

Luther College, Regina

ANNUAL REPORT

2018-2019



"When schools flourish, all flourishes." Martin Luther

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Message from the President

The President's message for the annual report always presents a problem for me. My task is to cover the highlights of the 2018-2019 academic year while the excellent management staff of Luther College writes about most of the events of the College; Michelle Clark, our Manager of Alumni Relations, Development & Communications, ensures it all gets put together in a pretty format. So here are some highlights; I could have picked a dozen more!

After many months of work by our Board of Regents and particularly its Governing Committee, our new Act of Luther College, Regina Incorporated, received Royal Assent in the Saskatchewan Legislature on December 5, 2018. The reasons for the development of this new Act were covered in the last Annual Report but David Solheim, Chair of the Board of Regents, put it best when he said "we are bringing the Luther Act home". The most significant development under the new Act is that Luther College will now hold its own Annual General meeting every year, rather than having our meeting occur at the same time as the national convention of the Evangelical Lutheran Church in Canada. The new Act is not just a new beginning but an indication that our Board of Regents has come of age realizing its responsibility for best governance practices and the need to keep our legislation and by-laws concerning governance current. We are also very grateful to the Ministry of Education and Ministry of Advanced Education for their part in facilitating this process as well as the political parties of the Saskatchewan legislature for making us feel so welcome and recognizing the need to make this happen. Within a few weeks of Royal Assent, the Board of Regents set about planning the first AGM to be held in October of 2019.

The other major work begun by our Board of Regents in this academic year was the search for a new president. In September of 2018, I officially notified the Board that I would be retiring at the end of June 2020. As much as I love this College and my job, I am also coming to that age where I would like a bit more flexibility in my schedule; I am also convinced that new leadership after ten years will help this College progress even further in many ways. After hearing of my decision, the Board began assembling a search committee, considered what the main attributes of a new President should be and set about hiring a consultant to aid the process. By the end of June, a search committee and consultant were named and an ad prepared for international distribution.

Our High School (LCHS) campus passed another milestone completing its \$13.5M *A Time to Build* campaign in the spring of 2019. Our already leading donors, Merlis Belsher and Gavin Semple, offered matching dollar-for-dollar donations that comprised

the final \$2M of the campaign. Maureen Harrison, our Chief Development Officer, is to be commended for her unflinching determination to complete the campaign and help ensure the stable financial future of our LCHS campus.

The three year strategic plan of the LCHS campus was finished at the end of June 2019 with great strides forward in many key areas. Physical and mental wellness had received great emphasis with new programs now in place. The diversity of the school population had increased with students from many countries and those from Saskatchewan representing a greater breadth of socio-economic strata. Academic and social supports had been put into place for these students who would need that help. A new student information system (MySchoolSask) is in the midst of being implemented and co-curricular and athletic activities had been strengthened in many ways including the addition of an Assistant Athletic Director.

In good governance practice, the Board of Regents, in close consultation with management and staff of the LCHS campus, began work on the next strategic plan which would bridge from my term as president to the new President, giving the new president a year or two with a plan before starting their own plan. In June 2019, the Board determined five strategic directions for the bridging strategic plan including academics, students, human resources, financial viability/risk management and community building. By March, 2020, the College's management, faculty, and staff are to have fleshed out the strategic plan that will support these strategic directions.

On a slightly different timetable, the Board had determined the strategic directions for the University (LCUR) campus earlier and in June, 2019, the LCUR campus management, faculty, and staff presented a strategic plan that, like the LCHS campus, will bridge to the new President. Prominent strategic initiatives of the new plan for 2019-2021 include: renewing the faculty complement which has decreased due to recent retirements; alumni mentorship for our students; certification for our Non-Profit & Volunteer Sector Studies Network and its academic programs; enhancing our Writing Across the Disciplines program; increasing our efforts to respond to the Truth and Reconciliation Calls to Action; increasing our efforts at Indigenization; establishing a pre-professional society for our students; enhancing mental wellness among our students, faculty and staff; development of our multi-faith peer chaplaincy; focusing on human resource needs within the campus; continuing to establish our financial sustainability and managing our risks; prioritizing and accomplishing various renovations to our physical plant and beginning plans for the 50th anniversary of the LCUR campus. The plan got off to a great start with the Board approving the permanent position of Scott J. Wilson as our Writing Across the Disciplines

Coordinator; Scott's work with faculty and students to ensure that students graduating from LCUR courses are good writers is already recognized as a campus standard.

Close relations with the University of Regina continued as Dr. Vianne Timmons, UofR President, renewed her term; Dr. Timmons has been a strong advocate of the federated college system. Other important staff developments at our LCUR campus include the planned return to the professorial ranks of former Dean Dr. Volker Greifenhagen. His good work continues in the training he provided to his successor, Dr. Yvonne Petry, who became the new Dean in July of 2018 and did a great job in her first year.

Our recruiting for the LCUR campus received new energy with a new communications message directed to the Generation Z students whose concern with community, sustainability, and global citizenship speak directly to the continuing emphasis of the LCUR campus over the past twenty plus years. This emphasis was complemented by a renaming of our residence as "The Student Village", a concept that indicates our residence as a place where community, support and all the services of home are there to serve our students. The 'sustainability' message was reinforced by the International Association of Universities when it named Luther College, and the University of Regina, as the institutional lead on United Nations Sustainable Development Goal #12 "Responsible Consumption and Production". Dr. Roger Petry, Associate Professor of Philosophy, was the key person in bringing this honour and responsibility to Luther College and ultimately the University of Regina.

At the Board level, long-serving Regent Bruce McDowell resigned from the Board citing the desire for more flexibility in his schedule, testifying again to the tremendous hours of volunteer work that our Board does for our College. Daryl Nelson has stepped up to fill Bruce's position as Treasurer. New Regents filling vacancies until their election at the October 2019 AGM were Pastor Victoria Mwamasika, Dwight Nelson, and Andrea Wagner. David Solheim, who did an admirable job as Chair of the Board and whose term on the Board expires at the next AGM, stepped down as Board Chair at the end of June, 2019 though he has agreed to continue to serve as the Chair of the President's Search Committee beyond that time.

Our year ended very sadly with the untimely passing of Mark Leupold, much loved teacher of history at the LCHS campus. Mark had served the College for over thirty years, and had retired but had returned to teaching at the LCHS campus in maternity leave positions. He was invigilating the College's final exam of June when he passed from this world. Mr. Leupold will be remembered for his tremendous devotion to his students, love of history and embodiment of "Quality Education in a Christian context". We will miss him greatly.

But the good work of Luther College continues, thanks to the dedication of its staff, faculty, alumni, and friends who support it. I thank them all for their hard work, gifts, and prayers of support.

Blessings to all who read this,

A handwritten signature in cursive script, reading "Bryan Hillis". The signature is written in dark ink and is positioned below the text "Blessings to all who read this,".

President Bryan Hillis, Ph.D.
Luther College, Regina, Saskatchewan

HIGH SCHOOL



HIGH SCHOOL

Information Nights

In the 2018-19 academic year we hosted the following four New Student Information Nights:

Date	Location	# of Families in Attendance
November 2018	White City, SK	4
November 2018	LCHS (Merlis Belsher Heritage Centre)	55
January 2019	LCHS (Merlis Belsher Heritage Centre)	45
March 2019	LCHS (Library)	10

Enrollment

The High School campus enrollment as of June 30, 2019 was 461, which is a 0.875% increase compared to 2017-2018, and breaks out as follows:

2018-19 Academic Year	Grade 9	Grade 10	Grade 11	Grade 12	Dorm
# of Students	132	111	108	110	77

Graduation

Our 2018-2019 graduating class totalled 108 students. The key points of our Graduation Survey, completed in June 2109, were:

Highest Rated Advantages	Highest Rated Disadvantages
University Preparedness	High Workload
Sense of Community	Stress
Quality / Caring of Faculty	Lower Grades
Small Classes	

Faculty/Staff Updates

- **Dr. Melissa Morgan** resigned from her role on Faculty as Pfiefer Memorial Chair of Music to move to the University of Regina and pursue an extraordinary opportunity in choral music. **Cynthia Peyson-Wahl** was hired as Melissa's replacement on an interim basis. A search for a permanent replacement will begin in January 2020.
- **Paulette Hubbs** retired from her position as interim Librarian after five years. We welcomed back **Brittany Smoliak** in August 2019 after a leave of absence.

- **Kaia Anderson** resigned from her role as Director of ESL to be married and move to Hong Kong with her new husband. We are excited to be working with **Greg Smith**, who has played an integral role in our ESL Department since 2016, and was appointed as our new Director effective July 2019.
- **Mark Leupold**, a dear and treasured colleague, passed away on June 21, 2019 while faithfully serving the High School during a maternity leave. Plans to honour his memory and legacy are being considered.
- **Nancy Ostime** and **Brendan Stevens**, both retirees, assisted the English department for the 2018-2019 academic year as we experienced higher enrollment.
- **Erin Woods** and **Andrea Bollinger** returned to Luther after maternity leaves in May and August, respectively.
- **Jessica Pultz** finished her first year equally dividing her time between teaching and in her new role as Student Success Coordinator. This has allowed us to fill a much needed void in support of our growing and diverse number of scholarship students.
- **Hilary Schroeder** began the important work of increasing international mindedness in September 2018. She will continue to examine our practices as we seek to increase the sense of inclusion our international student population experiences.
- **Andrea Barrientos** joined the Admissions department in August 2019 as our International Student Recruitment Coordinator. We anticipate her work will increase our international student enrolment as we expand our recruitment efforts to new marketplaces in both Europe and Asia.
- **Joel Beres** began work on his Masters of Education in September 2018. His studies continue this year.

Initiatives

New Initiatives

MySchoolSask

We have joined with nineteen other divisions in the MySchoolSask pilot, a new provincial student data system. In August 2019, we will begin phasing into MySchoolSask with faculty and staff training thanks to the dedication of Academic Vice-Principal Renee Wilkinson and faculty member Lindsay Brault. Ideally, we will make a full transition by February 2020. OSA will be kept first as a mirror system and then as an historical record system.

Principal Coffee Chats

This past year Principal, Mark Anderson, continued meeting with our faculty to discuss relevant issues affecting our students such as balancing studies with co-curricular life, student workload and honour roll recognition. These informal meetings were attended and received well.

Orange Shirt Day

On September 27, 2018, as part of our commitment to Truth and Reconciliation, we held a memorable Chapel. Special guest Mr. Evan Whitestar, who does consulting work for Mother Teresa Middle School, spoke to our community and then along with some MTMS students who drum (the Buffalo Boys) provided music and dance.

Continuing Initiatives

IB Programme

Based on the main recommendations found in IB's response to our five year review submission, we have developed plans to improve our formalized collaborative planning amongst IB Diploma teachers, increase our in-class time requirements for higher level French and ensure professional development is in place for the remaining faculty who require IB training.

Our efforts to truly educate the whole student and implement the IB CAS (Creativity, Action, Service) Model resulted in a school-wide Service Day and four Wellness Days this past year.

- a. On Thursday, May 2, 2019 the entire school (employees and students) engaged in our third annual service day. Students were free to choose from approximately fifteen different service opportunities, both here on our campus and throughout Regina. Afterwards, students were provided with a dedicated time to formally reflect on their experiences and our community recognized the value of service at two Chapel celebrations towards the end of May. Thanks to Vice-Principal Student Life Shawn Stieb and his committee for championing this worthwhile endeavor.
- b. Our High School employees and students enjoyed the benefits of four Wellness Days. Athletic Director Troy Casper spearheaded this initiative enabling our community to choose from as many as twelve varied activities to participate in for an hour each time. We plan to expand our Wellness Days to six activities for the upcoming school year.



School Messenger

The transition to School Messenger, our new communications platform, is now complete. It has improved the ways we communicate global information, especially to our parents.

OURSchool Survey

In November, Luther participated once again in an OURSchool Survey, a Ministry of Education approved data collection. Results were shared with SLT and the Board. A subsequent survey is planned for October 2019.

LIT and Musical

For another year, over half of the student body and numerous staff (with special thanks to Troy Casper, Melissa Morgan, and Nancy Ostime) gave so generously of their time and did an extraordinary job of organizing and operating our two flagship events: Musical and LIT.

- a. *The Wizard of Oz* ran for five very successful performances with more than 1,500 guests attending.
- b. LIT, thanks to Tournament Director Troy Casper, continued in its grand tradition and commitment to running full female and male eight team draws.



Security

A doorbell entry system was introduced at the Royal Street doors on the High School campus in September 2018. It has added a sense of peace and security for all and on at least a few occasions prevented an undesirable guest from entering. Digital enhancements to the system are planned for 2019-2020.

High School Chaplaincy

Pastor David Peterson has now completed five years of service as LCHS Chaplain. He continues to serve on the Senior Leadership Team, attends Board meetings, and is sponsor teacher for the Gay Straight Alliance and Peer Support. Pastor Peterson also helps with the musical.

For the past year he has taught Ethics 30 and for the first time Ethics 20. He also substituted for an extended time for Mrs. Nelson's Ethics 9 class. These experiences enabled him to see a wider view of the ethics curriculum.

Over the past year we have had a variety of chapel guests including alumni Andrea Ludwig, Austin Josephson and Craig Wilson. Dovetailing with Founders' Day we had Dr. Don King as our chapel speaker. We had four students do chapel – most memorably Shakthi Kumar who gave a presentation on providing needed clothing to the poor and homeless. We had a few teacher-led chapels including Leesha Nikkanen and Mark Becker.

From outside of the community we had Mr. Scott Thomas who was a father of one of the boys lost in the Humboldt Broncos tragedy the previous year. His chapel was very moving and he spoke on forgiveness. This was the finest chapel I have seen to date. As we continued to emphasize wellness, we had three talks by our counselors Bryan Belous and Colleen Wilkinson which were strategically placed at high stress times in the school year. We also had our Peer Support initiative to bring in two therapy dogs which were very well received by our students – and received a pet blessing from the chaplain. Peer Support also had a workshop on the Myers-Briggs Personality Typing and on suicide prevention (SafeTalk) in November during midterms which was attended by about a dozen students.

This year there were several chapels given over to service day planning and its subsequent two celebration chapels as well as seasonal liturgical chapels for Thanksgiving, Advent, Easter etc. Pastor Peterson was able to meet a number of clergy from different traditions during the Service Day Houses of Worship tour and will continue to extend invitations for them to speak in chapel.

The Chapel Committee continued to assist Pastor Peterson in vetting of student chapels and in creating better standards for students investigating sharing in chapel. They will be meeting to develop more themes for the coming year as well as discuss possibilities and troubleshoot problems in chapel.

Alumni Relations, Development & Communications

The Alumni Relations, Development & Communications Office at the High School supports and promotes the mission and vision of Luther College through engaging and creating meaningful relationships with constituents – alumni, parents, grandparents, board members, staff, faculty and donors – and by securing financial support for the College.

Highlights from this year include:

Fundraising

- Successful completion of the *A Time To Build* Capital Campaign – a historic campaign with over 700 donors that raised over \$13.5 million dollars. The capital campaign allowed for the building of new facilities – the Semple Gymnasium, Student Commons and fine arts wing – and the renovation of our legacy gym – now the Merlis Belsher Heritage Centre.
- Fundraising totals for the year were \$1,203,818.28 donated to LCHS from alumni, churches, current parents, faculty & staff, foundations, past parents, friends and the Board of Regents.
- New scholarships were established: Central Evangelical Lutheran Church Bursary and the Vic & Candice Husak-Grotsky Family Tuition Bursary.
- An SRC fundraiser was held for the first time, raising \$7,225 from parents.

Parent Engagement

- A parent fundraiser – “Totally Throwback Dance” raised \$29,000 and engaged our parent community as organizers and attendees.
- New parent engagement tools were developed including a printed Parent Handbook and a tuition brochure.
- Results of the annual parent survey showed 83% of parents indicated they were satisfied or very satisfied with LCHS.

Alumni Relations

- Mac Hird, Class of 2007, spoke to our students in our annual alumni chapel address about the path to success. Mac is an assistant to MP Ralph Goodale.
- Alumni networking events continue to be a main source of connecting alumni to the school and to each other. This year’s events included Homecoming, gatherings in Ottawa, Toronto, Calgary, and Saskatoon, an alumni hockey game

in Regina, a Christmas party for young alumni in Regina, the LIT alumni game, and alumni dinners in Hong Kong and Korea.



Communications

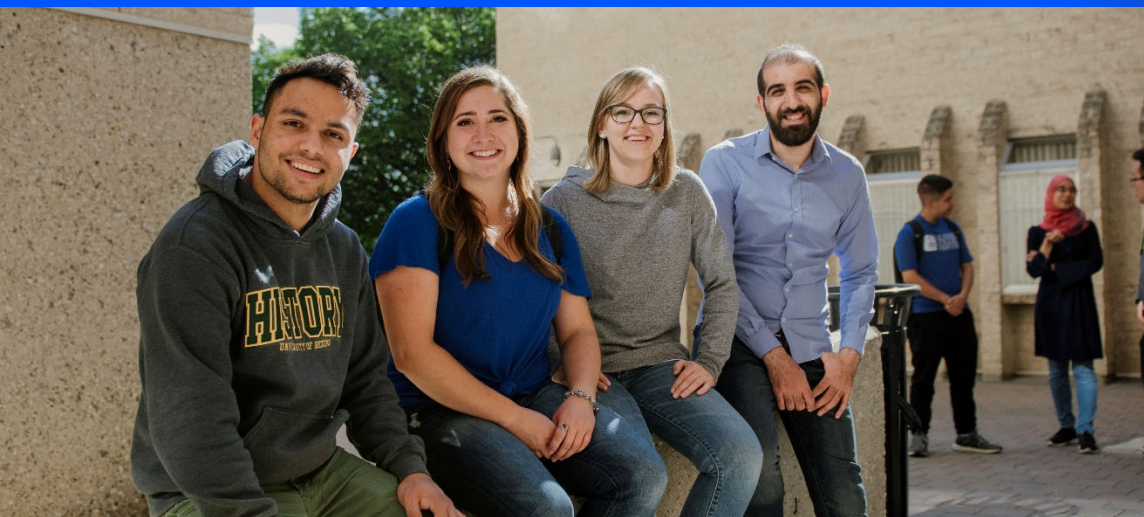
- Implemented SchoolMessenger – a tool for parent communication that allows the school to send email, text and voice calls.
- Discontinued the lit.ca website and incorporated it into www.luthercollege.edu.
- Two issues of Luther College's alumni magazine, *The Luther Story*, were distributed by mail and email to an average of 7,671 alumni, faculty, staff, parents, and friends of the College. The Fall 2018 issue featured alumni profiles, LCHS Homecoming 2018, Thank You to Dr. Hampton and Dr. Greifenhagen, welcome to new faculty and staff, LCUR kitchen facelift, LCHS donor report, new LCHS & LCUR scholarships, Board of Regents thank you, and on campus and class notes.



The Spring 2019 issue featured alumni profiles, 2018 Founders' Day Dinner and Luther College Distinguished Service Award recipients – Dr. Don King and Dr. Art Krentz, LCUR faculty & staff serving the community, donor profile on Bob (HSU'56) & Violet (Krell) (HS'54, HSU'55) Jacob, and on campus and class notes.



UNIVERSITY



UNIVERSITY CAMPUS

Luther Lecture 2018

On October 1, 2018, Rev. Dr. Mitri Raheb, a Palestinian Pastor, Founder and President of Dar al-Kalima University College of Arts and Culture in Bethlehem, and co-recipient of the 2015 Olof Palme Prize, delivered the 42nd Luther Lecture entitled “Faith in the Face of Empire: A Palestinian Christian Perspective” to a packed auditorium. Dr. Raheb spoke of how the Dar al-Kalima University College of Arts and Culture, which he founded, and his innovative artistic education in film, art, and drama has made it possible for young people to investigate their Palestinian identity, to nurture beauty, and to invest in a culture of life as tools for a creative resistance against suffocating confinement and towards nation-building in a Palestine still striving for recognition as a legitimate state.



Enrollment

2018-19 Academic Year	Spring / Summer 2018	Fall 2018	Winter 2019
# of Students	224	656	612
% Increase/ Decrease from 2017-2018	7.8%	1.8%	0.02%

Residence

2018-19 Occupancy Rate	Spring / Summer 2018	Fall 2018	Winter 2019
# of Students	26	90	82
% Increase/ Decrease from 2017-2018	13.04%	15.0%	11.17%

Honour Roll & Awards

Honour Roll Students:

2018-19 Honour Roll Students	Spring / Summer 2018	Fall 2018	Winter 2019
# of Students	2	64	80

Luther Award Recipients:

116 students were the recipients of over \$110,000 worth of the Luther Awards in 2018.



Convocation

2018-19 Luther Graduates	Fall 2018	Spring 2019
# of Students	12	71

Convocation Award Recipients:

Spring 2019

Luther Medal of Distinction: Andie Chernoff

S.E. Steward Award in Art: Christine Bueno

University Prize in Science: Andie Chernoff

Association of Professional Engineers & Geoscientists of Saskatchewan Gold Medal: Jamie Schmidt

W.A Riddell Award in Media, Art, and Performance: Jasmine Tsui

Faculty/Staff Updates

New Staff/Appointments:

- **Dr. Yvonne Petry** became Academic Dean on July 1, 2018, taking over for Franz Volker Greifenhagen who completed his six-year term as Dean on June 30, 2018;
- **Dr. Dorothy Lane** became Assistant Dean on July 1, 2018;
- **Dr. Nicole Hansmeier**, a computational biology, was hired as a Professor of Biology in July 2018. Her research focuses on systems biology approaches to investigate human health and diseases;
- **Colleen Strauch** was hired as the Manager of Recruitment in July 2018;
- **Daboo Alalibo** was hired as Office Administrative Clerk in the Financial & Residence Services Office in August 2018;

- **Amy Dakue (U'12)** was hired as the Recruitment & Retention Specialist in August 2018;
- **Dr. Mary Hampton** retired after twenty-six years of service as Professor of Psychology in September 2018;
- **Paul Simard-Smith** was hired as interim Philosophy in September 2018 for eight months while Dr. Roger Petry, Professor of Biology, was on leave;
- **Angela Thorson** was hired as the Financial Analyst in October 2018;
- **Scott J. Wilson** was appointed a converted from a term instructor position to a tenure-track instructor position on January 1, 2019;
- **Kathy Blais (U'99)** was hired as the Academic Services Specialist (term) on June 24, 2019;
- **Myra Cole** retired from her position after twenty-three years of service as Manager of Financial Services in May 2019; **Cindy Gurel** was hired as her replacement in June 2019.

Teaching Hours:

Luther College instructors taught 134 courses in 19 disciplines to 4,528 students. Credit hours taught in each term were:

Spring/Summer 2018	1,220 credit hours
Fall 2018	6,945 credit hours
Winter 2019	6,408 credit hours

Celebrating Faculty Successes

Awards & Recognition:

- Francesco Freddolini was awarded an \$8,000 grant from the Centre of Continuing Education for the development of a Distance and Distributed Learning course in Art History.
- Francesco Freddolini received funding (with Luther student Savannah Kosteniuk) for an FGSR Undergraduate Research Fellowship. The Fellowship will enable the student to collaborate on my SSHRC research project "Regal Alterities: Imagining Exotic Rulers and Ambassadors in Early Modern Europe."
- Scott J. Wilson's short story "You Belong in A Zoo" was a semifinalist in Carve Magazine's 2018 Raymond Carver Short Story Contest.
- Dorothy Lane successfully completed a 120-hour TEFL course offered through OISE/University of Toronto with specializations in Teaching Business English and Learner-Centred Classrooms.

- F. Volker Greifenhagen was appointed to the editorial board of the journal *Religious Studies and Theology* (September 2018).
- Noel Chevalier's *Harry Potter* class was featured on the March 16, 219 episode of Global News Regina's *Focus Saskatchewan* show.
- Noel Chevalier was interviewed for an episode on the History Channel TV series *The Curse of Oak Island*, a reality show about an ongoing treasure hunt on Nova Scotia's Oak Island. "The Pirates of Oak Island," *The Curse of Oak Island, Drilling Down*, narr. Matty Blake, History Channel, March 2019.
- Francesco Freddolini was awarded a visiting fellowship at the University of Pisa, Italy, May 20-July 31, 2019, for his research project "Regal Alterities: Imagining Exotic Rulers and Ambassadors in Early Modern Europe."

Publications

Articles, Essays and Book Chapters:

- Francesco Freddolini, "Storie di Marmi e di Famiglie: I Ritratti di Giulio e Francesco Maria Spinola," [Stories of Marble and Families: The Portraits of Giulio and Francesco Maria Spinola], in *I monumenti di Giulio e Francesco Maria Spinola*, ed. Farida Simonetti and Gianluca Zanelli (Genoa: Sagep, 2018), 163-181.
- Yvonne Harrison, "Optimizing the Potential of Information and Communications Technology (ICT) in Nonprofit and Voluntary Organizations," Chapter 12 in *Management of Nonprofit and Charitable Organizations in Canada*, ed. K. Seel, Fourth Edition, Toronto: LexisNexis, 2018. 469-526.
- Dorothy Lane, "Critical Introduction" in *The Critical Exploration in Canadian Literature* (2016).
- Roger Petry, "Shepherding Sustainable Development: Possible Lessons on Leadership from Judaism and the Early Christian Church," in *Sustainability and the Humanities: Linking Social Values, Theology, and Spirituality Towards Sustainability*, eds. Walter Leal Filho and Adriana Consorte McCrea. Cham, Switzerland: Springer International Publishing, 2018. 561-574. doi 10.1007/978-3-319-95336-6.
- Barbara Reul, "Fürstliche Trauermusiken am Anhalt-Zerbster Hof vor und während der Amtszeit von Johann Friedrich Fasch," in *Fasch und die Konfessionen*, eds. Barbara M. Reul and Konstanze Musketa on behalf of the City of Zerbst/Anhalt and the International Fasch Society, 317-350. Beeskow: Ortus, 2017.
- Roger Petry *et al*, "Community Knowledge Mobilization for Sustainable Development in Saskatchewan," in *Academia and Communities: Engaging for Change*, eds. Zinaida Fadeeva, Laima Galkute, and Kiran B. Chhokar. Tokyo: United Nations University Institute for the Advanced Study of Sustainability, 2018. 19-44.

- Mary Hampton *et al*, "A Web of Disheartenment with Hope on the Horizon: Intimate Partner Violence in Rural and Northern Communities," *Journal of Interpersonal Violence* (July 2018), 1-26.
- Nicole Hansmeier, "A versatile remote control system for functional expression of bacterial virulence genes based on the tetA promoter" *International Journal of Medical Microbiology*, November 16, 2018.
- Nicole Hansmeier, "Impact of ROS-induced damage of TCA cycle enzymes on metabolism and virulence of *Salmonella enterica* serovar Typhimurium," *Frontiers in Microbiology* 10 (April 2019), Article 762.

Book Reviews:

- Dorothy Lane, "Espirit de Corps," [a review of three novels], *Canadian Literature* 234 (Autumn 2017), 145-146.
- Dorothy Lane, [review of *Know Thyself and Change the World': The Western Pilgrimage Narrative in South Asia*] in *International Journal of Religious Tourism and Pilgrimage*, Volume 7.2: 76-84.
- Barbara Reul, [review of *Beyond Bach: Music and Everyday Life in the Eighteenth Century* by Andrew Talle (Urbana, Chicago, Springfield: University of Illinois Press, 2017)] in *Bach Riemenschneider Journal* 48/2, 49/1 (2018): 164-169.
- Dorothy Lane, "Little Water," [review of three books] in *Canadian Literature* 236 (2018), 118-150.
- Barbara Reul, [review of *Land ohne Herr – Fürst ohne Hof? Friedrich August von Anhalt-Zerbst und sein Fürstentum* [Land without a Ruler - Prince without a Court? Friedrich August of Anhalt-Zerbst and his Principality], *Quellen und Forschungen zur Geschichte Sachsen-Anhalts* 15 (Halle/Saale: Mitteldeutscher Verlag, 2018), by Paul Beckus], *Mitteilungen des Vereins für Anhaltische Landeskunde* 27 (2018): 262-266.
- F. Volker Greifenhagen, [review of *The Qur'an and the Bible: Text and Commentary* by Gabriel Sayid Reynold (2018)] in *Reading Religion*, September 17, 2018.
<http://readingreligion.org/books/quran-bible>
- F. Volker Greifenhagen, [review of Sandra Y. McGuire, with Stephanie McGuire, *Teach Yourself How to Learn: Strategies you can use to ace any course at any level* (2018)] in *Reflective Teaching*, October 1, 2018.
<https://www.wabashcenter.wabash.edu/resources/book-reviews/>
- F. Volker Greifenhagen, [review of *Interreligious Pedagogy: Reflections and Applications in Honor of Judith A. Berling*, eds. Jung Eun, Sophia Park, & Emily S, Wu (New York: Springer Verlag, 2018)] in *Reflective Teaching*, January 17, 2019,
<https://www.wabashcenter.wabash.edu/resources/book-reviews/>

Editorial Work and other Scholarly Activity:

- F. Volker Greifenhagen and Peter Vethanayagomony, eds., *Global Lutheranism: Vitality and Challenges*. Minneapolis: Lutheran University Press, 2018.
- Barbara Reul and Konstanze Musketa, eds., *Fasch und die Konfessionen*. Vol. 14 of *Fasch-Studien*, Beeskow: Ortus, 2017, 432 pages.
- Barbara Reul ed. *Faschiana* 22 (October 2018): 1-12.
- Brenda Anderson provided a manuscript review and book cover promotional summary for *A Women's History of the Christian Church: Two Thousand Years of Female Leadership* by Elizabeth Muir. University of Toronto Press, 2019.

Conferences & Conference Presentations

- Roger Petry co-presented on a four-person panel entitled "Regional Centres of Expertise on Education for Sustainable Development: Partnership between campus and community" chaired by the United Nations University.
- Paul Simard-Smith participated in the American Philosophy Association Conference (Central Division) in Denver. He spoke at this conference as part of a symposium titled "How Many Logics Are There?" His talk was titled "Logic as Modeling Normative Domains."
- Yvonne Harrison, with V. Murray, "The Impact of Board Performance Assessment on Nonprofit Governance and Organization Effectiveness," at the Association for Research in Nonprofit Organizations and Voluntary Action (ARNOVA).
- Yvonne Harrison, "The Factors Associated with Effective University-Community Engagement," at the Association for Research in Nonprofit Organizations and Voluntary Action (ARNOVA).
- Yvonne Harrison chaired a session entitled "Research to Practice: Leadership and Information Sources" at the Association for Research in Nonprofit Organizations and Voluntary Action (ARNOVA).
- Barbara Reul, "Coping without Bach: Princely Funeral Music at the Courts of Anhalt-Zerbst and Anhalt-Koethen" in Cremona, Italy, as part of the 18th International Conference on Baroque Music, July 13, 2018.
- Brenda Anderson, "Hopeful Dissonance: Religious Activism by Indigenous and Muslim Women in Canada," the North American Interfaith Network annual conference, August 1, 2018, Edmonton.
- Roger Petry, "RCE Saskatchewan Empowering for Conservation: Water Drainage and Wetlands Protection on the Canadian Prairies", at the 7th RCE Meeting of the Americas, Hosted by RCE Cuenca del Plata, held in Posadas, Misiones, Argentina. October 25, 2018.

- Roger Petry participated in the joint planning sessions for the Regional Centres of Expertise of the Americas on behalf of RCE Saskatchewan on October 26, 2018.
- Yvonne Petry, "Can a Person Live without Food? Early Modern Physicians on Fasting and Miracles," in a session on Medicine, Miracles, and Demonic Agency: Boundaries of the Natural, Spiritual and Magical at the annual conference of the Sixteenth Century Studies Association on November 1, 2018 in Albuquerque, NM.
- Roger Petry attended the International Association of Universities (IAU) 2018 Conference in Kuala Lumpur, Malaysia from November 13-15, 2018. He was invited as a Team Lead on Sustainable Development Goal 12 (on Responsible Consumption and Production) as part of the IAU's "Higher Education for Sustainable Development Cluster" in support of the 17 UN Sustainable Development Goals (2015-2030). This was the official launch of the cluster and provided an opportunity to meet with the other team leads.
- Roger Petry, "SDG 12: Responsible Consumption and Production," First International Workshop of the International Association of Universities (IAU) Higher Education and Research for Sustainable Development (HESD) Cluster. UNESCO, Paris, January 28, 2019.
- Francesco Freddolini co-organized (with Erin Benay, Case Western Reserve University): "Landscapes of Alterity", Renaissance of America Conference, Toronto, ON, March 17-19, 2019.
- Francesco Freddolini, "Ecosystems of Alterity in Stradano's Images of the New World," Renaissance of America Conference, Toronto, ON, March 17-19, 2019.
- Yvonne Harrison, *et al*, "Improving Leadership and Governance in Nonprofit Organizations," Poster Presentation, 2019 Coursera Partners Conference, University of London, UK, April 2-4 2019.
- Yvonne Harrison and V. Murray, "The Impact of Board Performance Assessment on the Governance of Nonprofit Organizations," the 2019 Conference on Nonprofit Governance, April 11-12, 2019, Midwest Center for Nonprofit Leadership, University of Missouri, Kansas City.
- Barbara Reul presented the keynote address at the 15th International Fasch Festival in Zerbst/Anhalt, Germany, on April 13, 2019. The title of her 45-minute paper was (translated into English): "Town, countryside, and court - New insights on musicians active in the principality of Anhalt-Zerbst during J. F. Fasch's tenure as Kapellmeister."
- Roger Petry, "An Overview of IAU Cluster Principles: A Whole Institution, Cultural Approach to Transforming Campuses through Responsible Consumption and Production" at the Advancing Responsible Consumption and Production in Higher Education: Inaugural Conference for the IAU Cluster on Sustainable Development Goal #12. Luther College, Regina, May 6-7, 2019.

- Roger Petry co-chaired the conference with Jocelyn Crivea and chaired the planning committee meetings leading up to the event. The conference included representatives from the University of Regina and federated colleges, the University of Saskatchewan, 5 other universities from different continents that are part of our SDG 12 team, the International Association of Universities, and community practitioners.
- Roger Petry attended the Action on Climate Change through Education EECOM 2019 Conference, University of Saskatchewan, Saskatoon, SK. May 10-12, 2019.

Service to the Community

- Scott J. Wilson presented "Research Paper Writing: Integrating Qualitative and Quantitative Evidence" at the Luther College Chinese ESL Teacher Enrichment Program. Luther College at the University of Regina, Regina, SK on August 9, 2018.
- Scott J. Wilson presented "Darling Dexter's Schemata: Machine-Like Bodily Compulsion in Jeff Lindsay's Darkly Dreaming Dexter" at Summer Orientation. University of Regina. Regina, SK on August 22 & 23, 2018.
- Scott J. Wilson was a guest on the September 20, 2018 episode of the Rebellion Brewing Podcast talking about why *Fight Club* resonates so many years after its release. <https://anchor.fm/rebellionbrewing/episodes/Fight-Club-w-Scott-Wilson--E26-e278in>.
- Francesco Freddolini presented a series of four lectures entitled "Imagining the Exotic in Europe, 1500-1750," at the Lifelong Learning Centre, University of Regina, September 17, October 4, October 11, and October 18, 2018.
- F. Volker Greifenhagen, presented "The Story of Lot and LGBTIQ Muslims," to the Que(e)rying Faith discussion group, Luther College, October 16, 2018.
- F. Volker Greifenhagen presented "Encountering Islam and our Muslim Neighbours: Barriers or Bridges?" for Mission Fest at Bethany Lutheran Church, Inglis, Manitoba, October 21, 2018.
- Roger Petry was master of ceremonies for the RCE Saskatchewan 2019 Education for Sustainable Development Recognition Event, hosted by Saskatchewan Polytechnic at its Hannin Creek Education Centre at Candle Lake. Roger Petry also chaired the planning committee for the event beginning in November 2018.
- Scott J. Wilson was a guest contributor at the U of R Certificate in Teaching and Learning Wrap Up, University of Regina, December 12, 2018.
- Paul Simard Smith was one of the organizers of the Indigenization Forum held at the U of R on January 11, 2019.
- Roger Petry presented "RCE Saskatchewan and the Global RCE Movement: Transforming the World for Sustainability and Abundance," for the Regina Gyro Club, Regina, April 25, 2019.

- Scott J. Wilson presented “‘Easier to be around other human butt wipe’: Non-Violent Abject Communities in Chuck Palahniuk's Fight Club.” UR Beginning 2019. University of Regina. Regina, SK. May 3, 2019.

Initiatives

LCUR Cafeteria Kitchen Renovation

The Luther College Residence and associated food services at the University campus are key contributors to the development of community and the enhancement of student life at Luther. With our residence receiving a facelift in 2015–2017, it was now time to update the kitchen that prepares all of the scrumptious meals for students, faculty, staff, and guests.

Thanks to a \$235,000 grant from Government of Saskatchewan’s Strategic Preventative Maintenance and Renewal Program, which covered 50% of the budgeted project cost, upgrades to the kitchen included a new exhaust system, non-slip flooring, LED lighting, plumbing, and electrical work. A wall was knocked down and another moved to open up the kitchen for better flow, new stainless steel work tables were purchased for preparation of food, and stainless steel walls were installed in the wash bay.



Leading in Environmental Sustainability

As the environmental movement continues to build around the globe, LCUR is heavily involved in this important initiative by increasingly considering and featuring environmental sustainability in the research, education, and recruitment functions at our campus.

Starting in Fall 2016, LCUR partnered with the University of Regina (UofR), the Faculty of Arts, and Campion College to offer the Certificate in Sustainability. Open to all students, it can be incorporated into most degree programs. In the program, students learn about human well-being and quality of life; how to make informed decisions about sustainability; and how to craft sustainable livelihoods and lifestyles in the context of the global community. Dr. Roger Petry, Luther professor of Philosophy, was instrumental in the development of the certificate program and teaches a number of the courses. In 2019, the International Association of Universities chose LCUR and UofR as the global co-lead on the United Nations (UN) sustainable development goal number 12 (SDG-12): “Responsible Production and Consumption”, defined as helping build foundations

for a thriving, more peaceful, sustainable planet. Dr. Roger Petry is the lead for LCUR in this project as he was already the Co-Coordinator for the Regional Centre of Expertise (RCE) on Education for Sustainable Development in Saskatchewan, one of only 165 centers established by the UN.

In a unique situation, SDG-12 is the only one of the UN's seventeen goals that are "co-led and LCUR and UofR have already taken the first steps towards the SDG-12 goal by hosting a conference in May 2019 entitled "Advancing Responsible Consumption and Production in Higher Education." This conference brought together leaders and institutions worldwide to share their insights and experiences regarding responsible production and consumption. The goal was for participants to take home what they had learned and work with colleagues to adapt the ideas for their own institutions.

Indigenous Initiatives

Student diversity and services is one of five strategic initiatives outlined in the Luther College, University of Regina (LCUR) Strategic Plan 2014-2019. Two Indigenous programming and reconciliation initiatives begun in 2016-2017 have continued over the past two years as part of LCUR's larger commitment to the Truth and Reconciliation process:

1) Project of Heart

Luther College at the University of Regina (LCUR) was proud to host the fourth iteration of Project of Heart (POH), a nine-week free program created by University of Regina graduate Sylvia Smith and open to all community members and ages. POH facilitates a safe space for reciprocal learning about the residential school system in Canada. The children and families who were and still are affected by this piece of our colonial history are commemorated using an artistic approach. This program aligns with the goals of the Truth and Reconciliation Commission.

This year the program, which was facilitated by alumna Jenna Tickell (U'13) and attended by thirty-seven participants, featured publications from the Regina Indian Industrial School Commemoration Association, including Douglas Stewart's recent publication, *The Regina Indian Industrial School (1891-1910): Historical Overview and Chronological Narrative*, and a film by Janine Windolph and Trudy Stewart entitled *RIIS from Amnesia*.

2) Canadian Roots Exchange

This is the fourth year that LCUR has partnered with the national organization Canadian Roots Exchange (CRE) to bring together a Regina CRE Youth Reconciliation team: together with the UofR Aboriginal Student Centre, Luther College works with trained youth, Indigenous and non-Indigenous, who lead monthly events for university students and our community on reconciliation themes that address numerous actions from the Truth and Reconciliation Commission's 94 Calls to Action document. This year we were proud and excited to support and learn from team members Kaitlynn Bitternose (top) and Summer Leigh Cardinal (bottom).

A highlight of the year for the CRE team was being invited to the Saskatchewan Legislature on March 6, 2019, and being officially recognized and welcomed as CRE guests to the legislature by both the Sask Party and the NDP.



University Chaplaincy

Chaplaincy remains a ministry of presence to be ready to react to the daily needs of faculty and students. Every week brings unique challenges.

The Chapel space has had an increase in usage from student groups coming together but the invitation for people of all faith and no faith has resulted in an increase in students using the space for prayer and silent reflection. The Luther Chapel, located on the second floor is made available to anyone for candle lighting and prayer, and I make time to be available to abide and listen deeply, and offer a word of grace and hope. Worship and prayer punctuate the week with Sunday night worship, Tuesday Timeout, special prayers for tragic world events, and ecumenical and interfaith learning and appreciation.

Our Multi-Faith Peer Chaplaincy team had representation from the Christian, Muslim, and Jewish traditions. The year started with the popular S'mores & More Campfire event with 130 students in attendance. The event is held on Willow Island in Regina's Wascana Park only minutes away from the university and for many of the students, it is their first time eating S'mores. Everyone had a great time with food and campfire story telling. The team continued to be very active throughout the year by assisting with Luther orientation events and hosting the Thanksgiving lunch, Fair Trade Christmas sale, Fair Trade Valentines Sale, Queering Faith discussions, and more. There is always something going on.

Special highlights of the year included:

- Great performances by the Luther Bach Choir including their participating in Advent Service of Lessons & Carols in December.
- Forty people of Sikh, Muslim, and Christian backgrounds attending a “What kind of head covering do you have?” event where three young women spoke from their tradition about the head coverings they have.
- Pastor Sean attended the Lutheran Theological Seminary’s Study Conference in Saskatoon in June and notably, was part of MC’ing the Alumni Banquet.
- Pastor Sean also travelled to Alberta in June to participate in the yearly Lutheran Chaplains gathering where seven Lutheran and Anglican chaplains shared ideas and support for a week.

Alumni Relations, Development, & Communications

The main role of the Alumni Relations, Development & Communications Office at the University is to cultivate both internal and external communications with potential and current students, faculty, staff, affiliates, alumni, donors, and friends of the College. It also works to establish opportunities to connect alumni to the school and to each other, with the goal of fostering lifelong, mutually-beneficial relationships that enhance pride, and preserve and promote Luther’s mission, traditions, and reputation as well as raise funds to support students, faculty/staff, academic programs, and facilities.

Highlights from this year include:

Communications

- Results of the 2015-2017 Recruitment Campaign Assessment was presented to the Academic & Administrative Committee by Insightrix, hired to conduct the assessment, and included recommendations for moving forward with the next recruitment campaign.
- The Luther College Residence one-way texting app was launched in the fall in an effort to increase communication with our residents through another medium.
- The 2019-2022 Luther Recruitment (Academic, Residence, Cafeteria) and Luther Conference Services & Catering Marketing Strategy including implementation plan, evaluation measures, and budget was developed by Above the Fold, a Regina-based marketing consultant agency, to provide the next steps in terms of recruitment and conference/catering services efforts. Based on the results of the 2015-2017 assessment, the strategy will be used during the summer of 2019 to develop the Campaign Creative (key messages, visual design) for the new 2019-

2022 Luther Recruitment Campaign (Academic, Residence, Cafeteria), which will be launched in September 2019.



- The 2019-2021 LCUR Strategic Plan was developed as a compiled a short-term (two-year) interim plan during the time of transition for Luther College where current President Dr. Bryan Hillis's tenure will come to an end on June 30, 2020, and a new President will assume the office on July 1, 2020. The plan allows for the continuation of initiatives developed in the 2014-2019 LCUR strategic Plan as well as the development of new initiatives upon which the new President could build. The initiatives are, for the most part, relatively small, manageable goals that can be completed within the two-year timeframe, although their adoption will set the stage for the long-term plan that will follow.
- Two issues of Luther College's alumni magazine, *The Luther Story*, were distributed by mail and email to an average of 7,671 alumni, faculty, staff, parents, and friends of the College. The Fall 2018 issue featured alumni profiles, LCHS Homecoming 2018, Thank You to Dr. Hampton and Dr. Greifenhagen, welcome to new faculty and staff, LCUR kitchen facelift, LCHS donor report, new LCHS & LCUR scholarships, Board of Regents thank you, and on campus and class notes.



The Spring 2019 issue featured alumni profiles, 2018 Founders' Day Dinner and Luther College Distinguished Service Award recipients – Dr. Don King and Dr. Art Krentz, LCUR faculty & staff serving the community, donor profile on Bob (HSU'56) & Violet (Krell) (HS'54, HSU'55) Jacob, and on campus and class notes.



Alumni Relations

- Two of our most popular alumni events were held this year in an effort to continue to further cultivate life-long relationships with our alumni: Valentine's Day Date Night (an event for alumni couples who met at Luther and/or in the residence) and the Alumni & Staff Family Easter Egg Hunt & Brunch.

Development

- Fundraising totals for the year were \$56,173.15 donated to LCUR with 57% for scholarships, 24% for appeals, and 19% for other initiatives and gifts in kind. The 2018 Fall Appeal focused on raising funds for a new service provided by the Luther College Library called "Textbooks for All." This initiative provides students with access to textbooks for all Luther courses free of charge, thereby helping reduce the financial burden of university students. The cost to provide this service to students is approximately \$3,000 per semester. The appeal raised \$12,900 of the \$14,000 goal which will enable the Library to provide every student taking a Luther College course with access to free textbooks for the next two academic years (2019-2020 and 2020- 2021).
- Two new scholarships were established: the Dr. Eugene W. Seitz Scholarship, awarded annually to a Luther student enrolled in the Faculty of Science at Luther College at the University of Regina, with 60 or more credit hours, who demonstrates academic achievement as well as financial need, and the Alice May & Violet Ann Weston Bursary, awarded annually to an entering or continuing female Luther registered student living in Luther's residence with the intention of studying law, business, nursing, or a health-related program.
- The Dr. Rex Schneider Scholarship changed from an annual to an endowed scholarship to ensure the longevity of the award thanks to a generous donation made by the scholarship donor.

GOVERNANCE



GOVERNANCE

Board of Regents

The highest governance authority at Luther College, Regina is invested in its Board of Regents. Regents are elected for a maximum of two 4-year terms. These elections occurred at the Luther College Corporation Meeting, which until 2017, was held during the biennial national convention of the Evangelical Lutheran Church in Canada.

On December 5, 2018, Luther College's new Act received Royal Assent in the Saskatchewan legislature. There are no significant changes for the College's operations except that the College's corporate membership will now be drawn from current and past regents, local church representatives, students, parents, faculty and staff of the College. Also, the College's annual general meeting (AGM) will be convened at the College instead of at the same time and venue as the national assembly of the ELCIC. The first AGM under this new format will be convened in October 2019 at Luther College's University campus.

The Luther College Board of Regents for 2018-2019 comprised of the following individuals, who generously dedicated their time and effort to guiding the mission and values of Luther College:

- **Janet Bjorndahl** (2015-2019) – IT Analyst, FCC
- **Lyndon Carlson** (2016-2020) – Retired
- **Dr. Meredith Cherland** (2011-2015; 2015-2019) – Retired professor
- **Jeff Christiansen** (2012-2016; 2016-2020) – Vice-President Operations, Speers Funeral Chapel
- **Beth Drozda** (2016-2020) - Senior Human Resources Consultant, Access Communications
- **Laurel Garven** (2014-2018; 2018-2022) – Director of Strategy and Stakeholder Relations, ISC
- **Rev. Daranne Harris** (2015-2019) – Vice-President & Chief Mission Officer, Bethany Care Society
- **Jody Hilderman** (2017-2021) – Senior Mine Manager, Mosaic Potash
- **Dr. Murray Knuttila** (2014-2018; 2018-2022) – Provost & Vice-President, Brock University
- **Daryl Nelson** (2014-2018; 2018-2022) – Retired
- **Jana Odling** (2017-2021) – Lawyer, City of Regina
- **Karen Pflanzner** (2011-2015; 2015-2019) – Lawyer, Department of Justice

- **David Solheim** (2011-2015; 2015-2019) – Business Owner
- **Gregory Swanson** (2016-2020) – Lawyer
- **Karl Tiefenbach** (2015-2019) – Retired



Back Row (L-R): Karl Tiefenbach (HS'73, U'76), Murray Knuttila, Jana Odling (HS'91, U'95), Janet Bjorndahl (U'79), Gregory Swanson, Karen Pflanzner, Daryl Nelson

Front Row: (L-R): Jody Hilderman, Lyndon Carlson, Meredith Cherland, David Solheim (Chair), Beth Drozda (HS'84, U'87), Jeff Christiansen (HS'84, U'90)

Missing: Laurel Garven (HS'06), Daranne Harris (HS'95), Andrea Wagner

DONOR
THANK YOU

THANK YOU TO OUR DONORS

Founders' Day Dinner 2018

The Founders' Day Dinner is a time when Luther College pauses each year to honour the individuals whose contributions allow the College to pursue its mission and fulfill its vision. The evening is named in recognition of all those people, past and present, who have participated in the establishment and growth of the College.

On Thursday, November 15, 2018, over 110 friends, alumni, faculty, and staff of the College gathered in the Merlis Belsher Heritage Centre (old gym) at Luther College High School (LCHS) to celebrate the College's donors and supporters. The evening included entertainment provided by Vanessa Hu and Suyenna Huang, Grade 12 LCHS students as well as Luther College at the University of Regina (LCUR) alumnus, Will Ireton (U'18), an update on the state of the College by Dr. Bryan Hillis, President of Luther College, and recognition of twenty-one donors entering a new cumulative lifetime giving level. There are now 242 families, individuals, and organizations who are members of the Founders' Society. Dr. Don King (LCHS) and Dr. Art Krentz (LCUR) were presented with the 2018 Distinguished Service Award.

Every gift to Luther makes a difference, and every donor matters. The annual Founders' Day Celebration is one way of showing our donors of how deeply thankful Luther College is for their dedication and support.



Financial Support in 2018-2019

The following individuals, corporations, and foundations donated financial support to Luther College in 2018-2019 (July 1, 2018 – June 30, 2019). Their generosity allows us to offer enhanced core activities and programmes, purchase new equipment and technology, increase financial aid for our students and improve our exceptional

facilities so that students receive the very best educational experience.

We make every effort to ensure that this listing is accurate however, inadvertent errors may occur. If this has happened, we apologize and ask that you contact ARDC Office at lchsalumni@luthercollege.edu.

\$250,000 - \$499,999

Central Evangelical Luther Church of Regina

\$50,000 - \$99,999

Bryan & Joanne Hillis
Kevin Knight
The Meekins Family

Hertha Pfeifer Foundation
The Dilawri Foundation
Kusisto-Sexton Foundation

\$10,000 - \$49,999

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Merlis Belsher
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Candice & Craig Grotsky
Graeme & Sandra Hepworth
Christine (Wright) Kahler
Brent Leach
Ken & Brenda Leach & Family
Speers Funeral Chapel/Lumbard Family

Donnie MacKay & Kayla Punshon
John & Leah Phillips
Jennifer & Duane Schellenberg
Eugene & Debra Seitz
The Tell Family
Henry Timnick
Robert & Lois Vanderhooft
Lorne & Evelyn Johnson Foundation

\$5,000 - \$9,999

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Rich & Bernadette McIntyre
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Posehn Foundation
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\$1,000 - \$4,999

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Sue Barber
Janet & Sterling Bjorndahl

Jana Odling
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 Kevin Gooding
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 Bette Klein
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 Thea & Antoinette le Roux
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Holly Budinski
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Berbel & Alvin Knoll
Kenneth Koskinen
Marvin Lange
Mona & Larry Lindstrom
John Mang
Derek McCall
PJ & Erica Morris
Erik Norbraten
Corinne Norbraten
Garth Norbraten
Nancy Ostime
Lorna Pederson
Roger Petry
Erica & Christopher Riggs
Judy Seifu
Rommel Seno
Darren Smart
Alice Jean Smistad
Herb Stoehr
Peter Tiefenbach
Leanne Tourney
Corinne & Roger Vogel
Rebecca Voigts Larson & Stephen Larson
Gary & Wendy Williams
Craig Wilson
Luther University Student Association
St. Mark's Lutheran Church

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Phil Achtzehner
Marsha & Jim Ackerman
Sean Adair

Herb & Nadine Klassen
Gary Korven
Simon Kostic
Barb Krause-Snow & Martin Snow
Arthur & Caroline Krentz

Gregory & Helen Akulov
Efren & Pat Alejandria
Wanda Allison
Laurie & Kevin Altwasser
David Altwasser
Blake Anderson
John Anderson
Verna Anderson
Marieka Andrew
Doreen Arnott
Gesa Arscott
Michele & Raymond Arscott
Deena Arthur
Derek Arvidson
Barb & Doug Ast
Hal & Donna Baldwin
Stephen Barlow
Erin Bayne
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Lorraine Belanger
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Helen Krozser
Judd Kruger
Elizabeth Kuglin-Alyea
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Lai-See Winnie Lam
Kay Lamla
Harvey Lammer
Margaret Lamont
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Siegrune Muffoletto
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Sharon Selby
Simi & Nimit Shah
Gordon Shepherd
Brent Shirkey
Jacqui Shumiatcher
Glennis Sigurdson
Bill Silver
Terry & Patricia Simonson
Darren Simpson
Mary Simrose
Don & Trudy Sjoberg
Gaylene Smith
Lisa Smith
David Smith
Willis & Gloria So
Roger & Lisa Sobotkiewicz
David & Sharon Solheim
Maynard Sonntag
Sherry Soroka
Bin Yun Soung & Hyung Shim Choi
Dick Southworth
Adeloye Soyege
Ken Stalwick
Brendan Stevens
Derek Stovin
Peter & Janice Stratychuk

Helga Hein
Gerald Heinrichs & Therese Kenny

Joshua Hendricksen
Alana Hepworth
Martin & Jenelle Heroux
Jeff Hilderman
Miriam Hilderman
Laura Hillis
Karla Hillis
Erin Hillis
Reg & Marlene Hinz
Margaret Hodges
Vern Hoff
Graham Hoffman
Irene Hohm
Marty Holobow
Lorne Horning
Mary Houston
Shannon & Bill Houston
Tiffany Howard
Charlene Howard
Terry & Sharon Howe
Diane & Edward Howes
Paulette Hubbs
Paul Humbert
Anjali Hundal
Jody Hunter
Robert & Violet Jacob
Eric & Jeanette Johansen
Susan Johnston & Marcel DeCoste
Paige Johnstone
Brian Jones
Suneetha Jones-Banco
DeVona & Angus Juckes
Jodi Kalaitzakis
Sonia Karpus
Kevin & Kim Kasha
Norwood & Lois Kavanagh

Brian Stubbings
Roger Sylvestre & Elaine Giroux-
Sylvestre
Jon & Michelle Tamlin
Weibin Tan
Ken & Shirley Taylor
Evgene Thera
Charlotte Thompson
Kim & Myrtle Thorson
Shirley Thurm
Cheryl & Jim Toth
Manual & Lilibeth Ulatan
Howard Ulmer
Marcie Ulmer
Jim & Terelyne Vadeboncoeur
Kristine & Geoff Vallance
Michael & Paula Van Vliet
Joan Vanthuyne
Ron Vasilash
Andrew Vasilash
Wilbert & Darleen Walter
Wanda Walter
Erich Walter
Wesley Walters (Weslowski)
Wei Wang & Shuyun Gong
Charlotte Watson
Taylor Weisgerber
Arnold Werstler
Ann Wiebe
Stewart & Mary Anne Wilkinson
Virginia Wilkinson
Colleen & Brandon Wilkinson
Jay Willimott
Owen & Bonnie Winter
Rosie Wood
Elaine Wood
Darlene Woywoda
Forcy Wu
Ralph Wushke

David & Brenda Keeping
Roanne Kelln
Joanne Kidd
Marie Kienle
Kawon Kim
Steve & Lee Kimbleton
Earl Kinzel
Margaret Kiviharju

Yuan Yao
Joanne Yeo
Yan & Simeng Zeng
Brenda Ziolkowski
New Hope Lutheran Church Women
Saskatchewan Synod, ELCIC
St. Mark's Lutheran Church
Williams Wildenboer Medical Prof Corp
Shepherd of the Valley Lutheran Church

*Individuals with an * are deceased.*

FINANCIALS



**LUTHER COLLEGE, REGINA
UNIVERSITY and HIGH SCHOOL
Regina, Saskatchewan**

**Independent Auditors' Report and
Financial Statements
June 30, 2019**

APPROVED ON BEHALF OF THE BOARD OF REGENTS:

Original document signed by Daryl Nelson, Treasurer,
and Karl Tiefenbach, Board Chair

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MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

To the Board of Regents of Luther College
Regina, Saskatchewan

Management has responsibility for preparing the accompanying financial statements and ensuring that all information in the annual report is consistent with the statements. This responsibility includes selecting appropriate accounting principles and making objective judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations.

In discharging its responsibilities for the integrity and fairness of the financial statements and for the accounting systems from which they are derived, management maintains the necessary system of internal controls designed to provide assurance that transactions are authorized, assets are safeguarded and proper records maintained.

The Board of Regents is responsible for overseeing the business affairs of Luther College and also has the responsibility for approving the financial statements. The Board of Regents has delegated certain of these responsibilities to its Audit Committee, including the responsibility for reviewing the annual financial statements and meeting with management and auditors on matters relating to the financial process.

External auditors appointed by the Board of Regents audit the financial statements and report directly to the members. Their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Audit Committee and management to discuss their audit findings.

Original document signed by Dr. Bryan Hillis, President,
and Mark Duke, CPA, CMA, Director of Finance



INDEPENDENT AUDITORS' REPORT

To the Board of Regents of Luther College

Opinion

We have audited the accompanying financial statements of Luther College which comprise the statement of financial position as at June 30, 2019 and the statements of fund balances, revenues and expenses and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at June 30, 2019, and its financial performance and cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Saskatchewan, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Statements and Auditors' Report Thereon

Management is responsible for the other information. The other information comprises the information included in the annual report but does not include the financial statements and our auditors' report thereon. The annual report is expected to be made available to us after the date of this auditors' report.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

...continued

INDEPENDENT AUDITORS' REPORT continued

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

September 30, 2019

Regina, Saskatchewan

Virtus Group LLP

Chartered Professional Accountants

**LUTHER COLLEGE, REGINA
UNIVERSITY and HIGH SCHOOL**
Regina, Saskatchewan

Statement of Financial Position
At June 30

		2019				2018
	Notes	Operating	Restricted	Trust	Total	Total
Current assets:						
Cash, short term investments		\$ 4,154,714	\$ 1,620,767	\$ -	\$ 5,775,481	\$ 2,926,099
Accounts receivable		245,513	12,950	-	258,463	1,040,428
Prepaid expenses		96,796	-	-	96,796	110,569
Total current assets		4,497,023	1,633,717	-	6,130,740	4,077,096
Accrued pension benefit asset	8	233,000	-	-	233,000	364,000
Accrued market value of loan derivatives	6	-	(1,020,011)	-	(1,020,011)	(521,340)
Investments		1,754,306	5,049,963	5,230,511	12,034,780	11,126,851
Tangible capital assets	3	-	28,842,661	-	28,842,661	29,030,944
Due from (to) other funds		(301,528)	301,528	-	-	-
Total long term assets		1,685,778	33,174,141	5,230,511	40,090,430	40,000,455
Total assets		\$ 6,182,801	\$ 34,807,858	\$ 5,230,511	\$ 46,221,170	\$ 44,077,551
Current liabilities:						
Deposits		\$ 709,802	\$ -	\$ -	\$ 709,802	\$ 607,829
Accounts payable and accrued liabilities	4, 5	2,730,498	-	-	2,730,498	2,206,116
Deferred revenue		2,213,752	-	-	2,213,752	754,507
Current portion of long-term debt	6	-	738,326	-	738,326	716,934
Total current liabilities		5,654,052	738,326	-	6,392,378	4,285,386
Long term debt	6	-	11,951,541	-	11,951,541	12,689,867
Total liabilities		5,654,052	12,689,867	-	18,343,919	16,975,253
Fund balances:						
Restricted	2	-	5,965,196	5,230,511	11,195,707	10,917,143
Tangible capital assets		-	16,152,795	-	16,152,795	15,624,145
Unrestricted		528,749	-	-	528,749	561,010
Total fund balances		528,749	22,117,991	5,230,511	27,877,251	27,102,298
Total liabilities and fund balances		\$ 6,182,801	\$ 34,807,858	\$ 5,230,511	\$ 46,221,170	\$ 44,077,551

"See Accompanying Notes"

**LUTHER COLLEGE, REGINA
UNIVERSITY and HIGH SCHOOL
Regina, Saskatchewan**

**Statement of Fund Balances
For the Year Ended June 30**

	2019					2018
	<u>Operating</u>	<u>Tangible Capital Assets</u>	<u>Restricted</u>	<u>Trust</u>	<u>Total</u>	<u>Total</u>
Fund balance - beginning	\$ 561,010	\$ 15,624,145	\$ 5,888,560	\$ 5,028,583	\$ 27,102,298	\$ 25,307,023
Excess (deficiency) of revenue over expenses	1,010,573	-	(437,548)	201,928	774,953	1,795,275
Transfer of fund balance	186,077	-	(186,077)	-	-	-
Tangible capital assets	(1,088,235)	1,088,235	-	-	-	-
Depreciation	-	(1,276,519)	1,276,519	-	-	-
Repayment of debt	(140,676)	716,934	(576,258)	-	-	-
Fund balance - ending	\$ 528,749	\$ 16,152,795	\$ 5,965,196	\$ 5,230,511	\$ 27,877,251	\$ 27,102,298

"See Accompanying Notes"

**LUTHER COLLEGE, REGINA
UNIVERSITY and HIGH SCHOOL
Regina, Saskatchewan**

**Statement of Revenues and Expenses
For the Year Ended June 30**

	2019				2018
	<u>Operating</u>	<u>Restricted</u>	<u>Trust</u>	<u>Total</u>	<u>Total</u>
Revenues:					
Tuition fees	\$ 6,063,669	\$ -	\$ -	\$ 6,063,669	\$ 5,695,180
Grants					
Government of Saskatchewan	6,938,970	-	-	6,938,970	6,534,071
Other	45,532	-	-	45,532	138,679
Ancillaries	2,975,194	-	-	2,975,194	3,014,261
Other revenues	2,225,552	1,157,882	182,626	3,566,060	3,284,321
Donations	326,232	564,337	304,328	1,194,897	1,020,416
	<u>18,575,149</u>	<u>1,722,219</u>	<u>486,954</u>	<u>20,784,322</u>	<u>19,686,928</u>
Expenses:					
Academic and library	8,460,320	32,653	418,831	8,911,804	8,595,359
Administration	2,186,812	727	-	2,187,539	2,093,553
Student services	1,373,539	-	-	1,373,539	1,334,069
Physical plant	2,949,789	-	-	2,949,789	2,331,929
Food services	1,981,596	-	-	1,981,596	1,881,794
Advancement and communications	452,793	-	-	452,793	467,442
Interest on debt	74,566	484,769	-	559,335	551,005
Depreciation	-	1,276,519	-	1,276,519	1,246,618
	<u>17,479,415</u>	<u>1,794,668</u>	<u>418,831</u>	<u>19,692,914</u>	<u>18,501,769</u>
Excess (deficiency) of revenues over expenses from operations before the following:	<u>1,095,734</u>	<u>(72,449)</u>	<u>68,123</u>	<u>1,091,408</u>	<u>1,185,159</u>
Non-operating items:					
Net change in unrealized gain on investments	45,839	133,572	133,805	313,216	(15,775)
Net change in unrealized loss on loan derivatives	-	(498,671)	-	(498,671)	484,891
Net change in accrued benefit plan asset	(131,000)	-	-	(131,000)	141,000
	<u>(85,161)</u>	<u>(365,099)</u>	<u>133,805</u>	<u>(316,455)</u>	<u>610,116</u>
Excess (deficiency) of revenues over expenses	<u>\$ 1,010,573</u>	<u>\$ (437,548)</u>	<u>\$ 201,928</u>	<u>\$ 774,953</u>	<u>\$ 1,795,275</u>

"See Accompanying Notes"

**LUTHER COLLEGE, REGINA
UNIVERSITY and HIGH SCHOOL
Regina, Saskatchewan**

**Statement of Cash Flows
For the Year Ended June 30**

	<u>2019</u>	<u>2018</u>
Operating activities:		
Excess of revenues over expenses	\$ 774,953	\$ 1,795,275
Non cash items in the above:		
Depreciation	1,276,519	1,246,618
Net change in unrealized gain on investments	(313,216)	15,775
Net change in unrealized loss on loan derivatives	498,671	(484,891)
Net change in accrued pension benefit asset	131,000	(141,000)
Change in working capital balances	<u>2,881,337</u>	<u>(949,539)</u>
Cash provided by operating activities	<u>5,249,264</u>	<u>1,482,238</u>
Financing activities:		
Repayment of long term debt	(716,934)	(648,886)
Receipt of Loan	<u>-</u>	<u>588,745</u>
Cash provided by (used for) financing activities	<u>(716,934)</u>	<u>(60,141)</u>
Investing activities:		
Purchase of tangible capital assets	(1,088,235)	(2,218,901)
(Purchase) / disposition of investments	<u>(594,713)</u>	<u>317,781</u>
Cash used for investing activities	<u>(1,682,948)</u>	<u>(1,901,120)</u>
Increase (decrease) in cash, short term investments	2,849,382	(479,023)
Cash, short term investments, beginning of year	<u>2,926,099</u>	<u>3,405,122</u>
Cash, short term investments, end of year	<u>\$ 5,775,481</u>	<u>\$ 2,926,099</u>
Cash, short term investments consist of:		
Cash	\$ 4,154,714	\$ 1,974,810
Short term investments	<u>1,620,767</u>	<u>951,289</u>
	<u>\$ 5,775,481</u>	<u>\$ 2,926,099</u>

"See Accompanying Notes"

LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL
Notes to the Financial Statements
June 30, 2019

1. GENERAL

Luther College officially opened on January 5, 1914 and was incorporated by the Saskatchewan Legislature through *An Act to Incorporate Luther College, Regina* assented March 31, 1969 with a subsequent amendment through Bill No. 04 of 1996. Luther College is a school affiliated with the Evangelical Lutheran Church in Canada and is governed by a Board of Regents.

On December 5, 2018, Luther College's new Act (The Luther College Act, 2018) received Royal Assent in the Saskatchewan legislature. The new Act was prepared by the Luther College Board of Regents and approved by the College's membership at the national convention of the Evangelical Lutheran Church in Canada (ELCIC). There are no significant changes for the College's operations except that the College's corporate membership will now be drawn from current and past regents, local church representatives, students, parents, faculty and staff of the College. Also, the College's annual general meeting will be convened at the College instead of being part of the national assembly of the ELCIC.

The College operates separate high school and university campuses for the purpose of providing a liberal arts education to high school and university students within the context of the Christian values and traditions of the Lutheran Church. Various aspects of financing and operations are subject to control by the Saskatchewan Provincial Government through the Ministries of Education and Advanced Education.

The high school campus is an associate member of the Saskatchewan School Boards Association. The university campus is a federated college of the University of Regina and member of Universities Canada.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. These standards require management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount of revenues and expenses during the period. These estimates are reviewed periodically, and, as adjustments become necessary, they are reported in earnings in the period in which they become known. The financial statements have been prepared using the following policies:

a) Fund accounting

The accounts of the College are reported on a fund basis. A fund is defined as a self-balancing accounting entity set up to show the assets held against

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**
Notes to the Financial Statements
June 30, 2019

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

the capital of the fund or trust monies received for certain specific designated purpose(s). The Funds used by the College are the Operating, Restricted and Trust Funds. The Restricted Fund accounts for the activities described below in b). The Trust Fund accounts for contributions that are endowment funds or contributions designated by the contributor for scholarships. The Operating Fund accounts for all of the other financial activities of the College.

b) Restricted fund

During the year, there were net transfers of \$825,226 (2018 - \$763,913) from the Restricted General Fund primarily to fund the University kitchen renovation, completion of the residence renovation and other building improvements. Net interest earned on the restricted investments for the year was \$168,773 (2018 - \$175,329). The restricted fund balance at June 30 consists of the following:

	<u>2019</u>	<u>2018</u>
High School capital campaign	\$ 1,767,644	\$ 1,948,552
Market value of loan derivative	(1,020,011)	(521,340)
Strategic initiatives fund	-	54,079
Provision for renewal of facilities not funded by government*	4,177,654	3,400,006
Faculty development	1,039,909	1,007,263
	<u>\$ 5,965,196</u>	<u>\$ 5,888,560</u>

* Includes residence, cafeteria and other ancillary facilities and equipment.

c) Revenue recognition

Tuition fees, ancillary service income and grants are recognized as revenue in the year to which they relate. General donations are recorded as revenue in the year they are received. Restricted contributions (i.e. restrictions placed on the use of the funds by the contributor) to the general fund are recognized as revenue the year the expenses they relate to are incurred. Donations and other revenues of the Trust Fund are recognized in the year they are received or receivable if the amounts can be reasonably determined and there is reasonable expectation of collection.

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**
Notes to the Financial Statements
June 30, 2019

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

d) Tangible capital assets

Tangible capital assets are recorded at cost less accumulated depreciation. Depreciation is on a straight-line basis based on the following estimated useful lives:

Buildings	40 years
Equipment	3 to 10 years

Works of art are not depreciated.

e) Financial instruments - recognition and measurement

Financial assets and financial liabilities are recorded on the statement of financial position when the College becomes party to the contractual provisions of the financial instrument. All financial instruments are required to be recognized at fair value upon initial recognition, except for certain related party transactions. Measurement in subsequent periods of equity instruments is at fair value. All other financial assets and financial liabilities are subsequently measured at amortized cost adjusted by transaction costs, which are amortized over the expected life of the instrument.

Fair value is the amount at which a financial instrument could be exchanged at arm's length between willing, unrelated parties in an open market. Changes in fair values of financial assets and financial liabilities measured at fair value are recognized in the statement of operations.

When there is an indication of impairment and such impairment is determined to have occurred, the carrying amount of financial assets measured at amortized cost is reduced to the greater of the discounted cash flows expected or the proceeds that could be realized from sale of the financial asset. Such impairments can be subsequently reversed if the value improves.

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**
Notes to the Financial Statements
June 30, 2019

3. TANGIBLE CAPITAL ASSETS

Tangible capital assets consist of the following at June 30:

	High School	University	Total Cost	Accumulated Depreciation	Net Book Value 2019	Net Book Value 2018
Land	\$ 27,979	\$ -	\$ 27,979	\$ -	\$ 27,979	\$ 27,979
Buildings	22,314,541	13,129,353	35,443,894	9,154,666	26,289,228	26,430,420
Expansion/Renovation	-	1,101,503	1,101,503	-	1,101,503	1,101,503
Equipment	1,306,800	1,762,037	3,068,837	1,644,886	1,423,951	\$ 1,471,042
Total	\$ 23,649,320	\$ 15,992,893	\$ 39,642,213	\$ 10,799,552	\$ 28,842,661	\$ 29,030,944

At June 30, 2019 artwork included in equipment is \$58,462 (2018 - \$58,462).

The buildings of the university campus are built upon property owned by the University of Regina. The College has leased this property for a 30-year period which ends April 30, 2020. At the end of the term, but with 6 months prior notice, the College has the option to extend the lease for a further term of 30 years at a rent of \$10.00.

The College is a joint beneficiary to the mineral rights on 1,118 titled mineral acres in the Province of Saskatchewan. As each of the two owners of the properties passes away, that donor's share of the mineral rights will be transferred to Luther College. There is no exploration or development of these properties underway or planned in the near future and so it is not possible to assign a value to this gift. It is not recorded in the financial records of the College.

4. ACCOUNTS PAYABLE

Accounts payable includes amounts owing to the University of Regina as follows:

	<u>2019</u>	<u>2018</u>
Infrastructure services payable	\$ -	\$ 40,140
Fees payable	<u>31,548</u>	<u>115,005</u>
Total	<u>\$ 31,548</u>	<u>\$ 155,145</u>

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**
Notes to the Financial Statements
June 30, 2019

5. VACATION PAY, SALARY, DISABILITY AND ACADEMIC BENEFITS ACCRUALS

The College provides for employee vacation pay entitlements, and other academic faculty benefits. These benefits are accrued at their present value as follows and are included in accounts payable and accrued liabilities on the Statement of Financial Position:

	Vacation Pay	Academic Benefits	Deferred Salaries	Short-term Disability	Total
Balance, June 30, 2018	\$ 356,461	\$ 179,727	\$ 433,866	\$ 118,096	\$ 1,088,150
Increase (decrease) during the year	955	146,118	(127,334)	92,612	112,351
Balance, June 30, 2019	\$ 357,416	\$ 325,845	\$ 306,532	\$ 210,708	\$ 1,200,501

6. LOANS PAYABLE

a) Line of credit

The High School has an authorized revolving line of credit of \$200,000 at the Canadian Imperial Bank of Commerce. The interest rate for this line of credit is prime plus 0%. At June 30, 2019, the line of credit was not used (2018 - nil).

The University has an authorized revolving line of credit of \$200,000 at the Canadian Imperial Bank of Commerce. The interest rate for this line of credit is prime plus 0%. At June 30, 2019, the line of credit was not used (2018 - nil).

b) Credit cards

The College has an authorized credit limit of \$150,000 (2018 - \$150,000) on Corporate Classic Visa cards to be used for the purchase and payment of goods and services. The annual interest rate for this credit is 18.5%. At June 30, 2019 the outstanding balance was \$45,282 (2018 - \$34,806).

c) CIBC Demand Instalment Take-out Loan

The purpose of this loan is to provide long-term financing of the High School campus expansion/renovation. It was executed on April 30, 2014.

The loan is structured as follows:

1. Canadian dollar loan – interest at prime; and
2. Banker's Acceptances – 1 month BA rate + stamping fee of 125 basis points, floating.

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**
Notes to the Financial Statements
June 30, 2019

6. LOANS PAYABLE (continued)

The required payments are as follows:

1. Banker's Acceptances are repayable at each maturity (maximum six months) and are rolled over at maturity; and
2. The loan is repayable in monthly blended payments of principal and interest amortized over 20 years.

The floating interest rate on the Demand Construction Take-out Loan was fixed by way of a Swap Agreement documented under an ISDA Master Agreement ("the Swap Agreement") satisfactory to CIBC with mutual puts every 5 years.

On November 29, 2012 a Swap Agreement in the amount of \$7,000,000 was executed. The interest rate is 4.06% per annum and the monthly payment of principal and interest is \$42,640 with the first payment due May 30, 2014.

On June 28, 2013 a Swap Agreement in the amount of \$5,500,000 was executed. The interest rate is 4.84% per annum and the monthly payment of principal and interest is \$35,813 with the first payment due May 30, 2014.

The effective date of each Swap Agreement is April 30, 2014. The balance on the Demand Construction Take-out Loan at June 30, 2019 is \$10,277,555 (2018 - \$10,754,732). The balance under the Swap Agreements at June 30, 2019 is \$10,277,555 (2018 - \$10,754,732).

- e) In accordance with generally accepted accounting principles, Luther College has recorded a net unrealized loss, in the amount of \$498,671, on the derivative instruments implicit in the Swap Agreements described in note 6(d). These losses are derived from decrease in markets interest rates that occurred since the Swap Agreements were executed. Should market interest rates rise, these losses will be reduced and could ultimately become gains. In signing the Swap Agreements, it was the intention of the College to minimize exposure to fluctuations in market interest rates over the 20 year life of the construction loan, not to speculate in the derivatives market. Accordingly, it is not the intention of the College to realize either these losses or potential future gains in the derivatives market.

- f) CIBC Demand Instalment Term loan – High School Campus

The purpose of this loan is to provide long-term financing for costs associated with the High School campus expansion and renovation.

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6. LOANS PAYABLE (continued)

The loan is a Canadian dollar non-revolving Instalment Loan at prime interest rate. The \$990,799 loan is amortized over 10 years. Monthly principal payments of \$8,257 plus interest began on November 1, 2014. The College has the option to repay any principal outstanding under this facility at any time without penalty.

At June 30, 2019 the balance outstanding was \$536,682 (2018 - \$635,762).

g) CIBC Demand Instalment Term loan – University Campus

The purpose of this loan is to provide long-term financing for costs associated with the University residence renovation.

The loan is a Canadian dollar non-revolving Instalment Loan at prime interest rate, amortized over 15 years. Monthly principal payments of \$11,723 plus interest began on November 1, 2017. The College has the option to repay any principal outstanding under this facility at any time without penalty.

At June 30, 2019 the balance outstanding was \$1,875,630 (2018 – \$2,016,306).

7. OPERATING LEASES

The College has operating lease obligations for photocopying equipment at the high school campus. The lease is for 66 months, with quarterly payments of \$1,785 (\$7,140 / year).

8. PENSION PLANS

Employees of the University campus are eligible to participate in the University of Regina's Non-Academic Pension Plan or the Academic and Administrative Pension Plan. These plans are administered by the University of Regina. Employees hired before January 1, 2000 participate in defined benefit final average pension plans. Employees hired after January 1, 2000 participate in defined contribution plans. The cost of the defined contribution plans is expensed as earned by employees.

The College and employee each contribute 7.5% and 8.75% of the employee's gross salary to the Academic and Administrative plan or Non-Academic pension plan respectively. The College records its contributions to the pension plans as an expense. The expense recorded in 2019 was \$324,098 (2018 - \$347,888).

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8. PENSION PLANS (continued)

Actuarial valuations are completed at least every 3 years as prescribed by statute. The most recent actuarial valuation report was December 31, 2017 for the Non-Academic plan and December 31, 2016 for the Academic and Administrative plan. Extrapolation reports to April 30, 2019 for each plan have also been provided. The College funds the plans based on the amounts recommended by the actuary, with minimum amounts specified in accordance with the plans and in the collective bargaining agreements.

The assets, including any potential surplus in the plan, are for the benefit of the members and their beneficiaries. There is no provision that allows for the withdrawal of surplus by the College.

The cost of defined benefit pensions is determined using the projected benefit method prorated on services, management's best estimate of expected long-term rate of return on plan assets, salary escalation and inflation. The discount rate is determined by reference to market interest rates on high-quality debt instruments with cash flows that match the timing and amount of expected benefit payments.

This cost is expensed as employees provide services. Past service costs arising from plan amendments and changes in assumptions are recognized and expensed in the year that they arise. Experience gains and losses and gains or losses arising from plan curtailments and settlements are recognized in the year in which they occur. For purposes of calculating the expected return on plan assets, pension assets are valued at fair value at April 30, 2019 for the Academic Plan and Non-Academic Plans.

Information on the defined benefit plan is as follows:

Academic and Administrative	<u>2019</u>	<u>2018</u>
Plan assets at fair value	\$ 8,650,000	\$ 9,453,000
Benefit obligation	(7,508,000)	(7,877,000)
Valuation allowance	<u>(821,000)</u>	<u>(1,198,000)</u>
Net pension surplus	<u>\$ 321,000</u>	<u>\$ 378,000</u>
 Non-Academic	 <u>2019</u>	 <u>2018</u>
Plan assets at fair value	\$ 2,933,000	\$ 3,490,000
Benefit obligation	<u>(3,021,000)</u>	<u>(3,504,000)</u>
Net pension surplus (deficiency)	<u>(\$88,000)</u>	<u>(\$14,000)</u>
 Accrued pension benefit asset	 <u>\$ 233,000</u>	 <u>\$ 364,000</u>

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8. PENSION PLANS (continued)

Significant actuarial assumptions adopted:

	<u>2019</u>	<u>2018</u>
Discount rate	6.20% - 6.30%	5.80% - 5.95%
Expected long-term rate of return on plan assets	6.20% - 6.30%	5.80% - 5.95%
Rate of compensation increase	1.50% - 3.00%	2.75%
Inflation	2.25%	2.25%

Support staff at the high school participate in a group registered retirement savings plan (RRSP). The College and employee each contribute amounts equal to 4% of the employee's gross salary to the RRSP. The College's contributions to the RRSP become the property of the employee and the College is not liable for any future benefits. The College's contributions to this plan in 2019 were \$60,910 (2018 - \$61,050).

High School faculty are members of the Saskatchewan Teachers' Retirement Plan, a defined benefit plan administered by the Province of Saskatchewan. The College does not contribute to, nor have any liabilities related to this plan.

9. FINANCIAL RISK MANAGEMENT

The College has a risk management framework to monitor, evaluate and manage the principal risks assumed with financial instruments. The significant financial risks to which the College is exposed are:

Interest rate risk

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The College's exposure to interest rate risk is limited to the long-term debt. The interest rate on this debt is variable; therefore, the College may face increasing interest costs in an increasing interest rate market. The College mitigated its risk on the demand construction take-out loan by entering into an Interest Rate Swap Agreement with the Canadian Imperial Bank of Commerce (CIBC). The demand installment term loans (High School campus, \$536,682, University campus, \$1,875,630) are not hedged and therefore are exposed to interest rate risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The College's exposure to liquidity risk is dependent on the receipt of funds from its operations, external borrowings and other related sources.

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9. FINANCIAL RISK MANAGEMENT (continued)

Funds from these sources are primarily used to finance working capital and capital expenditure requirements, and are considered adequate to meet the College's financial obligations.

10. INCOME TAX STATUS

Luther College is an incorporated non-profit organization and registered charity within the meaning of section 149(1)(f) of the *Income Tax Act (Canada)* and is exempt from income taxes.

11. OTHER FUNDING

The Community Initiatives Fund approved funding support of \$222,200 for the Non-Profit Voluntary Sector Studies Network at Luther College's university campus. This funding was provided for a two-year period which ended June 30, 2019. At June 30, 2019, there was \$89,247 in unused funding which will be repaid to the Community Initiatives Fund.

12. COMPARATIVE FIGURES

Certain prior year's comparative figures have been reclassified or adjusted to conform to the current year's basis of presentation.