*











#lifeatRockway



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[www.rockway.ca](http://www.rockway.ca)

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