



ANNUAL REPORT

August 1, 2021 – July 31, 2022

ANNUAL GENERAL MEETING

LOVE does no HARM

Thursday, November 24, 2022 @ 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 for the membership application and additional information.

AGENDA Thursday, November 24, 2022

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 24, 2022 **Decision**
 - d) Approval of Draft AGM Minutes from Thursday, November 18, 2021 **Decision**
4. Business Report
 - a) Finance Committee Report Tim Hedrick, *Treasurer*
Steven Reesor Rempel, *Director of Finance & Human Resources*
 - i. Presentation of Fiscal Year (FY) 2021-2022 Audit Report **Decision**
 - ii. Appointment of Auditors FY 2022-2023 **Decision**
 - iii. Presentation of Final Budget FY 2022-2023..... Information
 - b) Board Member Nominations..... Betty Pries **Decision**
 - c) Recognition of Retiring Board Members Betty Pries
5. Life at Rockway
 - a) Board of Directors' Report..... Betty Pries
 - b) Principal's Report Elaine Ranney, *Principal*
 - c) Celebrating our Students..... Sara Wahl
 - d) Parent Voice..... Stacey VanderMeer, *Director of Admissions & Recruitment*
 - f) Questions/Comments All
6. Drawing the Circle Wide at Rockway Administrative Team
(Chris Ainsworth, Josh Hill, Elaine Ranney, Steven Reesor Rempel, 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 300 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 learn, grow in faith and build character 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

Mark Diller Harder led the meeting in a brief opening prayer followed by a moment of silence.

3. Housekeeping

a. Sign-in Procedures

The procedures were reviewed and it was pointed out that the AGM will be recorded for the purpose of minute taking.

b. Voting Procedures, Zoom Polling

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

c. Approval of Draft AGM Agenda for November 18, 2021

Those present at the meeting were invited to review the Draft Agenda in the AGM booklet

Motion: To accept the agenda for this evening as printed.

Moved by Kevin Bradshaw, seconded by Monica Loberto Motion: Carried

4. Business Report

a. Finance Committee Report

Tim Hedrick, *Treasurer*, and Karen Martin Schiedel, *Director of Finance & Human Resources*, led us through the Finance Committee Report. Tim explained that the Finance Committee, with the Board, bring oversight and guidance to Rockway's finances to ensure the school's long term financial health. Karen Martin Schiedel was called upon to highlight specific details from the financial statements.

Operating Fund

Revenue was above budget. The following elements were highlighted: Additional revenue due to higher enrollment; unexpected funding from the Canada Emergency Wage subsidy and Investment gains provided another strong boost. Expenses were lower than budgeted in all categories. The following elements were highlighted: pandemic-related expenses were lower than budget and some program costs were lowered as some activities had to be cancelled.

In 2020-2021, several significant milestones were achieved. With gratitude for the generosity of several major donors, the Operating Deficit that had accumulated over several years was successfully eliminated.

Rockway's Administration and Board of Directors decided to focus our investments in 4 areas:

- 1) Set aside funds to cover another year of increased staffing and other operational costs related to COVID.
- 2) Set aside funds to assure a successful relaunch of student activities and Rockway experiences.
- 3) Set aside funds to cover future needs of Student Assistance and reduce our need for fundraising in this area.
- 4) Transfer remaining surplus to the Sustainability Fund to provide funding for the new Strategic Plan and to ensure that funds are available for any operating shortfalls, should they occur.

The proceedings were turned back over to Tim Hedrick for the official approval of the statements:

- i. Motion: To accept the 2020-2021 Audited Financial Statements
Moved by Tim Hedrick, seconded by Aaron Balzer Motion: Carried
- ii. Motion: To appoint BDO Canada LLP as auditors for the 2021-2022 fiscal year
Moved by Tim Hedrick, seconded by Jen Hoffman-Bailey Motion: Carried
- iii. The 2021-2022 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 Monica Loberto be approved to serve on the Board for a second three-year term.
Moved by Mark Diller Harder, seconded by David Lobe Motion: Carried
- ii. Motion: That Betty Pries be approved to serve on the Board for a second term of three years.
Moved by Mark Diller Harder, seconded by Tim Hedrick Motion: Carried

c. Introduction of Incoming Principal, Elaine Ranney

Betty Pries introduced Elaine Ranney and outlined her strengths and the confidence that the Board has that Elaine is the right person. The comments that members of the search committee made, after the interview process was complete, included: *A heart for students; Clear alignment with, and passion for, Rockway's Mission, Vision and Values; Collaborative spirit; An excellent communicator; A leader; A joyful person; A capacity to engage students, parents and constituents; Self-reflective and willing to learn.*

Elaine thanked Betty for the lovely introduction and expressed her joy in taking on this role and her gratitude to the Board for trusting her with the leadership of Rockway. Elaine thanked Principal Schultz for her warm welcome and her leadership over her many years. Elaine then gave us a glimpse of her family, church, and professional life.

5. Life at Rockway

a. Board of Directors' Report

Betty Pries summarized her report stating that it has been a good and full year for the Board. She highlighted the three important initiatives the Board engaged in alongside the regular Board work:

1. Working with the Admin Team to develop a new Strategic Plan – **LEAD**ing into the Future for the next 5 years (2021–2025). Part of this ambitious plan includes a 10-year campaign for a facility to support Rockway's Academic Program and enhance the Music program.
2. Planning a Principal search
3. Planning for Ann's farewell

Betty indicated that the Strategic Plan will be discussed in greater detail later in the agenda but wanted to express her gratitude that we were able to jointly develop a plan that will carry Rockway through to 2025.

– continued

b. Principal's Report

Ann expressed her feeling of honour in being able to lead Rockway and that her report would give a deeper understanding of the year, inside and outside the school. Ann shared how everyone was resilient, pivoting between online and in-person learning and the constant changes in COVID protocols. *"We were resilient in everything that we did. Due to the incredible support, grace, patience, dedication and commitment of the faculty, staff, students, parents, board and supporters, we persevered."*

Ann extended words of gratitude for: Laurie Yantzi, the Admin Team (Christine Rier, David Lobe, Karen Martin Schiedel, Bill Grobe, John Moyer, Stacey VanderMeer and Brent Charette), teachers, Facility Department, Communications, Finance, International Student Support, Attendance, Student Services, the Resource Team, Food Services, Cleaning and Maintenance, Betty Pries and the Rockway Board of Directors, MCEC for their generous annual gift and their continued support, students, families, Alumni, volunteers, community partners and supporters. Donors were acknowledged for their support in erasing the accumulated deficit and those who contributed to the many other facets of the Rockway operation. Further details were outlined in the Principal's Report.

Ann expressed her heartfelt and overwhelming sense of gratitude to everyone in the Rockway community at this, her last AGM as Principal, and looks forward to sharing more of her reflections at her farewell. She thanked all for their faith and belief in her and her work over the last 30 years.

c. Recognition of Retiring Principal, Ann L. Schultz '84

Betty Pries thanked Ann for her leadership and provided words of recognition on behalf of the Board and greater Rockway constituency. She outlined that over the last 9 years as Principal, Ann brought strength, stability and vision to the Rockway school community. Ann worked long hours, weathered the storm of COVID and the rigours of managing an independent school with grace, generosity, and a great kindness. Betty asked current and past Board members to share their thoughts about Ann's years of service; the comments were plentiful and stirring. Some of these comments were: integrity; sense of direction; a leader with heart; a leader that many have looked up to and inspired to be like; a vibrant force; and the heart and soul of Rockway. Betty concluded with the thought that Ann will leave a lasting and positive legacy on Rockway and that the gift that Ann has been to Rockway is immeasurable. This was followed by a virtual round of applause.

d. Celebrating our Students

Sara Wahl outlined the various intentional and innovative efforts that were made to foster community and relationships among students, staff and faculty. There were regular cohort connections, and Ms. Scott, Mr. Berg and the Student Council ran regular events both virtually and in person. These included a spectacular Winter Olympics, an all-school Easter Egg Hunt and many spirit days. She then shared a video that was a teaser for an upcoming project. The video was created to get students on board and excited about this project and continue the long-standing tradition and culture of fun loving and togetherness. The video was then shared with the membership.

e. Parent Voice

In June 2021, Rockway parents were invited to participate in the 2020-2021 Parent Survey. This survey gives parents the opportunity to tell us how they and their students felt about the year. There were 117 responses to the survey request which is higher than the past few years. A few highlights:

- Parents expressed there was good communication from the school during the pandemic, especially as things were constantly evolving.

- Parents also expressed appreciation that Rockway seemed to have Plan B and C waiting in the wings, ready to go if needed.
- While there was appreciation expressed for the intentional community-building activities held during COVID, there was also a sense of loss for this important part of Rockway, as cohorts and online classes made connections difficult.

Parents were asked to reflect on where Rockway should invest more resources, as well as places where Rockway may put too much emphasis. Themes of increased community building were evident as well as more engagement in timely issues such as the environment and Indigenous experience. Some parents expressed a desire for more breadth in extracurricular activities and elective courses, and hope that facility upgrades were included in our future. There were a few comments where families felt too much emphasis was invested in activities in which their children had no interest. A variety of suggestions were: offer new initiatives including co-op; more business courses; outdoor education; volunteer opportunities and community partnerships; more non-sport extracurricular activities and environmental initiatives.

f. Questions/Comments

There were no questions or comments from the members.

6. Presenting the 2021-2025 Strategic Plan

Betty Pries shared how the Strategic Plan came to be, its primary foci and what makes the Board excited about this Plan. The process began immediately following the 2020 AGM. In November of 2020, the Board began thinking about bringing this into motion and in December 2020, put out a request for proposals from different organizations. The Board hired a planner from Capacity Canada to support the development of the plan and began the process in earnest in February 2021, starting with a Board retreat, Board interviews, individual meetings with Ann and the Rockway Admin Team and then multiple meetings of the Admin Team with respect to developing the Strategic Plan. In June 2021, the Board unanimously endorsed Rockway's Strategic Plan for 2021 to 2025 giving it a four-year window and it is entitled **LEADIng into the future**.

"There are two things about the plan that you will notice. The first is, the plan moves Rockway forward on its current trajectory, building on the good work of the faculty, admin and staff over last number of years and, in a way, is in line with the last Strategic Plan. The second is, that there are some new creative and ambitious initiatives that will help Rockway launch into a new era of excellence. The new Strategic Plan feels so right. It is rounded and ambitious and builds on what is, while imagining what can be. It celebrates Rockway's strengths and imagines how Rockway can be even more. I am thrilled that we can share this plan."

Ann and the Admin Team walked through the highlights of **LEADIng into the future**. The full document can be viewed at www.rockway.ca/myrockway on the Community bookshelf.

7. Closing Prayer

Betty Pries led a closing prayer.

8. Adjournment

Motion: To adjourn the meeting

Moved by Duane Heide, seconded by Jen Hoffman-Bailey Motion: Carried

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

FINANCE COMMITTEE'S REPORT

The Finance Committee is entrusted to provide oversight and guidance to the finances of Rockway. We are blessed to work with committed and engaged administration, faculty, and staff. In the wake of unprecedented challenges, Rockway remains financially strong and resourced to continue its mission.

Due to financial challenges driven by the global pandemic, we entered the 2021-2022 fiscal year with a budget dependent on money set aside from recent surplus years to help fund what otherwise was budgeted to be a deficit year. Thanks to strong enrollment and better than anticipated expense levels and despite lower fund-raising and investment income, we ended the year with a much smaller deficit than budgeted. However, we also acknowledge that these lower expenses partially resulted from a second year of reduced programming and a modified Rockway experience.

As we look ahead to the 2022-2023 fiscal year, while very fortunate to have weathered COVID challenges to date, we continue to rely on money available from recent surplus years as we rebuild programs and community for students and employees in a post-pandemic context. With continued enrollment increases and the revival of traditional Advancement events, we are hopeful that this will be our final COVID-driven deficit budget year.

We are thankful that the healthy financial position of Rockway continues to allow us to focus not only on current challenges, but also look forward and make strategic investments in the future of Rockway.

The Finance Committee is pleased that, in addition to navigating immediate COVID challenges, we are able to provide ongoing financial oversight to other priorities:

- We continue work to ensure that finances are not a barrier for families to attend Rockway. We are committed to further 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.
- We monitor operating expense growth and ensure prudent use of available funds.
- We work through our investment committee to ensure financial assets are invested appropriately to maximize financial benefit within acceptable risk.
- Along with the entire board, we continue to discern opportunities to pursue through use of Rockway's Sustainability Fund; more than a reserve fund, it is also a fund to support emerging opportunities and future innovations of which we have yet to dream.

At the end of June, we said farewell to Karen Martin Schiedel as our Director of Finance & Human Resources who left after more than a decade at Rockway. Thankfully, we anticipate continued relationship with her in the role of parent for still another decade. We are grateful for the excellent supervision that Karen provided as she stewarded the Rockway finances, especially through recent challenging and unprecedented times. We are thrilled and equally confident in the skillful leadership that Steven Reesor Rempel is already demonstrating as he takes on this role.

The Finance Committee remains committed to careful stewardship of the school's financial resources as we plan for a vibrant and sustainable future.

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

INVESTMENT COMMITTEE'S 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 \$1,300,000 in the Sustainability Fund and \$700,000 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 grant).

The effect of market volatility due to COVID-19 and other external factors had a negative impact on current year returns. However, 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.
- Annual review of specific Investment Plans, to ensure prudent investment strategies with an appropriate risk profile and equity exposure.
- Periodic review of existing investments and emerging opportunities, to ensure alignment with Rockway's priorities, including non-financial considerations such as Environmental, Social and Governance factors.

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



Meet our Special Projects Team, lead by faculty member Sara Wahl (*front, centre*). *Back left*: Micah Beech '22, Willem Hedrick, Josh Lobe '22, Jeffery Sung. *Front left*: Morgen Schmidt, Sara Wahl, Olivia Hirsh '22, Sam Loberto. *Missing*: Oven VanderMeer

Check out their latest video featuring those red umbrellas!

FINANCIAL SUMMARY

| | Budget 2021-22 | Actual 2021-22 | Final Budget 2022-23 |
|-----------------------------------------------|-------------------|-------------------|----------------------------|
| Operating Fund | | | |
| 1 Revenue | | | |
| 2 Gross Tuition | 4,876,350 | | 5,520,000 |
| 3 Less Net Funding Gap (discounts) | (412,915) | | (559,160) |
| 4 Net Tuition | 4,463,435 | 4,467,079 | 4,960,840 |
| 5 Fees, Sales, Investment Income | 108,500 | 77,604 | 151,000 |
| 6 International Student Fees | 474,000 | 482,200 | 316,500 |
| 7 Annual Fund | 400,000 | 199,799 | 300,000 |
| 8 Deficit Reduction | 50,000 | 50,000 | 0 |
| 9 MCEC Grant | 70,215 | 70,215 | 70,215 |
| 10 Other Revenue | 29,000 | 23,183 | 34,500 |
| 11 Total Revenue | 5,595,150 | 5,370,080 | 5,833,055 |
| 12 Expenses | | | |
| 13 Salaries and Benefits | 4,416,219 | 4,271,748 | 4,458,412 |
| 14 Program | 295,770 | 163,404 | 291,255 |
| 15 International Student Program | 514,416 | 449,835 | 382,542 |
| 16 Administrative | 412,383 | 368,116 | 420,350 |
| 17 Facility | 394,359 | 365,440 | 419,100 |
| 18 Capital | 171,922 | 169,972 | 181,225 |
| 19 Student Council (net) | 0 | 0 | 0 |
| 20 Total Expenses | 6,205,068 | 5,788,515 | 6,152,884 |
| 21 Excess/(def.) revenue over expenses | (609,918) | (418,435) | (319,829) |
| 22 Canada Emergency Wage Subsidy | 0 | 18,687 | 0 |
| 23 Surplus/(Deficit)-before transfers | (609,918) | (399,748) | (319,829) |
| 24 Fund Transfers | | | |
| 25 Transfer (to)/from Sustainability Fund | 0 | 0 | 0 |
| 26 Transfer (to)/from Facilities Fund | 60,000 | 71,906 | 82,801 |
| 27 Transfer (to)/from Scholarship Fund | 0 | 0 | 0 |
| 28 Total Fund Transfers | 60,000 | 71,906 | 82,801 |
| 29 Surplus/(Deficit)-after transfers | (549,918) | (327,842) | (237,028) |
| Operating Fund Balance | | | |
| 30 Opening Balance | 577,319 | 577,319 | 249,476 |
| 31 Surplus/(Deficit) | (549,918) | (327,842) | (237,028) |
| 32 Restricted for future use | 0 | 0 | 0 |
| 33 Ending Operating Fund Balance | 27,401 | 249,476 | 12,448 |

FINANCIAL SUMMARY

| | Budget 2021-22 | Actual 2021-22 | Budget 2022-23 |
|-------------------------------------------|-------------------|-------------------|-------------------|
| Scholarship Fund | | | |
| 34 Opening Balance | 1,069,467 | 1,069,467 | 907,367 |
| 35 Investment Earnings | 25,100 | 10,137 | 25,100 |
| 36 Fundraising Revenue | 103,000 | 70,908 | 100,000 |
| 37 Fundraising Revenue - Endowments | 0 | 26,600 | 0 |
| 38 Scholarships/Tuition Assistance | (271,700) | (269,745) | (339,530) |
| 39 Surplus/(deficit) | (143,600) | (162,100) | (214,430) |
| 40 Interfund Transfers | 0 | 0 | 0 |
| 41 Restricted for future use/endowed | (597,678) | (597,678) | (543,678) |
| 42 Scholarship Fund Balance | 328,189 | 309,689 | 149,259 |
| Sustainability Fund | | | |
| 43 Opening Balance | 1,202,399 | 1,202,402 | 1,313,156 |
| 44 Investment Earnings | 17,000 | (56,071) | 17,000 |
| 45 Fundraising Revenue | 0 | 167,016 | 0 |
| 46 Expenses | 0 | (191) | 0 |
| 47 Surplus/(deficit) | 17,000 | 110,754 | 17,000 |
| 48 Interfund Transfers | 0 | 0 | 0 |
| 49 Sustainability Fund Balance | 1,219,399 | 1,313,156 | 1,330,156 |
| 50 Hard Income Profit/(Loss) | (1,229,518) | (911,816) | (834,458) |
| 51 Hard Income Coverage Ratio | 81% | 85% | 87% |
| Facilities Fund | | | |
| 52 Opening Balance | 653,177 | 653,177 | 565,501 |
| 53 Investment Earnings | 0 | 4,863 | 1,000 |
| 54 Fundraising Revenue | 107,000 | 24,114 | 0 |
| 55 Expenses | (100,000) | (44,747) | 0 |
| 56 Surplus/(deficit) | 7,000 | (15,770) | 1,000 |
| 57 Interfund Transfers | (60,000) | (71,906) | (82,801) |
| 58 Restricted for future use/depreciation | (419,482) | (419,482) | (332,311) |
| 59 Facilities Fund Balance | 180,695 | 146,019 | 151,389 |
| Total - All Funds | | | |
| 60 Opening Balance | 3,502,362 | 3,502,365 | 3,035,500 |
| 61 Surplus/(deficit) | (729,518) | (466,864) | (516,259) |
| 62 Total Fund Balance | 2,772,844 | 3,035,500 | 2,519,241 |
| Total Fundraising | | | |
| 63 Annual Fund | 400,000 | 199,799 | 300,000 |
| 64 Deficit Reduction | 50,000 | 50,000 | 0 |
| 65 Scholarship Fund | 103,000 | 97,508 | 100,000 |
| 66 Sustainability Fund | 0 | 167,016 | 0 |
| 67 Facilities Fund | 107,000 | 24,114 | 0 |
| 68 Total Fundraising | 660,000 | 538,437 | 400,000 |

Approved: September 27, 2022

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
(ending December 2021)
- # RANNEY, Elaine, Principal
(beginning January 2022)

ADMINISTRATIVE TEAM

BERG, Bryan '00 – Co-Interim Vice-Principal *(beginning November 2021)*
CHARETTE, Brent – Interim Director of Advancement
PETIT-PAS, Renée – Co-Interim Vice-Principal *(beginning November 2021)*
MARTIN SCHIEDEL, Karen – Director of Finance & Human Resources
MOYER, John – Interim Vice-Principal *(ending November 2021)*
RANNEY, Elaine – Principal *(beginning January 2022)*
SCHULTZ, Ann L. '84 – Principal *(ending December 2021)*
VANDERMEER, Stacey – Director of Admissions & Recruitment – Domestic

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 *(ending December 2021)*
- # RANNEY, Elaine, Principal *(beginning January 2022)*

FINANCE

- * HEDRICK, Tim, Chair
- ^ LOBERTO, Monica
MARTIN SCHIEDEL, Karen, Staff Rep.
- # SCHULTZ, Ann L. '84, Principal *(ending December 2021)*
- # RANNEY, Elaine, Principal *(beginning January 2022)*
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 *(ending December 2021)*

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 1st Term 2 2nd Term 3 3rd Term



The 2021-2022 Board of Directors, missing—Liz Klassen '75

OTHER COMMITTEES

COMPENSATION

- o CLEMENCE, Kathy '88
- * HEDRICK, Tim
MARTIN SCHIEDEL, Karen, Staff Rep.
- # SCHULTZ, Ann L. '84, Principal *(ending December 2021)*
- # RANNEY, Elaine, Principal *(beginning January 2022)*

FUNDRAISING ADVISORY

- CHARETTE, Brent, Interim Staff Rep., Chair
- + CRESSMAN, Chanel
- + JEFFREY, Kathryn
- ^ LOBERTO, Monica
- # SCHULTZ, Ann L. '84, Principal *(ending December 2021)*
- # RANNEY, Elaine, Principal *(beginning January 2022)*

INVESTMENT

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

BACKGROUND:

The following two Board members are open for renewal:

- **Tim Hedrick** has completed two three-year terms on the Board and is willing to renew for another term. We thank Tim for his dedication and hard work on the Board.
- **Kevin Bradshaw** has completed one three-year term and is willing to renew for another term. We are very appreciative of the various strengths that Kevin brings to the Board.

The following two Board members will not be renewing:

- **Andrew Yantzi** has completed one three-year term on the Board and is not renewing for another term. We thank Andrew for his contribution and dedication on the Board.
- **Mark Diller Harder** is completing his third three-year term on the Board. During his time, Mark was Chair of Nominating and more recently Vice-Chair of the Board. We are very grateful for the significant contributions Mark has made over the last nine years.

NEW NOMINATIONS:

Rene Baergen '93

- Rene is the father of four children. His oldest daughter graduated in 2021, and he has two children currently at Rockway (daughter in Grade 11 and son in Grade 8) and a fourth child, a daughter in Grade 3.
- Rene is pastor of First Mennonite Church in Kitchener.
- Rene is a former student and staff member at Rockway, having worked on the Custodial Team following Grade 12.
- Rene is part of the Mennonite Church Eastern Canada (MCEC) K-W Ministerial and the MCEC Multicultural Pastors Ministerial.

RECOMMENDATIONS:

1. That **Tim Hedrick** be approved to serve as a member of the Board of Directors for a third three-year term, commencing November 24, 2022.
2. That **Kevin Bradshaw** be approved to serve as a member of the Board of Directors for a second three-year term, commencing November 24, 2022
3. That **Rene Baergen** be approved to serve as the MCEC appointed member of the Board of Directors for one three-year term, commencing November 24, 2022.

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

Respectfully submitted by Elizabeth Klassen '75, Chair Nominations Committee.

BOARD OF DIRECTORS' REPORT

What a joyful thing it is to write this report to you this year, 2022 – a new beginning after so many years of COVID restrictions. The energy at the school is palpable: clubs are back, teams are competing with fans in the stands, a musical is coming, classes are back to normal sizes and hallways are full of noise during breaks. It is good to be here.

It is especially good to be here because in the world around us, not all is well. In an era of heightened anxiety and polarization, our school seeks to be a beacon of inclusion and hope. Rockway is a welcome reprieve from the divisions around us – not because the school is oblivious to divisions but because it approaches differences with curiosity, grace and a commitment to ongoing dialogue.

There is much to celebrate at Rockway this year! Staff, faculty and admin have welcomed our children, created a buzz in the classroom, maintained and enhanced the building, attended to administrative needs to ensure a smooth transition back to full-on in-person learning, and have supported an overall learning and compassion-centered atmosphere. All of this is central to the school's success. Under Elaine's capable leadership, Rockway has established a new Admin Team, welcomed new faculty and staff, and built an Operational Plan to supplement the Strategic Plan. Thank you to each of you for your part in helping the school to thrive. Thank you to parents, guardians, homestay hosts, donors, and constituents for believing in the school, sending your children, sharing your resources, and cheerleading the school on. Thank you, also, to my fellow Board members for your work in supporting governance oversight for Rockway.

And finally, a big shout-out for our students: your welcome of one another in the hallways and in the classrooms is central to what makes Rockway special! May your years together give you much joy, fond memories, and a solid foundation upon which to launch wherever you may be headed after graduation.

It is when we work together – students, faculty, admin, staff, donors, guardians, homestay hosts, parents, constituents, and Board members – that good things like Rockway happen. Thank you to each of you for playing your part.

With gratitude,

Betty Pries
On behalf of the Rockway Board

Throwback Thursday!

Lots of smiles and full bellies during the 2018 Spaghetti Supper. This was the last time it was held in the Assembly Area.

Back left: Leah Climenhage '21, Ben Packull '21, Sharon Chau '21, Micah Neufeld '21, Liam Lubinski '21

Front left: Simon Umar '21, Macy Peters '21, Liam Enns '21, Steffan Fieguth

Far right: Zoe Suderman '21



SUMMARY OF BOARD ACTIONS August 1, 2021 – July 31, 2022

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

September 27, 2021

- i. To release the internal restriction of \$600,000 in the 2020-2021 Operating Fund opening balance.
- ii. To internally restrict \$550,000 in the Operating Fund for 2021-2022 operations until the end of the 2022 fiscal year at which time the internal restriction is released.
- iii. To transfer \$300,000 to the Scholarship Fund, and to transfer \$400,000 to the Sustainability Fund.
- iv. To approve the 2019-2020 audited financial statements and recommend to the Membership for approval.
- v. To approve the revised 2021-2022 budget.

October 26, 2021

- i. To approve the 2020-2021 audited financial statements and recommend to the Membership for approval at the AGM.
- ii. To approve BDO Canada LLP as auditors for the 2021-2022 fiscal year and recommend to the Membership for approval at the AGM.
- iii. To approve the use of up to a maximum of \$50,000 from the Sustainability Fund money to launch the Religious Studies review and to accelerate the increase in HR capacity.
- iv. To approve all parents of Mennonite students, all employees, and all Board members as individual members.
- v. To approve any individuals who have applied for membership. (two – Bert Lobe, Grant Gingrich)
- vi. To approve the 2019-2020 audited financial statements and recommend to the Membership for approval.

November 17, 2021 – prior to AGM (via Email)

- i. To approve Jane Schultz-Janzen, Glen Woolner, Taylor Martin, and Tom Oliverio as individual members who applied for individual membership in the corporation of Rockway Mennonite Collegiate (after the October 2021 Board Meeting).

December 2, 2021 – (via Email)

- i. To remove Ann L. Schultz, outgoing Principal, from signing authority on all operating bank accounts. Further, to approve that the signing authorities for all operating bank accounts, currently held at Kindred Credit Union, be the Principal (currently Elaine Ranney), Vice-Principal (currently Renée Petit-Pas), Director of Finance & Human Resources (currently Karen Martin Schiedel), and Accountant (currently Dawn Zehr).
- ii. To remove Ann L. Schultz, outgoing Principal, from signing authority on all investment accounts. Further, to approve that the signing authorities for all investment accounts, currently held at National Bank and managed by RaeLipskie Partnership, be the Principal (currently Elaine Ranney), Vice-Principal (currently Renée Petit-Pas), and Director of Finance & Human Resources (currently Karen Martin Schiedel).

December 14, 2021

- i. To approve the proposed tuition rates and discounts for the 2022-2023 school year.

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

PRINCIPAL'S REPORT

I would characterize the 2021-2022 school year as one of significant transitions. Not only did Rockway emerge from COVID restrictions and gradually return to a more traditional Rockway experience, including events, our faculty, staff and students also experienced significant changes in the Administrative Team.

We said our farewells to Ann L. Schultz in December 2021 after 30 years of service at Rockway – 21 years as teacher (15 of those teaching years as Head of Music) and 9 years in Administration. I had big shoes to fill when I assumed the role of Principal in January since Ann was a remarkable leader at Rockway. Ann's strong leadership saw the progression of, and continued commitment to, the original vision of Rockway as a Mennonite school steeped in Anabaptist values. Ann's contributions, both as a Principal and music teacher resulted in the current stable and strong Rockway community where enrollment is growing, our financial plan is healthy, and where donor and alumni bases are increasing. Ann helped cultivate Rockway's committed and talented faculty and staff and supported our Board of Directors in their important work of guiding the strategic direction of the school. I feel indebted to Ann for her support as I transitioned into this role. She made herself available on many occasions to offer advice and suggestions on important issues. Rockway hosted a "With Gratitude" Retirement Celebration to mark Ann's efforts and unwavering commitment in her multiple roles.

Rockway also said goodbye to our esteemed *Director of Finance & Human Resources*, Karen Martin Schiedel. Karen assumed the role for 11 years and worked hard to secure Rockway's financial future. Karen consistently put the needs of students, families, faculty and staff at the centre of her decision making and was an outstanding collaborator and member of the Administrative Team.

We were thankful for Brent Charette's efforts in the role of Interim *Director of Advancement* until June 2022. Despite the challenges of the pandemic, Brent worked to continue our fundraising efforts through Zoom donor visits, annual appeals and organizing Rockway's annual Golf tournament. Brent was filling in for Christine Rier who took a personal leave of absence from her role as *Director of Advancement* at Rockway since September 2021 and subsequently did not return. Christine worked at Rockway for five years and made a significant contribution to the sustainability of the "Rockway experience". We are very thankful for Christine's years of service and dedication to Rockway.

As well, I was fortunate to receive the support of Co-Interim Vice-Principals Bryan Berg and Renée Petit-Pas during my first 8 months at Rockway. They made my transition to Rockway a smooth one. Both worked tirelessly to support students, staff and faculty as we emerged from the pandemic and made a gradual return to the Rockway experience. Bryan and Renée returned to the classroom this past September.

In August, we welcomed three new members to our Administrative Team – Steven Reesor Rempel, *Director of Finance & Human Resources*; Chris Ainsworth, *Director of Advancement* and Josh Hill, *Vice-Principal*. Alongside Stacey VanderMeer, *Director of Admissions & Recruitment*, our new team is off to a strong start. Each brings great capacity, vision and commitment to realizing the mission of Rockway. Rockway is in good hands with this new team.


This year was one where we were continually adapting in response to direction from public health regarding the pandemic. My excitement about starting at Rockway in January was dampened by the need to move online for the first two weeks of school. It certainly made getting to know faculty, staff and students challenging. As the year progressed, however, the Admin Team made many important decisions about which traditional Rockway activities we could return to. We enthusiastically welcomed students to the stage for our production of *Anne of Green Gables*, celebrated the return of athletics and sang our hearts out during our first full in-person chapel and assembly at year's end. These transitions were welcomed with open arms!

Rockway Administration, faculty and staff spent time together in August exploring how our respective roles and collaborative efforts would support our students this school year. As I wrote in the Canadian Mennonite this fall, we were energized by our conversations and articulated a renewed commitment to our Mission to “integrate sound academic learning with growth in character and faith, together with a passion for peacemaking and service to God and all creation.” Inspired by MCEC’s Priority Statements, Rockway has developed Five Priorities that will help to guide our community life: *Racial Justice, Reconciliation with Indigenous Peoples, Climate Justice, Full Inclusion of 2SLGBTQIA+ and positive Mental Health*. We look forward to student-led campaigns, chapels and other events focusing on these priorities.

This September we have experienced a renewed sense of joy in our growing community (over 300 enrolled!). The return of twice-weekly chapels, music ensembles, athletics, clubs and special events has brought new excitement and energy to our hallways.

Our 2022-2023 chapel theme – Compassion: *drawing the circle wide* – enables us to explore our connection with others and develop deeper understandings of, and appreciation for, the experiences of others. We seek to encourage compassion for those in our school, for our wider community and for ourselves. Our chapel theme is intimately tied to our commitment as Mennonites to actively work for peace and restorative justice.

I wish to thank the Board of Directors, faculty, staff, students and the entire community for their support of me since my beginning at Rockway. I have found it to be a very joyful place to lead.



Elaine Ranney
Principal



Earlier this fall, our current Lighthouse Committee presented the 2021-2022 yearbook to Principal Ranney during an all-school assembly. We are grateful that last year's editor, Jessica, (*far right*) returned to present the book alongside them!

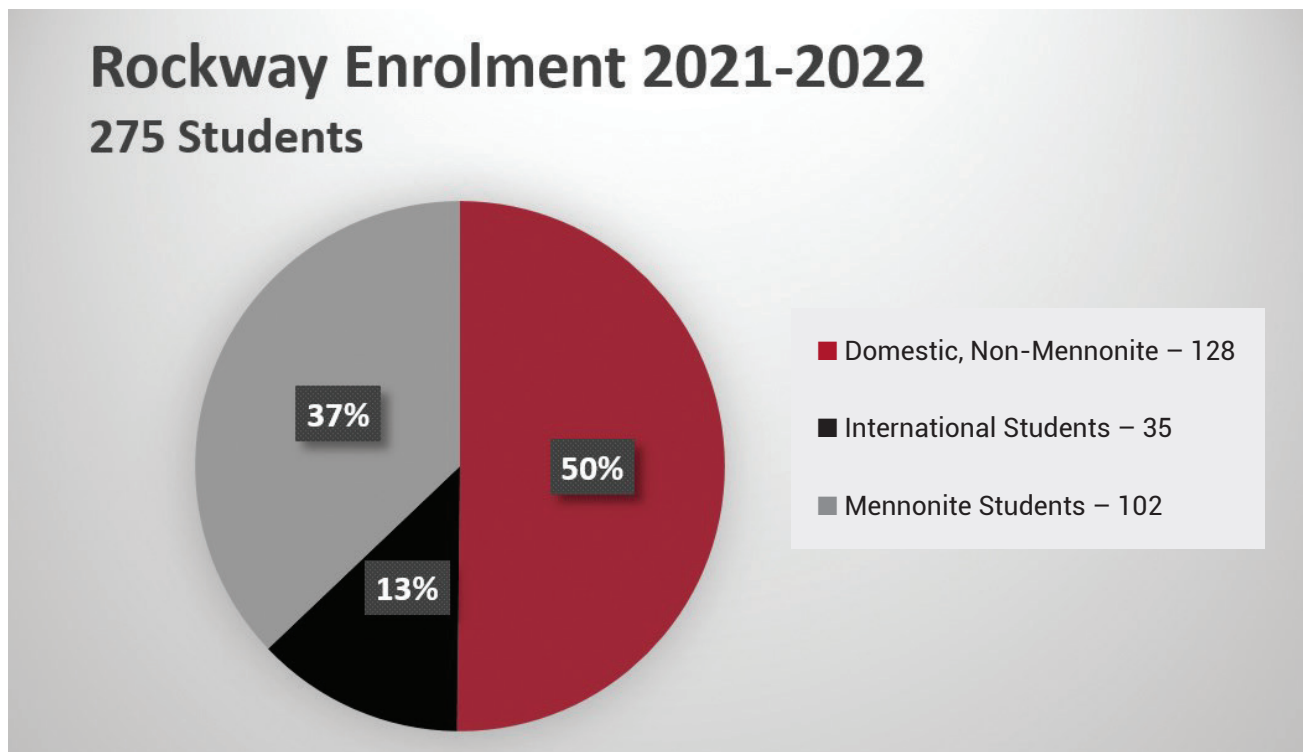
Left to right: Sam Loberto, Sarah Burns, Josh Alonge, Miryam Bender, Elaine Ranney, Jessica Li '22

DIRECTOR OF ADMISSIONS & RECRUITMENT'S REPORT

The 2021-2022 school year was another a difficult year for schools as they had to continue to rise to the challenge of supporting students through another year of COVID restrictions and shifting landscapes. Rockway faculty should be proud of how they managed to navigate the challenges while still providing a top-notch educational experience for the students. Thank you to all of our faculty and staff for providing such care and compassion for our students during this time.

Enrolment fluctuated during the year as we said goodbye to some students and welcomed some new students to our community. While the enrolment numbers were down a bit from previous years, we did meet our target of 275 students.

The breakdown of the enrolment demographics was as follows:



As we were still under some public health restrictions, recruitment for the 2022-2023 school year continued to have a bit of a different flavour from years' past. While we were unable to hold our in-person Discover Rockway in November, we held another successful online Discover Rockway event. Coming together over Zoom allowed prospective families to connect with a current Rockway parent and student, as well as talk to teachers and other prospective families. Attendees were then able to follow up with in-person, individualized family tours, allowing them to see the campus and follow up with additional questions. While this method of recruitment is time-intensive, the return on investment is fairly high and we had 86 Canadian students accepted for admission to Rockway for the 2022-2023 school year.

Rockway's Tuition Assistance and Scholarship programs continue to be important supports to make a Rockway education accessible for more families. During the 2021-2022 school year, we were able to support over 40 families with more than \$250,000 in assistance. Thank you to our generous donors for continuing to support these initiatives.

DIRECTOR OF ADMISSIONS & RECRUITMENT'S REPORT

Another year of COVID restrictions meant another year of not being able to run our international program at its fullest capacity. We had 37 international students in total, with 15 of those graduating in June. Two students continued to study online from Mainland China with Virtual High School and were supported by Jill Sauer through emails and a weekly Zoom call. A third student was not able to get her visa until second semester.

By June, we were incredibly blessed to have an in-person graduation. Jill arranged for it to be recorded by Bryan Berg, then shared the graduation ceremony via Zoom with international families who were not able to travel to Canada due to COVID restrictions. Many thanks to Laurie Yantzi and Deb Baxter Heeney who helped support the international students during these challenging COVID times.

COVID restrictions continued to make travel to Hong Kong or Mainland China unfeasible this past year, meaning Rockway was unable to meet in-person with potential international students. David Lobe and Jill Sauer did, however, continue to make connections with agents in Hong Kong and Mainland China, which resulted in nine successful applicants for the 2022-2023 school year.

David Lobe has stepped away from his role as International Program Director, and we are excited to welcome Jill Sauer to the position of International Student Program Manager. Jill will continue to support the international students while they are here in Canada, and will also be working on international recruitment. David will continue to support the international program as International Recruiter, and he and Jill hope to be able to travel this coming school year, depending on quarantine restrictions.

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



Student Council organized a fun "get-to-know-you" event at the beginning of the 2022-2023 school year. It was so nice to meet each other face-to-face!

DIRECTOR OF ADVANCEMENT'S REPORT (Fundraising & Alumni Relations)

I am honoured to join the Administrative Team as the new Director of Advancement for Rockway Mennonite Collegiate. I have been working at Rockway for just over 3 months and am truly blown away by the level of dedication and commitment from our faculty/staff and by the level of generosity and support from our current families, alumni and donors.

We are extremely grateful for the financial support we received over the past fiscal year with \$538,437 raised: \$199,799 was allocated to our Annual Fund; \$50,000 was allocated to our Deficit Reduction; \$97,508 was allocated to our Scholarship Fund; \$167,016 was allocated to our Estate Fund; \$24,114 was allocated to our Facility Fund.

On Sunday, November 28, 2021, the Rockway community celebrated 30 years of Ann L. Schultz's '84 work and ministry at Rockway. It was a rich, heart-felt, and fun event for everyone who participated. The event was hybrid, allowing close family and friends to attend in-person while hundreds joined live online.

Ann asked that in lieu of a gift on the occasion of her retirement as Rockway's Principal, donations be made to Rockway's Music Program. To this end, we created ***Prelude: A Music Fund in Honour of Ann L. Schultz*** which brought in over \$44,000 in donations from over 130 donors, and, as the name suggests, sets the stage for a larger campaign related to music in the future.

Our **Spring Concert**, held on May 17, 2022, was our first opportunity to ease our remaining safety protocols and gather with people in-person. Two concerts were performed to allow for more audience spacing in Gym A. It was good to hear music in-person again!



The 27th annual **Rockway Golf Classic** was held on June 1, 2022 at the Foxwood Golf & Country Club in Baden. Forty-nine golfers participated with over \$26,000 raised to support our Tuition Assistance Program.



DIRECTOR OF ADVANCEMENT'S REPORT (Fundraising & Alumni Relations)

The start of the school year in September brought a sense of excitement as we started to prepare for a full schedule of in-person events. For the first time in three years, we had the chance to host **Family Breakfast**.

For many students, this was their first opportunity to experience this event which was introduced 10 years ago as a way to show our appreciation for families and all they do to support Rockway students, faculty and staff. Family Breakfast was held on Friday, October 7 with over 270 people in attendance.



Our alumni were eager to attend **Connections Homecoming Night** on Friday, October 28, 2022 with well over 400 in attendance. While the event did not consist of a weekend full of activities and events as it has in the past, it did include our famous Spaghetti Supper served by a group of student volunteers, a raffle containing some exciting prizes and our ever-popular Alumni Sports Challenge which featured alumni teams challenging Rockway's current Senior Girls Basketball and Senior Boys Volleyball teams. The event raised over \$3,000 and all of the proceeds went to support Trips Week. Additional Advancement events will be held in 2023 including: Founders' Day, the 28th Annual Golf Classic and the Ultimate Alumni Picnic.



Our annual Spaghetti Supper student fundraiser brought back many alumni, including (left to right), Ruth Charette '20, Maia Hadden '19, Neveen Antoun (Rockway faculty), Maya Morton Ninomyia '19, Anya Fieguth '19

Connecting with alumni and building relationships will continue to be a focus of the Advancement Department. A request to update contact information resulted in over 300 records being updated within our database. Maintaining up-to-date contact information will continue to be a priority as we move forward which puts us in a much better position to reach our alumni effectively and communicate with them in a manner they prefer. Space will continue to be dedicated to alumni in our newsletter, *Reflections*, emphasizing our desire to hear from them and to stay connected.

Respectfully submitted by Chris Ainsworth, Director of Advancement.

STUDENT COUNCIL MEMBERS

Executive

Co-Presidents *Ellery Ezekiel and Sharon Gil*
Secretary *Mikayla Neufeld*
Treasurer *Avery Mohr*

Cabinet

Lynda Hansen
Naomi Joy
Nga Kiu (Angie) Lee
Josh Lobe
Erin Movold
Nathaniel Unrau-Woelk
Luyao (Teresa) Xiao

NOTE: Various student clubs ran from time to time throughout the 2021-2022 school year as health and safety protocols allowed.





#lifeatRockway



Rockway Mennonite Collegiate
110 Doon Road | Kitchener | ON | N2G 3C8
www.rockway.ca



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