



ANNUAL REPORT 2015 – 2016

“When schools flourish, all flourishes.”

Martin Luther

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Table of Contents

| | |
|--|----|
| Message from the President | 3 |
| HIGH SCHOOL | 6 |
| Information Nights | 6 |
| Enrollment..... | 6 |
| Graduation | 6 |
| Faculty/Staff Updates | 6 |
| Initiatives..... | 7 |
| Provincial Regulations | 8 |
| High School Chaplaincy | 8 |
| Alumni Relations, Development & Communications | 9 |
| UNIVERSITY | 13 |
| Luther Lecture 2015 | 13 |
| Forward Together Lecture 2016..... | 13 |
| Enrollment..... | 13 |
| Residence..... | 13 |
| Scholarships & Awards..... | 14 |
| Conovocation..... | 14 |
| Faculty/Staff Updates | 15 |
| Celebrating Faculty Successes..... | 15 |
| Service to the Church..... | 15 |
| Awards & Recognition | 16 |
| Publications..... | 17 |
| Grants..... | 19 |
| Conferences & Conference Presentations..... | 19 |
| Service to the Community | 23 |
| Initiatives..... | 24 |
| University Chaplaincy..... | 25 |
| Alumni Relations, Development & Communications | 27 |
| ALL COLLEGE..... | 29 |
| Board of Regents | 29 |
| The <i>Luther Story</i> | 29 |
| Raiser's Edge..... | 30 |
| Annual Appeals | 30 |
| Founders' Day Dinner | 30 |
| Alumni Survey | 31 |
| THANK YOU TO OUR DONORS | 32 |
| FINANCIAL REPORTS..... | 41 |

Message from the President

The year 2015-2016 was a year in which enrollments at both our campuses grew and new initiatives were undertaken by our staff, faculty and Board with a zeal that was amazing. Most of the major points have been covered by our most capable staff and faculty in the pages that follow. I will only draw attention to some of the highlights that defined the year for me as president.

On the University campus (LCUR), our renovations for the residence began. It was clear from the beginning that when demolition of the current rooms began that we had a larger project and that both more time and money were going to be needed. The timelines for completion of the project were adjusted to August of 2017 and the budget increased to ensure that we had a quality product in the end. The first half of the project was completed by the end of October, 2016 and deliberations began regarding the second half shortly thereafter. All those involved in the decision-making were convinced this project needed to go ahead but we were disappointed that it was that much larger a project than we had anticipated.

On a happier note, our Voluntary Sector Studies Network on the University campus received funding from the Community Initiatives Grant in the amount of \$209,888. This money will enable us to hire a staff person for a couple of years and carry on various initiatives around the Network. By June, 2016, we had approval for our Non-Profit Sector Leadership Certificate and first classes for this were established for the fall of 2016.

In the summer of 2015, the North American Interfaith Network held its annual conference at LCUR under the capable leadership of Dr. Brenda Anderson, professor of religious studies and gender and women's studies. Over 150 people attended, close to a record for the conference and all expressed appreciation for the focus on aboriginal traditions and ideas at the conference. Our cafeteria and residence staff also rose to the occasion for this with many positive comments about the hospitality provided by LCUR people.

Both the University and High School campus (LCHS) benefited from a transition to a better database, Raiser's Edge, for our alumni and donor records. Though the process was time-consuming and there were many patches to fix, both alumni offices of our campuses were, by June of 2016, very comfortable with the system and able to do far more with our alumni and donor records. I don't think it is a coincidence that our fund-

raising became more systematic and increased slightly as our staff learned this program.

At the LCHS campus, there was a great deal of work done on completing and summarizing the work of the previous strategic plan covering the years 2011-2016 and beginning the work on the new strategic plan covering the years 2016-2019. Dr. Mark Anderson, principal of the LCHS campus, did most of the heavy lifting on this plan but he consulted and received help from all aspects of his senior leadership team and faculty and staff. The plan was readily approved at the June, 2016 Board meeting with emphases on academic programming, technology upgrades, a wellness program for all students, and continued emphasis on community building.

A bright spot in our community building at the LCHS campus continued to be the work of the emerging parents' association which began workshops for the parents, assembled a small executive, and continued to plan fund-raising events. The administration of the LCHS campus also benefitted from the input and questions of the parents as they all expressed their desire to make the College as good as it could possibly be.

The emphasis of the LCHS campus on diversity continued as our dorms registered the highest number of international students in six years and our international enrollment grew with new Canadians in the Regina area. The Kramer Family scholarship for Metis and aboriginal students was established with a \$1.5M endowment from alumni David (HS'01) and James Kramer (HS'05) under the watchful eye of Tim Kramer, who helped negotiate the finer points of the scholarship and who sent David and James to the campus as students in the early 2000's. The College is extremely grateful for this endowment which will enable students who might not be able to attend LCHS otherwise to attend without concerns for financial support.

The Board of Regents were active in so many ways and in so many committees, giving selflessly of their time and efforts. Pastor Lindsay Hogenestad completed his limit of two terms as a Regent and Bob Leurer stepped down from the Board at the end of this fiscal year. New Regents who came to the board during this year included Pastor Daranne Harris (HS'95) from Calgary, and Janet Bjorndahl (U'79) and Beth Drozda (HS'84, U'87), both from Regina. In addition to regularizing its Enterprise Risk Management system, approved late in the prior year, the Regents also developed a Balance Scorecard. The Board also considered the implementation of a Consent Agenda for the fall of 2016 so as to become more strategic in its deliberations and decision-making.

In all things, Luther College, its staff and faculty continue to consider and work upon its service to students and the community, remembering it is only a steward of God in the work of 'quality education in a Christian context.'

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

Information Nights

Information nights at the High School campus were held on November 25, 2015, January 14, 2016, and February 25, 2016, and turn out to these events continue to be strong. Much of this is due to the Future Luther Student program, word of mouth, increasing interest in Luther, the International Baccalaureate (IB) program, and **Alison Keramati's** hard work.

Enrollment

For the fourth consecutive year, incoming grade 9 class enrollment (131) was strong. Total enrollment in 2015-16 (as of June 30, 2016) was 443 students, an increase of 4% from 2014-2015:

| | |
|----------|--------------|
| Grade 9 | 131 students |
| Grade 10 | 108 students |
| Grade 11 | 106 students |
| Grade 12 | 98 students |

Graduation

Number of Graduates

In 2016, there were a total of 93 students who graduated from Luther College High School.

Scholarships & Awards

| | |
|------------------------|--------------|
| Entrance | 34 students |
| Returning & Graduating | 119 students |

Graduation Exit Survey

A graduation exit survey was conducted for all grade 12 students. 75% of the students who responded to the survey indicated that their **reasons for attending** Luther were fulfilled and 78% would recommend LCHS to other students. The most frequently listed **advantage** of attending Luther was university preparation and an excellent education (54%), and most frequently listed **disadvantage** was the heavy workload and homework (combined for 37%).

Faculty/Staff Updates

- **Dr. Julia Mitchell** was hired as the Academic Guidance Counsellor full time in October 2015;

- **Conley Forsberg** (cook) and **Chris Lachowitzer** (baker and food preparation) and resigned from their cafeteria positions in November 2015 and December 2015, respectively;
- **Tara Barsi** was hired as cooking staff in December 2015;
- **Alanna Kalyniuk** resigned from her position as Campus Registrar in March 2016 after six years of service;
- **Jacqueline Wanner** was appointed as the new Registrar in April 2016; her previous position was as the Administrative Assistant;
- **Wendy Sauer** was hired as the Administrative Assistant in April 2016;
- **Daryl McKinnon** completed a two-year stint in the Music Department in June 2016, where he assumed half of Melissa Morgan's duties while she worked on her Ph.D.

Initiatives

CAIS (Canadian Accredited Independent Schools)

David Keeping, Director of Planning & Business Development, continued to compile the High School campus's application for CAIS, which will serve as a reputable agency capable of benchmarking the effectiveness of all facets of Luther's programming. The accreditation review is scheduled for April 30 to May 3.

Conversational Spanish

In response to the High School's language survey and the goal of increasing entrepreneurial opportunities, the school piloted a conversational Spanish class for ten weeks in Fall 2015 and Spring 2016. The class met every Saturday, and students received a certificate but no official credit standing with the Ministry of Education. Thanks to **Melissa Enns** for facilitating this pilot.

Native Studies

Joel Beres taught the High School's inaugural Native Studies class. For students who choose to enroll, the class will fulfill their Ethics 30 requirement.

Block Scheduling Trial (100 minute classes)

Surveys were issued to parents, students, faculty, and ESL instructors as a follow up to the High School's block schedule trial of October 2015. The input from these four constituencies helps the High School make the most informed decision possible. When considering any major initiative such as a timetable change, the school's over-arching aim is to always discern what is best educationally for the students of Luther and truest

to the College's mission. After weighing the input and carefully considering the "big picture" of Luther College, the High School decided to not move to a block schedule.

Mother Theresa Middle School

The High School continues to develop its relationship with Mother Theresa Middle School (MTMS), a Jesuit informed elementary school. There are twelve MTMS students currently enrolled at the High School. These young adults often come from tragic circumstances and typically from poor socio-economic conditions. Luther College feels that providing educational opportunities to such students is not only an ethical imperative, but entirely consistent with the College's mission.

Information Technology

A large part of the 2015-2016 school year was devoted to assessing the High School's current IT situation (both pros and cons), and developing a new comprehensive plan designed to meet current and future technological needs as faculty had expressed much dissatisfaction with the school's current equipment and processes. Most of this planning was assumed by administration, consultant **David Ell** (a retired Regina Catholic system IT expert), and a newly appointed faculty IT committee.

Strategic Planning

A new three-year (2017-2019) Strategic Plan for the High School campus was drafted in 2015-2016 and included consultation with all of the school's faculty and staff. The final draft of the Plan will be submitted to the Board for approval in Fall 2016.

Provincial Regulations

All remaining historical high schools in Saskatchewan including Luther College High School were circulated a redrafted *Independent Schools Regulations* (which are part of the *Education Act*) by the Ministry of Education to provide their feedback. Defunct historical high schools will not be named in the new *Regulations* because the Ministry fears less educationally minded groups may claim a legal right to reopen the schools under different auspices with different educational visions. The Ministry intends to protect only the existing historical schools because of their well-established track records of providing excellent educations, and producing quality citizens ready to contribute to a multicultural, liberal democracy.

High School Chaplaincy

Pastor David Peterson, in his second year at the High School, continued to teach Christian Ethics 30 (CETH 30) which involves a variety of themes including foundational concepts in ethics, the ethics of Jesus, and justice and solidarity with the poor. In the Fall 2015

semester, a special CETH 30 class focused on social justice issues and explored ideas such as liberation theology. This special focus was designed to support the learning done on the Ethics 30 international trip.

In February 2016, a group of eleven students and three chaperones travelled to Cuernavaca, Mexico for the international trip; it was determined in September 2015 that the original location of El Salvador was too dangerous due to the political situation. The group was hosted by Pastor Kim Ernlo and his group CREAM (Convergencia de Resistencia y Esperanza en las Américas), which offered something similar to the learning that CRISPAZ had done with the previous El Salvadorian groups. The CREAM hosts were very informative and introduced the group to a number of important ideas including justice for Aboriginal people, intrusive mining practices, and migrant labour. The trip also included some field trips where the group visited a women's cooperative daycare and community farm, and visited with local activists for clean water. President Hillis is to be credited with saving the ethics trip as he suggested an alternative location. Unfortunately, the change in location caused about half the original candidates to drop out of the trip. There was an attempt to launch another trip to Mexico in 2017 but there was not enough commitment to make the trip feasible so the school is looking at 2018 for the next international trip.

There was quite a spectrum of chapel guests such as female clergy Pastor Lynn Robertson and Pastor Carla Blakely, Salwa Mazahar, a Peer Chaplain at the University campus from the Islamic Community, and Chief Cadmus Delorme from the Aboriginal community, who came to speak to the students this year. Each provided their own perspective and ideas, and were well received by the students. The daily chapel at the High School is intentionally becoming more Christian focused while still being welcoming to a diversity of voices and faiths.

Pastor David continued to build and maintain connections with students through Peer Support where he and Mrs. Wilkinson try to put useful skills such as empathic listening into the hands of the students. He has also welcomed student-led chapels and involving students in services wherever possible. Additional Chaplain presence is felt during Professional Development Days with prayers, meditations, and reflections, communion services at the faculty retreat and during Lent and Advent, the Homecoming Service, Founder's Day, and Candlelight Services among other formalities. Pastor David provides support to staff and students as required and aims to maintain a "ministry of presence" to all members of the High School.

Alumni Relations, Development & Communications

The Alumni Relations, Development & Communications function is an essential

component of Luther College High School as it focuses on strengthening relationships with constituents that help maintain the viability of the institution. This focus assists fundraising and engagement within the community of alumni, current and past parents, donors, and friends of the College. To that end, several events and activities were held this year to support this objective.

DEVELOPMENT

Fundraising activities at the high school remain steady with our alumni, parents, grandparents, board members, staff, faculty, and friends of the College continuing the tradition of giving at Luther College.

A Time to Build Campaign

Fundraising efforts for the *A Time to Build* capital campaign continued in 2015-2016. As of June 30, 2016, the *A Time to Build* campaign has raised almost \$10,959,592. This includes donations from alumni and friends of the College, as well as reserve from previous fundraising efforts and a contribution from the provincial government. This milestone represents over \$340,328 in new pledges and gifts received within the 2015-2016 fiscal period. This money was raised through special events, direct mail appeals, and face-to-face meetings with donors. Special fundraising efforts included a “Student Calling Campaign” which ran from October to December 2015, raising \$8,800. A part-time supervisor and paid students were hired to run this campaign. A “Lawyers of Luther” fundraising event in September 2015 raised another \$25,000 towards the capital campaign. During L.I.T. in February 2016, a reception was held to honour Bob Davis who taught at Luther from 1960-1968 as an associated fundraising appeal which raised \$17,000. The Lorne & Evelyn Johnson Foundation also supported the campaign with a \$25,000 donation.

Donor Wall

Plans and designs for the *A Time to Build* donor wall were finalized in the spring of 2016 under the guidance of the Donor Wall Committee consisted of members of the board, current faculty and staff, and alumni. Brook Recognition Systems from Winnipeg, Manitoba was selected for the design and production. The donor wall will be unveiled in the fall of 2016.

Black & Gold Gala

The second annual Black & Gold Gala was held on January 23, 2016. The event was organized by a dedicated group of parent volunteers working in conjunction with the High School’s Development Office. This memorable event was intended to both raise funds and to promote fellowship among the parents and friends of Luther College. Thanks

to the generous support of our volunteers, sponsors, parents, alumni, and guests, the Gala raised over \$25,000. Proceeds from the Gala went towards the new sound system in the Merlis Belsher Heritage Centre. Special thanks to our Gala Co-Chairs, Kim Mack and Jill Anderson, and to all of the other Gala Committee members for their hard work and dedication.

Direct Mail Appeals

Please refer to the Annual Appeals section on page 30.

Parent Fundraising

Luther College parents continue to support the school through donations. In May 2016, a special grade 12 parent appeal letter was sent to all grade 12 parents asking for donations to the “Grade 12 Parent Class Gift,” which raised \$4,100.

New Scholarships

In June 2016, the Kramer Family committed to a \$1.5 million gift to fund aboriginal students attending the high school over the next ten years. The Dilawri Foundation also committed \$500,000 (\$50,000 per year over ten years) to provide financial assistance for student in need. The Jeniffer Faro Affeldt award, which is now fully endowed, was presented for the first time at the Baccalaureate ceremony in June 2016.

Entrance Awards & Donor Reception

Entrance awards ceremony on October 21, 2015 was attended by five donors but also well attended by recipients and their families. The Ted Cardwell Bursary was also presented for the first time to a Luther student from Imperial School.

Baccalaureate Donor Tea

We held the Baccalaureate Donor Tea to recognize scholarship donors and the recipients who receive the award.

ALUMNI RELATIONS

Homecoming

Homecoming 2015 was held October 9 & 10, 2015 and attended by sixty-nine people; fifty-one alumni plus their guests.

Musical Dessert Reception

Musical dessert reception prior to *The Sound of Music* was held with twenty-four attendees – mainly retired staff and board members and donors.

Alumni Basketball Game

LIT Alumni basketball game and alumni brunch was held February 13, 2016 attended by forty alumni.

Calgary Alumni Reception

Calgary alumni BBQ was hosted by Janice Kuchinka (HS'57) and attended by twenty-seven people, many of whom had not recently been engaged with the school.

Alumni Chapel

Alumni Chapel speaker was Jeff Christiansen (HS'84, U'90). This event is key for attracting former faculty.

COMMUNICATIONS

We increased our strategic focus to improve communication externally and internally with the development of the first draft of a comprehensive LCHS communications plan. Website maintenance continues to be a focus, particularly for recruitment of new students. Luther College High School created an official Instagram account, and a majority of our followers are current and/or recent students. Our Twitter and Facebook accounts remain active as well, particularly for student and alumni achievements and current events. The Communications Officer continues to support publicity for school-related functions such as musical and admissions events.

New Parent Meet & Greet

This event, focused on retaining new families that will be starting at Luther in the fall, was held on May 26, 2016 to engage new families and students into the Luther community by introducing them to current established families.

Policy and Procedures

A Donor Recognition Policy has been drafted, reviewed and approved by Development Committee. Naming Policy & Gift Acceptance Policy are still under development.

UNIVERSITY CAMPUS

Luther Lecture 2015

On Monday, September 28, 2015, Luther College welcomed Dr. Pamela Dickey Young, of Queen's University, as the College's 40th Luther Lecturer. She presented a talk entitled "Sex, Religion and Canadian Youth: Identities Under Construction." A Professor of Religion and Culture at the School of Religion, and cross-appointed in the Department of Women's Studies, at Queen's University in Kingston, Ontario, Dr. Dickey Young presented the results of her Social Sciences and Humanities Research Council of Canada (SSHRC)-funded research project on Religion, Gender and Sexuality Among Youth in Canada which gathered data and analyzed how young adults (aged 18-25) living in Canada understand their religiosity, their gender, their sexuality, and the relationships among these three.

Forward Together Lecture 2016

Luther College at the University of Regina (LCUR) is one of three federated colleges at the U of R. Established in 2009, the Forward Together Lecture highlights the four institutions' (U of R, Luther College, Campion College, and First Nations University of Canada) joint commitment to a common academic and social purpose that promotes inclusiveness, understanding, social justice and human rights. Co-sponsored by the four presidents of these institutions, the eighth annual Forward Together Lecture was held on Monday, September 12, 2016 entitled *Forward Together – Building a New Foundation* by National Chief Perry Bellegarde. The lecture, hosted by the First Nations University of Canada, was moved from March to September 2016 to coincide with the 40th Anniversary of the First Nations University of Canada.

Enrollment

| | |
|--------------------|--|
| Spring/Summer 2015 | 151 students (11% increase from 2014-2015) |
| Fall 2015 | 433 students (10% increase from 2014-2015) |
| Winter 2016 | 395 students (18% increase from 2014-2015) |

Residence

| | |
|--------------------|---|
| Spring/Summer 2015 | 28 students (<i>fluctuated due to the start of renovations</i>) |
| Fall 2015 | 110 students (<i>out of 110 rooms due to renovations</i>) |
| Winter 2016 | 110 students (<i>out of 110 room due to renovations</i>) |

Residence Renovations

After forty years, the Luther College Residence received a facelift. The Luther Residence opened in 1971 and was the first residence on the University of Regina campus. Open to all post-secondary students, the Luther College Residence provides students with a private, fully-furnished room, full-service cafeteria, and a number of multi-cultural social activities and events.

Upgrades to the Luther College Residence included building (e.g. new windows, flooring, LED lighting, sprinkler system and fire horns, new paint, improved fresh air supply), resident room (e.g. new windows, thermostat to control heat and air-conditioning, sound dampening walls, LED lighting, new floors, paint, furniture, and smoke detectors) and shower enhancements (e.g. new private showers, accessible bathrooms, soaker bathtubs). The enhancements started in July 2015 and will take place over a two-year span. Rooms on the north side will be available for students in the Fall 2016 semester with the Residence being fully renovated by the Fall 2017 semester.

Scholarships & Awards

Honour Roll Students:

| | |
|-------------|-------------|
| Fall 2015 | 42 students |
| Winter 2016 | 26 students |

Luther Scholarship Recipients

91 students were the recipients of \$72,650 worth of the Luther Scholarships in 2015.

Convocation

Graduates:

| | |
|-------------|-------------|
| Fall 2015 | 13 students |
| Spring 2016 | 49 students |

Convocation Award Recipients:

Fall 2015

Faculty of Science Dean's Medal: Steven West

Faculty of Fine Arts Dean's Medal and the University Prize in Fine Arts: Marika Yeo

Spring 2016

Luther Medal of Distinction: Katherine (Katie) Ottley

Faculty/Staff Updates

New Staff/Appointments:

- **Tatum Cruise** was hired in July 2015 as the new registrar, replacing Mary Jesse, who retired after thirty-three years of service to the College;
- **Pastor Sean Bell** was hired in August 2015 as Campus Pastor/Chaplain to replace Pastor Scott Adams, who resigned in June 2015;
- **Dr. Paul Antrobus** (Professor Emeritus, PSYC) passed away in August 2015;
- **Karen Prior** resigned as Interim Administrative Assistant to the Dean in August 2015;
- **Alexandria Li** was hired to work with Manager of Recruitment, Amy Hunter, in the new position of Recruitment & Retention Specialist in October 2015;
- **Jessica Bastiannse** was hired to as the new Academic Services Specialist in the Academic Office in October 2015;
- **Amber Peters** was hired as the Alumni Relations, Development & Communication Assistant in October 2015;
- **Jennifer Billan** was hired for an eighteen-month term as the Voluntary Sector Studies Network Coordinator in October 2015;
- **Kevin Schwab** was hired as the Interim Financial Analyst in November 2015;
- **Dr. Regan Shercliffe** (PSYC) resigned effective May 31, 2016; he was on a three year leave of absence working for the United Nations;
- **Dr. Barbara Reul** was promoted to Full Professor in July 2016; and
- **Dr. Philip Sevigny** was hired into a probationary tenure-track position in July 2016;

Teaching Hours:

Luther College instructors taught 140 courses in 18 disciplines to 4,021 students. Credit hours taught in each term were:

| | |
|--------------------|--------------------|
| Spring/Summer 2015 | 1,035 credit hours |
| Fall 2015 | 6,848 credit hours |
| Winter 2016 | 4,674 credit hours |

Celebrating Faculty Success

Service to the Church:

- F. Greifenhagen was the guest speaker at the Emmaus Breakfast at Luther College on November 7, 2015. His topic was “Bumbling, Stumbling and Limping Along, Looking for Home.”

- Y. Petry was the guest lecturer at the Luther Bach's Choir concert, entitled "Renaissance and Reformation, Revolution and Restoration" on November 8, 2015.
- F. V. Greifenhagen, presented "Getting to Know Our Neighbours: Learning about Islam", an educational event at Trinity Lutheran Church, Estevan, SK, January 16-17, 2016.
- B. Anderson was the keynote speaker with Zarqa Nawaz at the United Church of Canada's Annual Conference, June 4, 2016, Regina on "Loving your Neighbour as Yourself: Models of Multi-faith Dialogue."

Awards & Recognition:

- F. Freddolini has been invited by the European Research Council to be a reviewer for research projects submitted to the "Consolidator Grants" program (funding up to € 2 million).
- B. Reul was appointed to the Fasch-Kuratorium (Fasch Board of Trustees) on June 23, 2015 by the mayor of Zerbst/Anhalt, Germany.
- M. Hampton provided a book cover endorsement for H. Michell's, *Shattered Spirits in the Land of the Little Sticks*, JCharlton Publishing, 2015.
- M. Anderson was named one of two 2015-2016 University of Regina Humanities Research Institute fellows for his project "Splitting Tongues: Imagining Natives in *Reader's Digest* and *TIME*."
- M. Anderson was a visiting professor at the School of International and Public Affairs at Jilin University in Changchun, China, October 16-30, 2015. The program is funded by the Government of Saskatchewan and administered by UR International.
- Luther Sessional Lecturer, Cassidy McFadzean won two Saskatchewan Book Awards this past weekend: The O'Reilly Insurance and The Co-operators First Book Award and the City of Regina Book Award, both for her book *Hacker Packer* (McClelland & Stewart, 2015).
- B. Reul has been invited to join the Bach Network UK Council and the *Understanding Bach* editorial team as of 1 June 2016, for a three-year term. The latter is a peer-reviewed open access online journal (<http://www.bachnetwork.co.uk/understanding-bach/>).
- P. Sevigny passed his final oral exam for the Saskatchewan College of Psychologists on April 29, 2016. He is now deemed competent to independently practice psychology.
- M. Vetter's IDS 290AB Ecomuseums, taught in the Fall 2015, shared an RCE (Regional Centre of Expertise on Education for Sustainable Development) award in May 2016 with the community with whom they worked (White Butte Ecomuseum) and the Royal Saskatchewan Museum.

- M. Anderson has been named to the editorial board of *The Cultural and Literary Nationalism of Fourth World*.

Publications:

- L. Ambrose and I. Mladenovic authored a test bank for Cavallo-Medved et al., *Life Matters: Connecting Biology to Your World* 1st ed. 2016. Nelson Education, Toronto.
- The book *Display of Art in the Roman Palace, 1550-1750* ed. by G. Feigenbaum and F. Freddolini (Los Angeles: Getty Research Institute, 2014) has been reviewed by Helen Langdon in *The Burlington Magazine*, 157, No. 1347 (June 2015): 419-420, by Elisha Ann Dumser, *Choice* 52, no. 6 (February 2015), by Pier Baker-Bates in *Italian Studies* 70, No. 2 (2015): 283-284, by Frank Dabell in the *Times Literary Supplement* November 13, 2015: 24, and by Silvia Beltramo in the *Renaissance Quarterly* 68, no. 4 (2015): 1361-1362 : 283-284. The same book is also currently being reprinted.
- V. Greifenhagen and P. Vethanayagamony co-edited, *Lutheran Pedagogy for a Global Context*, Minneapolis: Lutheran University Press, 2015.
- B. Reul co-edited and contributed to the German edition of the annual newsletter of the International Fasch Society: *Faschiana*, vol. 19 (August 2015): 1-14, and translated it from German into English.
- B. Reul published "The Spectacle of a Young Man: Glenn Gould, Graham Steed, and an Unpublished Concert Review for the Windsor Star," in *Intersections* 33/2 (2013, appeared in print in August 2015): 115-126.
- M. Hampton's article entitled "Rural and Northern Community Response to Intimate Partner Violence" was published in 2014 *Compendium of Research in the NWT*. September 2015.
- D. Lane's review of the book *The Persistence of Place and Personality* by E. Kent and M.G. Vassanji was published in *Canadian Literature: A Quarterly of Criticism and Review*, Winter 2014.
- P. Sevigny, along with L. Loutzenhiser and P. McAuslan, published an article for *Psychology of Men and Masculinity*, titled "Development and Validation of the Fathering Self-Efficacy Scale." Online publication, August 31, 2015.
<http://dx.doi.org/10.1037/a0039659>.
- M. Anderson published "'This Garbage': Depictions of Idle No More in the *Globe and Mail* and *National Post*." in a new book edited by Ute Lischke and David McNab: *Tecumseh's Vision, Indigenous Sovereignty and Borders Since the War of 1812* (Issues Press at the University of Manitoba).
- M. Anderson published a review of Gary Clayton Anderson's new book, *Ethnic Cleansing and the Indian: The Crime That Should Haunt America* (University of Oklahoma Press) in the *American Indian Culture and Research Journal* 39: 2 (2015).

- V. Greifenhagen contributed "Muslim Perceptions of Identity, Community, Diversity and Authority in the Internet Age" to *Religion and Internet (Annual Review of the Sociology of Religion, v. 6)*, edited by Daniel Enstedt, Göran Larsson and Enzo Pace, Leiden: Brill, 2015, pp. 199-213.
- B. Reul et al, *Music at German Courts, 1715-1760: Changing Artistic Priorities* (Boydell Press, 2011): the book has been issued in paperback.
- B. Reul. "Schule und Kirche - Zur Musikpflege an St. Bartholomäi in Zerbst während der Barockzeit" (School and Church - An Examination of Musical Life at St. Bartholomew Church in Zerbst during the Baroque Period) in: *Festschrift 800 Jahre Hof- und Stiftskirche St. Bartholomäi - Erforschtes und Erlebtes aus 800 Jahren* (Coswig: Lewerenz, 2015), pp. 108-111.
- B. Reul, ed. *Impetus* (Luther College's Webzine), Fall 2015 issue, see <https://www.luthercollege.edu/university/academics/impetus>: 1) Editorial; 2) Tribute to Dr. Paul Antrobus.
- D. Lane published "Diasporic Discontent." Review of *Fauji Banta Singh and Other Stories* (Binning) and *The Ever After of Ashwin Rao* (Viswanathan) in *Canadian Literature* 224 (2015): 111-112.
- B. Reul's revised and expanded article entry on Johann Friedrich Fasch (Gottfried Küntzel and Barbara M. Reul. "Fasch, Johann Friedrich.") was published in the *Grove Music Online Dictionary* on the Oxford Music Online platform, the world's leading online resource for music research in mid-December 2016, (<http://www.oxfordmusiconline.com/subscriber/article/grove/music/09346>)
- S.J. Wilson was published in *The Best Advice in Six Words: Writers Famous and Obscure on Love, Sex, Money, Friendship, Family, Work, and Much More* (published by St. Martin's Griffin).
- Laura Ambrose, with Malin Hansen, *Natural Urban Landscapes: A Guide to Growing Native Plants*, first published in 2008, reprinted in 2009 and again in 2015.
- F. Labropulu and D. Li, *Unsteady Stagnation-point Flow of a Second-grade Fluid*, *Journal of Fluid Flow, Heat and Mass Transfer*, Vol. 3, pp. 17-24, 2016.
- On March 30, 2016, the Winter 2016 issue of *Impetus*, Luther's webzine, edited by B. Reul, went live. She contributed the Editorial and one of the "Stories from the Podium". Other contributors include: Mary Vetter; Sean Bell; Brenda Anderson (2 articles); Laura Ambrose; Michelle Folk; Dorothy Lane; Roger Petry; and Yvonne Petry.
- G. DeSantis co-authored "Provincial Funding of Human Service Community-based Organizations in Saskatchewan" in *Funding Policies and the Nonprofit Sector in Western Canada: Evolving Relationships in a Changing Environment* (University of Toronto Press, 2016).
- B. Reul coedited *Zerbst zur Zeit Faschs – ein anhaltinischer Musenhof* [Zerbst during Fasch's tenure – an Anhalt Court of the Muses], *Fasch-Studien* vol. 13, together with Bert Siegmund and Konstanze Musketa (Ortus, 2015) and translated the

abstracts. She also contributed two articles to the volume: "Musik am Musenort Zerbst: Aufführungen von Schülern der Bartholomäischule und von preussischen Komödianten während der Amtszeit J. F. Fasch" ["Zerbst as a 'Place of the Muses': Musical performances of students at St Bartholomäi School and by Prussian comedians during Fasch's tenure as *Kapellmeister*"], pp. 145-166. AND "Untersuchungen zu Johann Friedrich Faschs Biographien von 1732 und 1757" ["A critical examination of Johann Friedrich Faschs 1732 and 1757 biographies"], pp. 317-337.

- B. Anderson published "How the Lens of the Global Locates Canada's Missing and Murdered Indigenous Women: Pedagogical Methods, Lessons, and Hope from the Classroom." in *Forever Loved: Exposing the Hidden Crisis of Missing and Murdered Indigenous Women and Girls in Canada*, ed. D. Memee Lavell-Harvard and Jennifer Brant. Bradford, ON: Demeter Press, 2016.
- M. Anderson published *Holy War: Cowboys, Indians, and 9/11s*, Regina: University of Regina Press, 2016.
- M. Hampton, along with M. Wuerch, K. Zorn, and D. Jushka published "Responding to Intimate Partner Violence: Challenges Faced Among Service Providers in Northern Communities" in the *Journal of Interpersonal Violence*, 2016: <http://jiv.sagepub.com/cgi/reprint/0886260516645573v1.pdf?ijkey=iYxQvjaBOlg6xLX&keytype=finite>.

Grants:

- A. James is part of a team of researchers from U of R and U of S that was awarded a \$172, 467 SSHRC grant over four years: "English Manuscript Sermons and Sermon Notes 1530-1715: Interpreting the Archive".
- M. Hampton is the co-investigator for a 2.2 million dollar SSHRC grant on domestic homicide.
- On November 16, 2015, F. Freddolini was awarded (with co-investigators Leesa Streifler and Sean Whalley, Visual Arts Department), a 2015-2016 University of Regina President's Teaching and Learning Scholarship Grant for the project "Bringing Studio Art and Art History Together: Exploring New Pedagogical Perspectives."

Conferences & Conference Presentations:

- B. Anderson co-chaired, and was a major organizer of, the North American Interfaith Network Connect Conference, Luther College, University of Regina, July 19-22, 2015.
- N. Chevalier presented "Plutarch on the Spanish Main: Intertextual and Narrative Strategies in Johnson's General History of Pyrates" at the 14th

International Congress for Eighteenth-Century Studies, held in Rotterdam July 27-31, 2015.

- M. Folk served as the Conference Facilitator & Researcher for the North American Interfaith Network Connect Conference, Luther College, University of Regina, July 19-22, 2015.
- F. Freddolini gave a talk on July 7 entitled "Images, Display and Identity in Grand Ducal Florence," at the Kunsthistorisches Institut in Florence, Italy.
- V. Greifenhagen presented "Listening in the Face of Religious Terror", with David J. Goa at the North American Interfaith Network Connect Conference, Luther College, University of Regina, July 21, 2015.
- K. Ottley served as a student volunteer and conference aid for the North American Interfaith Network Connect Conference, Luther College, University of Regina, July 19-22, 2015. She also presented on the Young Adult Panel, discussing her work on multifaith projects. She was a leader in the Young Adults events that were held in addition to the regular conference events and the recipient of the NAIN Young Adult Scholars award.
- D. Lane was re-elected as President of the Canadian Association for Commonwealth Literature and Language Studies (CACLALS) and chaired two sessions, two meetings and acted as Secretary and Treasurer at the CACLALS conference in Ottawa from May 30-June 15, 2015. D. Lane also designed the conference program.
- R. Petry presented "Mobilizing the Voluntary Sector to Advance ESD: A Partnership with Higher Education in Saskatchewan, Canada " at the 4th annual RCE Conference of the Americas held in Grand Rapids, Michigan, August 9-10. Part of his presentation spoke about Luther's VSSN. He also co-chaired the first strategic session of the conference focused on "Joint Projects between RCEs in the Americas".
- B. Reul chaired a session entitled "Silence and Listening: A Musical Exploration" at the NAIN Conference at Luther College, 20 July 2015.
- P. Sevigny presented "FASD Assessment: Navigating Worldviews and Creating Space for Sacred Listening" at the NAIN Conference at Luther College, July 2015.
- M. Wagner presented "Listening to the Changing Discourse Surrounding the Memorialization of the Holocaust" at the NAIN Conference, Luther College, July 21, 2015.
- B. Anderson attended the RESOLVE annual conference held on October 22-23 in Regina. She introduced the keynote speaker, Judge Marylynne Beaton, Judge for the Domestic Violence Court in Regina. B. Anderson also chaired a presentation on "Influences of resettlement on incidences of intimate partner violence among Canadian South Asian immigrants."

- R. Petry attended the Canadian Society for Women in Philosophy (CSWIP) "Challenging Ontologies" conference hosted by Campion College on October 23-24 as well as chairing one of the two concurrent sessions (Session 6) held on October 24, 2015.
- R. Petry helped organize a presentation from Helen Angelakis from Western Sydney University: "Empowering and mobilising regional youth for sustainability," held On October 30, 2015 in the Education building at the University of Regina.
- A UN University Publication from the 9th RCE Global Conference in Okayama was just released. R. Petry co-chaired the Americas RCE meeting which is profiled on pages 20-21.
- F. Freddolini presented a paper entitled "Negotiating Heritage and Patronage: The Medici Palace in Florence and Seventeenth-Century Debates on the Preservation of Monuments," at the Universities Art Association of Canada Conference, Nova Scotia College of Art and Design, Halifax, NS, November 5-7, 2015. Session: The Art of Saving Art, Organized by Alena Robin, University of Western Ontario.
- Juschka, D., Hampton, M. & Knutson, T. (2015). Supports and Responses to Violence in our Communities. Presented at the Community-Based Research Showcase, University of Regina, November, 2015.
- D. Lane presented "Sites of Encounter—Sites of Exchange: The Indian Pilgrimage in Contemporary Travel Narratives" at the South Asian Literature Association (SALA) Annual Conference in Austin, Texas, January 2016, and also chaired a session on "Literary Elites and Canon Formation."
- M. Anderson delivered "Explaining 9/11: the Three Billion Dollar Question." at the Macrotheme Business and Social Science Research Conference, Espace Vocation Paris Haussman, Paris, December 21, 2015.
- M. Anderson, named as one of the 2015-2016 Humanities Research Institute Fellows, spoke at the HRI Fellows Reception on February 10, 2016 on his fellowship project "Splitting Tongues: Imagining Natives in Reader's Digest and TIME".
- F. Freddolini gave a talk on January 21, 2016 entitled "Fashioning the Uomini Nuovi. Display and Courtly Identity in Florence, 1587-1621," at St. Thomas More College, University of Saskatchewan, Saskatoon as part of the Classical, Medieval, and Renaissance Studies Colloquium Series at the U of S.
- R. Petry attended the "Education as a Driver for Sustainable Development Goals" conference hosted by the Centre for Environment Education in Ahmedabad, India, and sponsored by UNESCO and UNEP (among others) from Jan 11 to 13. R. Petry gave a presentation entitled "Regional Centres of Expertise on Education for Sustainable Development (ESD): Mobilizing Transformative Change for SCP".

He also led a Sustainable Consumption and Production Learning Exercise, the material from which he helped incorporate into the "Outcome Document for Goal 12" which he helped edit (and which became part of the final outcome document of the conference).

- F. Freddolini co-organized (with Marco Musillo, Kunsthistorisches Institut in Florenz-Max-Planck-Institut) three sessions at the Renaissance Society of America conference in Boston, March 31-April 2, 2016. The sessions were: 1. The Medici and the Seas, I: Mediterranean Identities; 2. The Medici and the Seas, II: Maritime Trajectories; 3. The Medici and the Seas, III: Asian Exchanges. F. Freddolini chaired the second session, and presented a paper in the third session, entitled: "Francesco Paolsanti Indiano: Exchanging Things between Goa and the Medici Court, c. 1608-1640."
- Y. Petry presented a paper (co-authored with Gary Diver) at the annual meeting of the Southern Association for the History of Medicine, held at the University of Nevada in Las Vegas, from March 17-19, 2016: "William Pryor Letchworth and Nineteenth-Century Epileptic Care."
- B. Reul presented a paper on March 19, 2016, at the American Musicological Society, Pacific Northwest Chapter Meeting at the University of Lethbridge: "Durchlauchtigste Herren - Entertaining Catherine the Great's German Relatives in the 1740s". She also chaired a conference session and presented a financial report as the chapter's secretary-treasurer.
- B. Reul Barbara presented "Unverwelklich grünende Palmen Unsterblicher Tugenden - Funeral Music at the Court of Anhalt-Zerbst in the 1740s" on April 9, 2016 at the 2016 American Bach Society conference held at the University of Notre Dame in South Bend, Indiana.
- B. Anderson and F. Greifenhagen presented "The Fantastical Muslim: Media Imaginings and Digital Practices of Prairie Muslims" at *the Islam on the Prairies: Tolerance, Pluralism and Diversity* conference, University of Saskatoon, May 14, and at the Canadian Society for the Study of Religion, Congress of the Humanities and Social Sciences, Calgary, May 30, 2016.
- B. Anderson chaired a panel at CSSR at the University of Calgary on May 31 on "The Great Goddess, Sacred Kingship and the Offering of Self in Hindu Tradition."
- M. Folk, a Luther College sessional instructor, presented "In the Light of the Sun: The Puranic Worldview in Articulating Sovereignty in Medieval India" at a Canadian Society for the Study of Religion panel at the University of Calgary on May 31, 2016.
- F. Freddolini presented "Manipulating History and Re-branding Identities: Patronage and Display of former Medici Opponents in Late Sixteenth- and Early

Seventeenth-Century Florence," at the *Against the Medici. Art and Dissent in Early Modern Italy* conference in Florence, Archivio di Stato, May 26-27, 2016.

- R. Petry chaired the organization committee for the 8th RCE Saskatchewan "Education for Sustainable Development Recognition Event" held at the Treaty 4 Governance Centre at Fort Qu'Appelle on May 4. R. Petry MC'd the day long event, including the morning event when 25 of 27 projects were awarded certificates (Luther College received recognition for 2 projects: the White Butte Ecomuseum and the Canadian Roots Exchange projects) as well as chairing the afternoon RCE Gathering focused on the theme of "Story Telling for Sustainable Development".
- R. Petry organized a presentation on May 5 by Dr. Charles Hopkins, holder of the UNESCO Chair on ESD at York University, held at Luther College and co-hosted by Luther College and RCE SK on the topic: "Post-Secondary Education & the UN Sustainable Development Goals: Global Opportunities and Challenges."

Service to the Community:

- F. Freddolini gave a talk entitled "Inside and Outside the Frame: Understanding Paintings in the Historical Context," presented at the Vancouver Art Gallery, Vancouver, BC, on October 4, 2015, as part of the public programming initiatives connected to the exhibition *Of Heaven and Earth: 500 Years of Italian Painting from the Glasgow Museum*. F. Freddolini was interviewed by the weekly magazine *The Source*, in relation to his talk, and the interview is featured in the article by Evelyne Young, "Inside and Outside the Glasgow Collection," *The Source* 16, issue 6 (September 22-October 6, 2015).
- F. Freddolini gave a series of four lectures devoted to "Art and Architecture in Seventeenth-Century Italy" at the Lifelong Learning Centre in October: The Counter-Reformation and the development of new ideas about reality: Annibale Carracci and Caravaggio on October 1, 2015; Ecclesia Triumphans: Bernini and the Triumph of the Church on October 8, 2015; The Protagonists of Baroque Painting on October 15, 2015; and The Cardinals and their Palaces: Display of Art in Baroque Rome on October 22, 2015.
- P. Sevigny was interviewed for a Global morning news "Baby Basics" segment (aired November 16, 2015). In the interview he discussed some ways to prepare older sibling(s) for the arrival of a new baby.
- B. Anderson, along with Dr. Shauneen Pete and Dr. Carrie Bourassa created a podcast for the Missing and Murdered Aboriginal Women and Girls Inquiry, discussing the pre-inquiry process, the work that's gone before, and the opportunities that are before them. The podcast is on the website for MMAWG.
- B. Anderson was the guest speaker for the Business Professional Women's dinner on February 22, 2016 on "Mobilizing Canada for Justice and Healing: What the

Truth and Reconciliation Commission and the MMIW Pre-Inquiry Process Tell Us." RCMP and Regina Police Service were among the invited guests.

- M. Anderson met with the Lifelong Learning Centre Book Club on December 14 to discuss his 2007 book *Cowboy Imperialism and Hollywood Film*.
- R. Petry presented a talk entitled "The Ethics of Bitcoin: Lessons for Developing Money as a Social Contract" at the second Philosophy Café discussion, hosted by the Philosophy and Classics Department on February 29, 2016.
- B. Anderson was on a panel of four scholars for the TV Ontario show, "The Agenda with Steve Paiken," their "flagship news show" on the topic of "Women and Religion." It was a treat to have an hour to talk intelligently (and be asked intelligent questions) by the media! <http://tvo.org/video/programs/the-agenda-with-steve-paiken/women-and-religion>.
- B. Ruel and M. Vetter participated in a panel organized by the Teaching and Learning Centre at the University of Regina on Open Education/Access Resources on March 11, 2016.
- F. Greifenhagen presented on the "Voice Against Violent Extremism" panel with Rabbi Jeremy Parnes & Imam Navid Aziz at the Intercultural Dialogue Institute, Regina, May 4, 2016.
- R. Petry spoke on May 3, 2016 at Standing Buffalo School, Paskwa School and at a "Science Cafe" (sponsored by Ducks Unlimited in Fort Qu'Appelle) about RCE Saskatchewan and education for sustainable development.

Initiatives

Voluntary Sector Studies Network Grant from Community Initiatives Fund

Luther College's Voluntary Sector Studies Network (VSSN) received a two-year Community Initiatives Fund grant worth \$209,888 in June 2015 to implement a ground-breaking 2015-2017 VSSN Action Plan. VSSN integrates real world problems into the classroom by bringing students and faculty together with people working in the voluntary/nonprofit sector.

North American Interfaith Network (NAIN) Connect 2015

From July 19 – 22, 2015, Luther College at the University of Regina hosted the annual North American Interfaith Network (NAIN) Connect conference. The theme of the conference – "Restoring Spirit through Sacred Listening" – was designed to engage activists of all faiths or no faith in the difficult task of reconciliation through deep listening. Over 150 people from around North America, including delegates from Mexico, participated in the four-day event, which featured a variety of multicultural-themed workshops, tours and panel discussions that intentionally spoke to the issues of heart, mind and action in this sacred business of redressing social injustice.

Aboriginal Initiatives

Student diversity and services is one of five strategic initiatives outlined in the Luther College, University of Regina (LCUR) Strategic Plan 2014-2019. The following is a brief overview of two Aboriginal programming and reconciliation initiatives currently being supported by LCUR as they fit within LCUR's larger commitment to the Truth and Reconciliation process:

1) Project of Heart (POH) teaches about the history of the residential school system in Canada using an artistic approach to commemorate the people and families who were, and still are, affected by this system. POH was originally created by University of Regina (U of R) graduate student, Sylvia Smith, as part of her Master of Education program as a way to address the lack of teaching tools on Indigenous history in the school system. Over forty participants from the Regina and university community participated in a seven-week workshop led by Jenna Tickell, a graduate student in the Women's and Gender Studies Program at the U of R.

2) Canadian Roots Exchange (CRE) is a national organization that trains Indigenous and non-Indigenous youth to form Reconciliation Teams with a purposes to teach about the effects of colonialism on Indigenous and non-Indigenous communities in Canada. Two years ago, Luther formed a steering committee that included members from the Aboriginal Student Centre, faculty members from the University of Regina, Luther College at the U of R, and Luther College High School. Luther's commitment has been to provide financial and counselling support to the four students who have formed the first CRE team on campus: Lindsay desRoschers, **Austin Josephson (HS'10, U'15)**, Lee Prosper, and Giselle Yee.

University Chaplaincy

Chaplaincy and the work of a Chaplain is diverse and made even more challenging in today's shifting religious landscape. Luther is a dynamic learning community full of many different people who get involved at the school for a variety of reasons. Creatively and effectively serving the students and the staff is a balancing act but one well worth doing as having someone who is befriending students as well as sitting at the Senior Leadership and Board of Regents table allows for increased integration and awareness of the structure as a whole. Offering guidance and structure for the year is balanced with being open to the emerging needs and desires of the community.

Pastoral Care: Pastor Sean Bell's door is always open, and students and staff frequently come to him for a variety of reasons. Some needed to simply be listened too and while others needed help seeing all of the choices that were available to them. Student life can also be isolating and lonely, and having a place for student's to bring their burdens is

beneficial. For example, Pastor Sean helped to try and make the best experience possible for some international students who were dealing with home sickness, issues around accessing health care, and the need to rapidly integrate into the community.

Programming: Some of the annual events hosted through the Chaplain's Office and Peer Chaplains in 2015-2016 included the Giving Thanks Lunch, Advent Service of Lessons & Carols, Interprovincial Campus Ministry Retreat to Sylvan Lake Alberta, and the end of semester study times. The Peer Chaplains also ran programs that helped students form community and connect to one another. Examples of this included "soul creations" crafts, tea parties, snacks after chapel and Sunday Service, and being exposed to prayers of different faiths through attendance at the Jumrah Prayer services on campus and discussion on prayer at the Peer Chaplaincy "Ask a Rabbi" events.

A new memorable Peer Chaplain event was handing out complimentary "sheep" cupcakes in the Riddell Centre at the University of Regina to celebrate the Islamic festival "Eid," which is held at the end of the Haj (the annual pilgrimage to Mecca). More than a learning opportunity, the chaplaincy was joining in the celebration, and experience and exposure to different traditions.

Outreach: Luther College Chaplaincy and Peer Chaplain events are open to all students, faculty, and staff, and everyone is made to feel welcome. When approached by a few Syrian students to hold an event to raise funds and awareness for the war in Syria, the Chaplaincy team did not hesitate, and helped to arrange a lunch event in the Campion Commons where the Syrian students spoke with those in attendance and expressed the reality of Syrian culture and the current situation.

Prophetic: One may think of 'Prophets' as people who are loudly saying what is going on and showing how it might be or should be different. The annual "Fair Trade Fair" is an example of how the campus ministry participates in an alternative economic model where the least powerful and easily exploited are valued and supported for their work. The campus ministry retreat in Sylvan Lake is also an example as the retreat centered on an artist from El Salvador who educated the team on the difficult realities of that country, and how they could be in solidarity with people in broken countries using the power of simply being Canadian.

The Chaplaincy team also hosted an event entitled "Je Suis Hijabi" where those in attendance heard stories from a number Muslim women as to why they did or did not wear the Hijab, and learned about the historic and current rationale for the garment. It's a dialog and question for Canada and the world to learn about as society determines

how to live in world community together.

Wider Church Involvement: Pastor Sean continued his work on the Saskatchewan Synod Council and hosting of annual events for clergy including the Ministerial meeting (all Lutheran Pastors) and the Clergy Luncheon, where all local area clergy were invited to a meal and presentation on the Multi-faith aspects of Chaplaincy. This year, Luther also supplied library cards for all clergy that came to the fall luncheon event so they could take advantage of the Luther and University of Regina libraries in order for them to continue their scholarly pursuits.

Pastor Sean looks forward to his second year as a Chaplain at the University campus. May we continue to find new ways to live into our motto: “Think Deeply, Act Passionately, Live Faithfully.”

Alumni Relations, Development, & Communications

ALUMNI RELATIONS & DEVELOPMENT

Alumni Engagement

The goal for the University Alumni Relations Office in 2015-2016 was to begin the process of re-connecting with alumni (graduates and residence) through personal one-on-one visits as well as hosting an Alumni Networking Breakfast at Luther for alumni who worked on the University of Regina campus.

Ten alumni visits were conducted between February and March 2016 to gain feedback on University campus’s communications, events, and development. The Office continues to correspond with these alumni, asking for their feedback on new initiatives and their interest in being involved.

Nine alumni attended the Networking Breakfast held at Luther on June 7, 2016. The event included images from the archives, an update on LCUR activities/initiatives and why our alumni are important to us, and showing results from the LCUR alumni survey. Feedback indicated that a lunch event would be better for schedules.

Direct Mail Appeal

Please refer to the Annual Appeals section on page 30.

COMMUNICATIONS

Social Media

The University campus’s social media continued to grow with 814 fans (likes), a 45% increase from 2015-2016, on the LCUR Facebook page, 318, a 22% increase from 2015-

2016, following LCUR on Twitter, and the creation of an Instagram account, with 53 followers as of June 30, 2016. The increase in social media activity is a direct result of the Alumni Relations, Development & Communications Assistant that was hired in October 2015.

Three-Year LCUR Recruitment Campaign (2015-2018)

Following the Branding and Marketing Strategy developed by ARCAS Advertising in 2014-2015, ARCAS was hired to assist in the development and implementation of a brand, creative platform, viewbook, and three-year recruitment campaign for the University campus. In 2015-2016 (Year 1), a four month (September – December 2015) recruitment campaign including outdoor, online, and SEARCH advertising was implemented in the areas of Regina, Moose Jaw, Weyburn, and Estevan. A mini-Winter campaign for prospective students and residents for the Luther College Residence was also implemented from January – March 2016. Internal tracking and assessment will occur throughout the three-year campaign with Years 2 and 3 will be implemented in 2016-2017 and 2017-2018, respectively; analysis to determine the success of the campaign will be conducted following the completion of Year 3.

ALL COLLEGE

Board of Regents

The highest governance power at Luther College is invested in its Board of Regents. Regents are elected or ratified at the Luther College Corporation Meeting, which is held during the biennial national convention of the Evangelical Lutheran Church in Canada. The Luther College regents provide nominations to the delegates at the Corporation Meeting. Board members are elected for four-year terms.

The Luther College Board of Regents for 2015-2016 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
- **Dr. Meredith Cherland** (2011-2015; 2015-2019) – Retired professor
- **Jeff Christiansen** (2012-2016) – Vice-President Operations, Speers Funeral Chapel
- **Michael Fritzler** (2009-2013; 2013-2017) – Business owner
- **Laurel Garven** (2014-2018) – Director of Strategy and Stakeholder Relations, ISC
- **Rev. Daranne Harris** (2015-2019) – VP & Chief Mission Officer for the Bethany Care Society
- **Rev. Lindsay Hognestad** (2008-2012; 2012-2016) – Pastor, Trinity Evangelical Lutheran Church
- **Dr. Murray Knuttila** (2014-2018) – Professor of Sociology and Special Advisor to the Provost of Brock University
- **Dr. Antoinette le Roux** (2013-2017) – Physician
- **Bob Leurer** (2011-2015; 2015-2019) – Lawyer, MacPherson Leslie Tyerman
- **Bruce McDowell** (2012-2016) – Viterra
- **Daryl Nelson** (2014-2018) – Farm Credit Canada
- **Karen Pflanzner** (2011-2015; 2015-2019) – Lawyer, Department of Justice
- **David Solheim** (2011-2015; 2015-2019) – Business owner
- **Karl Tiefenbach** (2015-2019) – Retired

The Luther Story

Two issues of Luther College's alumni magazine *The Luther Story* were distributed by mail and email to an average of 6,974 alumni, faculty, staff, and friends of the College. The Fall 2015/Winter 2016 issue featured alumni profiles, remembering the late Paul Antrobus, a feature on Dr. Don Lee, *A Time to Build* update, donor focus on Sharon Stuart, the High School's Homecoming 2015, the University's North American Interfaith Network (NAIN

2015) conference and Legacy Gift from the late Anna Kovacs, and on campus and class notes.

The Spring/Summer 2016 issues featured alumni profiles, a feature on Rev. Dr. Roland Miller, a historical article on Luther College, Founders' Day Dinner 2015, *A Time to Build* update, donor focus on Soren Oberg (HS'88), the High School's Black & Gold Gala, 64th LIT, and tribute to Mr. Bob Davis, the University's Aboriginal Initiatives and Writing Across the Disciplines, and on campus and class notes.

Raiser's Edge

In 2012, it was brought to the attention of administration that the current Alumni/Donor software, DonorPerfect (DP), was not meeting the needs of the Alumni Relations, Development & Communications (ARDC) department of both the High School and University campuses. Several options were considered with consultation and feedback provided by ARDC staff in early 2015, and Raiser's Edge (RE) was selected in the summer of 2015 as the new alumni/donor software because of its enhanced reporting abilities, ease of use, and integration with Financial Edge, Luther College's accounting system; RE was also a popular software with other private schools and other non-profit organizations in Canada. After an in-depth implementation, conversion from DP, and integration process, the new database was launched in December 2015.

Annual Appeals

The High School campus Fall 2015 Appeal letter focused on the music program and furnishings for the new band room, raising over \$21,000. The focus of the Spring 2016 Appeal letter was the new sound system for the Merlis Belsher Heritage Centre which raised close to \$45,000.

The University campus Fall 2015 Appeal letter focused on raising \$10,000 for the Honours A. Psychology Scholarship in memory of Dr. Paul Antrobus, a Psychology professor at the University camps from 1973 to 2005. As a result of the donations received, the University campus was able to increase the annual award value for the Honours A. Psychology Scholarship from \$800 to \$1,000.

Founders' Day Dinner

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 19, 2015, over 130 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 began with the new Chaplain at the University campus (LCUR), Pastor Sean Bell, welcoming everyone, followed by grace by Pastor David Peterson, LCHS Chaplain. After a delectable meal served by Mike Stobbs, Manager of Food Services at LCHS, and his staff, Dr. Bryan Hillis, President of Luther College, provided an update on the state of the College. Musical entertainment was provided by Jerry Wang, a Grade 12 student at LCHS, and Melissa Morgan, Pfeifer Memorial Chair of Music at LCHS, including an arrangement of *Fly Me to the Moon* by Bart Howard, which they dedicated to the late Richard Nostbakken.

The pinnacle of the evening was the recognition of the thirty-five donors entering a new cumulative lifetime giving level and the presentation of the 2015 Distinguished Service Award posthumously to Richard Nostbakken. Dr. Mark Anderson, Principal of LCHS, shared his memories and anecdotes of Richard, and presented the award to Richard's wife, Anne Nostbakken, sons **Jonathon (HS'94)** and **Soren Nostbakken (HS'97)**, and daughter, **Kristine Carleton (HS'91, U'00)**.

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

Alumni Survey

An alumni survey was distributed in May 2016 to High School and University alumni for feedback on how both campuses at Luther College can better communicate, connect, and engage with our alumni. Three \$500 travel vouchers from Marlin Travel - Regina were offered as an incentive for alumni to complete the on-line survey consisting of 40+ questions. 513 High School and thirty-seven University alumni responded to the survey, and winners of the travel vouchers were Richard Barnsley (HS'61), Gwen Evans (U'89), and Connor Wright (HS'04). Results help with the strategic direction of new/existing alumni relations activities.

THANK YOU TO OUR DONORS

The following individuals, corporations, and foundations donated financial support to Luther College in 2015-2016. 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 the Alumni Relations, Development & Communications Office at lchsalumni@luthercollege.edu.

\$1,000,000 - \$4,999,999

The Kramer Family

\$500,000 - \$999,999

Merlis Belsher

\$250,000 - \$499,999

Gavin & Annette Semple

\$100,000 - \$249,999

Anna Kovacs*

\$50,000 - \$99,999

Bryan & Joanne Hillis

Hertha Pfeifer

Tim & Lori Wiens

The Dilawri Foundation

The Lorne & Evelyn Johnson
Foundation

Tree of Life Foundation

\$10,000 - \$49,999

Anonymous (1)

Peter Dyksman Family Giving Fund

Dale & Britta Hardy

Henry & Eileen* Forrieter

Wes Gibbings*

Graeme & Sandra Hepworth

Christine (Wright) Kahler

Speers Funeral Chapel/Lumbard Family

Donnie & Kayla MacKay

Darann & Wendy Sauer

The Tell Family

Karl & Kathy Tiefenbach

Robert & Lois Vanderhooft

\$5,000 - \$9,999

Anonymous (1)
John Antrobus
Ted & Sharon Cardwell
FaithLife Financial
Mike & Michelle Fritzler
Berny Gross & Jackie Hall
Curtis & Michelle Kemp
Nevin & Sandy Markwart

\$1,000 - \$4,999

Anonymous (11)
A Colleen Altwasser
Mark & Roxanne Anderson
Sue Barber
Martin & Judy Bergbusch
Janet & Sterling Bjorndahl
Daphne Bramham
Carole Bryant
Kelly Butz
Lorne Cameron
Stacey Cattell & Family
Paul Kwan Hon Chan
Joycelyn Choi
Helen & John Courtney
Dusyk & Barlow Insurance Brokers Ltd.
Evangelical Lutheran Church in Canada
Nicole Fahlman
Lil Farley
Michael & Lynn Fix
Craig Francis
Larry & Gail Fry
Laurel Garven
Kevin Gooding
Volker Greifenhagen & Susan Cherland
Dona Gritzfeld
Richard Haack
Steve Haddad
Mary Hampton
Jim Hansen
Daranne Harris

John R. Morris
Jennifer & Duane Schellenberg
Ron & Elizabeth Shirkey
Cornelia Taschow-Graupe
Theo & Antoinette Le Roux
Henry Timnick
Peter & Jill Whitmore

Darlene Harrison
Rae Haverstock
Dennis & Beth Hendricksen
Noel Hendrickson
Russ Husum
Ryan Johnson
Carmen Johnson
Donna Kabaluk
Wayne Kallio
David & Brenda Keeping
Henry & Edythe Kinzel
Murray Knuttila
Gerald Langner
Jeanne & Kirk Leech
Mona Leippi
Harvey Linnen
Amber MacLeod
Donald J. McCarville
David McKenzie
Gunter Mende
Norman Minor
Joann Munda
John & Linda Nilson
Gerry & Vivian Norbraten
Lorna Pederson
John & Wenda Persson
Roger Petry
Verda Petry
John & Leah Phillips
Ken Phillips

Posehn Foundation
David & Leanna Prost
Bill & Janette Rieger
Lee Robertson
Reid & Annabel Robinson
John & Caroline Salaway
Alfred & Vicky Sattler
Warren Sauder
Daryl Shirkey
Bryan & Cyndi Sigurdson
Murray & Margaret Sihvon
Lyll Smith
Jeff Sotropa
Bob & Laura Steadward
Shawn Stieb

\$500 - \$999

Anonymous (9)
Hal & Donna Baldwin
Marlene Betker
Gregory Brandt
Holly Budinski
James Kwan-Lim Chan
Mary-Lynn Charlton
Esther Cherland
Mary Cowin
James Craig
Don & Thelma Grant
Donna Grant
Otto & Heidi Gudehus
Maureen Harrison & Yens Pedersen
Irene Hohm
David & Marlys Kaiser
Berbel & Alvin Knoll
Paul Korpan
Kenneth Koskinen
Marilyn & Don Lee
Wan Lee & Mei Chen
Aura Lee MacPherson
Herbert & Alvina Manz

Rob & Connie Switzer
Kent Symons
Hao & Hong Tran
Bill Vancise & Sybille Tremblay
Nancy Vancise
Lorne Vinge
Bud & Shirley Walker
Murray Wallace
Byron Werry
Victoria Whitmore
Clarke Wilson
The Willows Family
Barb & Dave Wright
Elaine Zinkhan-Turnbull

Pat & Inger Marshall
Bert McBride
Mike Foley Farms Ltd.
Erik Norbraten
Garth Norbraten
Nancy Ostime
Yvonne Petry & Gary Diver
Regina Police Service Half Marathon
Ron Schramm
Jacqui Shumiatcher
Bryan & Cyndi Sigurdson
Donald Sjoberg
Elaine Smith
Herb Stoeher
Ron Toews
Margo Toole
Leanne Tourney
Renee Wilkinson
Gary Williams
Jay Willimott
Li Yang
Walter & Sharon Yeo

\$10 - \$499

Anonymous (24)
Philip Achtzehner
Jim & Marsha Ackerman
Sharon Ackles
Bert & Ruth Adema
Helen Ager
Ruth Ahluwalia
Gregory Akulov
Chuck Alton
Amie Amyotte
Blake Anderson
Jeffie Anderson
John Anderson
Laura Anderson
Morris & Betty Anderson
Verna Anderson
Marieka Andrew
Jenny Antal
Natalia Antrobus
Katherine Arbuthnott
Doreen Arnott
Gesa Arscott
Michele Arscott
Deena Arthur
Derek Arvidson
Barb & Doug Ast
Jackie Ball
Lora Bansley
Gordon Barkman
Bill & Penny Barlow
Stephen Barlow
Mairi Barnes
Foster Barnsley
Mark Becker
Myron & Valerie Becker
Terese Bedard
Brian Beech
Lorraine Belanger

Aaron Bell
Mary Bella
Ken Bender
A. M. Bennett
Elayne Bennett Fox
Ivy Benson
Joel Beres
Lynn Beres
H Bergen
Arne Bessel
Dick & Christine (Sinton*) Bissett
Steve & Vera Bjornson
Beverly Blakely
Shirley Blythe
Jane Booth
Robert Bradley
Lydia Bramham
Marguerite Bright
Linda Brookes
Ken & Mary Brown
Marsha Brown
Kim Brunskill
Laura Burkhart
Emily Cameron
Jean Cameron
Beth Candlish
Becky Canham
Helen Capps
The Carson Family
Florence Cattell
Sherry Chase
Elisabeth Cherland & Kent Narum
Meredith & Carl Cherland
Yau Keung Choi
Christ Lutheran Church - Earl Grey
Christ Lutheran Ladies Fellowship -
Tisdale
Barbara Christiansen

Stewart Clifford
 Jim Coldwell
 Colorburst Paint and Wallpaper Ltd.
 Carol Cook
 Barrie Cubbon
 Kim Davis
 Barbara De Vlieger
 Mavis DeBruin
 Leslie DeMars
 Ninfa Diana
 Alan Dill
 Carolyn Dillistone
 Henry Doerksen
 Jac Doerksen
 Wojciech Dolata & Mai Ly-Dolata
 Cari Donaldson
 Glen Dowling
 Jim & Sandra Down
 Russell Down & Nadine McMeekin-
 Down
 Cara Driscoll
 Mark & Katherine Duke
 Joanne Dusterbeck
 Audrey Duthie
 Chris & Samantha Dyck
 Bobby-Jo Eaket
 Carole Eaton
 Les Einarson
 Rod & Marlene Eliason
 Gary Elliott
 Walter Ellis
 Laurence Eng
 Theresa Eng
 Allen Engel
 Helen Engel
 Kim & Chris Engen
 Joan Eremko
 Jerry Erickson
 Erin Campbell Howell Consulting Inc.
 Kaye Evans

Renita Falkenstern
 Luba Feduschak
 Vera Feduschak
 Kevin Fielden
 Janet Fielden Hilderman
 Shannon Fink
 E. Finnson
 Dorothy Fitzer
 Bernie & Chris Flynn
 Jack Ford
 D'Arcy Forster
 Bruce Foster
 Aaron Fox
 Peter Francis
 Christine Frank
 Wendy Frejd
 Darcy Friesen
 Michelle Friesen
 Kathleen & Wayne Froh
 Alice Gabriel
 Susan Gatin
 Chris Geradts
 Monica Gerein
 Susan Gervais
 Garth Gillespie
 Joan & Carl Gillis
 Sina Gillis
 Marjorie Gilroy
 Tara Gish
 Gordon Glaicar
 Kelly Glowa
 Ken Gracie
 Jon & Dayna Graf
 James Grahame
 Michael & Anna Grande
 Kevin Grant
 Ericka Greenham
 Scott Greggersen
 Mark Greschner
 Allan Grundahl

Linda Gunningham
Zhen Quan Guo
Mary Gurel
Wayne Gwillim
Randy Haatvedt
Walter Habershtock
Bob & Linda Haennel
Dave Hall
Marlene Hall
Elizabeth Hameluck
Lucy Han
Carol Hansen
Doug & Colleen Harle
Steven & Carla Harle
Courtney Harlos
Paige Harlos
Peter & Sheila Harlos
Mildred Harper
Laverne Hautz
Keith Hecker
Helga Hein
Gerald Heinrichs & Therese Kenny
Gerald Hennig
Garth Herman
Karen & Trevor Herriot
Bob Hilderman
Miriam Hilderman
Murray & Frances Hilderman
James Hillis
Maxine Hilts
Gregg Most & Barb Hilts-Most
Ernest Hodel
Margaret Hodges
Dave Hodgson
Carol Hoerger
Vernon Hoff
Louise Hoffert
Marian Holobow
Naomi Holobow
Ernst Hops

Mary Houston
Charlene Howard
Diane & Edward Howes
Paulette Hubbs
Todd Huber
Kevin Hudson
Donna Humbert
Judy Hunter
Drew Ives
Richard Jack & Leonila Filoteo
Robert & Violet Jacob
Ted Jannuska
Eseoghene Jarikre
Eric Johansen
Ralph Johnson
Susan Johnston & Marcel DeCoste
Gail Johnstone
Alan Jorgensen
DeVona & Angus Juckes
Jodi Kalaitzakis
Jeff & Melanie Kalmakoff
Alanna Kalyniuk
Kevin Kasha
Verdella & Larry Kattler
Norwood & Lois Kavanagh
Val Kehler
Joanne Kidd
Marie Kienle
Steve & Lee Kimbleton
Don & Pat King
Ed & Tarie Kinzel
Emily Klassen
Herb & Nadine Klassen
William Klassen
Marty Klyne
Laurie Koch
Hilda Kontz*
Reg Kontz
Garry Korven
Kristine Korven & Brian Swan

Lois Kos
Lauren Kos East
Simon Kostic
Ken Krebs
William Krell*
Marlene B. Kreuzinger
Eric Kristjansson
Helen Krozser
Jeannette Kuiper
John & Monica Kurtz
Jodi Cookson Kydd
Bertha Laing
Lai-See Winnie Lam
Victor Lam
Gary Lane
Marvin Lange
Garth LaPlante & Elizabeth
Constantinides
Greg & Diana Laturus
Learning for a Sustainable Future
Janice Lebell
Kirk & Jeanne Leech
Gregory & Carey Lipoth
Joseph Lipoth
Hsiu Liu
Jianjun Liu
Sara Lohnes
Pam Loster
Sharon Lowry
Giena Ludwig
Drew Lombard
Jiange Ma
Melanie MacGregor
Gretna Maggiacomo
George Maier
Wayne & Valerie Maier
Helga Malis
Harry Mandziak
Ron Mang
Karen Mantie

Harold & Ella Martin
Jonathan & Lori Matthews
Derek McCall
Boyd & Diana McCallum
Samira B. McCarthy
Robert McCulloch
Bruce McDowell
Wayne McElree
Richard McEwen
Lisa McIntyre
Julie McKenna
Susan McLaren
Jean McLuhan
Marie McNaughton
Paula Champ Meeres
Brian & Sharmaine Meier
Twyla Mensch
Derek Milen
Roland Miller
Eunice Misskey
Jock Mitchell
June Mitchell
Marilyn Moberg
Alvina G. Morgan
Donna Morgan
Elizabeth Morgan
Mae Morris
Denise Morstad
Larry & Diane Mossing
Pat Most
Ron Mrazek
Sandra Murchie
Albert Nairn
Oli & Marjorie Narfason
Majid Nasehi & Bonnie Rahnema
Alvin & Helen Neher
Marianne Neher
Sidney & Elaine Nelson
New Hope Lutheran Church Women -
Regina

Lizabeth Nicholls
Ben & Susan Nickel
Donna Nicurity
Phyllis Niebergall
Rick & Pam Norberg
Corinne Norbraten
Leif Nordstrom & Carol Nugent
Cameron Norman
Ann Nostbakken
Paul Nostbakken
Susan Nurse & Darren Hector
Elene Oakley
David Orr
Sharon Ottenbreit
Tom Parker
Karen Pasterfield
PayPal
Harold Peel
Sharon Penner
Ken Peterson
Vance Petriew
Barbara Phillips
Catherine Phillips
Ron & Margaret Plunz
Cherian Poonnoose
Ken Powers
Laurie Powers
John Preikschat
Alastair Preston
Alison Purdy
Jambo Wani & Margaret Puru
Luanne & Evan Quick & Family
Andrew Rae
Mr. Rae
Blenda Ramsay
Sean Randall
Vernon Ratzlaff
Allana & Woody Reaume
The Regina Jazz Society Corp.
John & Monica Rempel

Jessica Rezunyk
David & Gretchen (Schneider) Risch
Ferne Robb
Jo-Ann Robert
Cairine Robertson
Ruth Robinson
Evelyn Rogers
Terry Ross
Joan Roy
Sylvie Roy
Kelly & Brenda Rusteika
Marty Salter
James Sandercock
Harvey Sauder
George Sawatzky
David Sax
Wilbert Schalla
Raquel Schmidt
Irene Schmidtke
Herb Schneider
Jonathan Schneider
Claude & Hilary Schroeder
Gordon Schroeder
Gus Schroeder
Joan Schultz
Don Schurko
Diane Secoy Smith
SEEDS Connections
Judy Seifu
Sharon Selby
Mandy Selinger
Rommel Seno
Shannon Seymour
Beverley Sheldon
Gordon Shepherd
Andi Shi
Marilyn Sinclair
Les Skonnord
Jim Slinn
Alice Jean Smistad

David Smith
Joyce Smith
Lisa Smith
William Smythe
Acie Sobering
David & Sharon Solheim
Victor & Irene Sotropa
St. Mark's Lutheran Church - Markinch
St. Mark's Lutheran Church - Regina
St. Olaf Lutheran Church - Swift
Current
Bill Stahl
Ken Stalwick
Carole Stepenoff
Erin Stepenoff
Don Stetner
M. B. Stevens
Ruth Stewart
Clare & Marlene Stinson
Peter & Joyce Stovel
Kenneth Stovin
Janice & Peter Stratychuk
Elizabeth & Brad Strom
Brian Stubbings
Dan & Anna Sullivan
Suncor Energy Foundation
Greg Swanson
Roger & Elaine Sylvestre
Gary Tamlin
Jon & Michelle Tamlin
David & Hazel Tanner
Ken Taylor
Dianne Thompson
Cynthia Thorhaug
Shirley Thurm
Kenneth Thurston

Roxana Tiefenbach
Cheryl & Jim Toth
Ken & Verna Trapp
David & Laveena Tratch
Sandy Trueman
Darlene Turner
Jill Turner
Peggie Tysdal
Clint Uhrich
David Ulrich
Bill & Sharon Urton
Terelyne Vadeboncoeur
Ron Vasilash
Sarah Vernon
Corinne & Roger Vogel
Rebecca Voigts Larson & Stephen
Larson
Don & Anne Waite
Debra Wall
Bev Wallace
Wilbert & Darleen Walter
Blaine & Patricia Wass
Wilma Wessel
John Whittick
Rita* & Bernard Wilhelm
Colleen & Brandon Wilkinson
Stewart & Mary Anne Wilkinson
Fouche & Wilna Williams
Ralph Wushke
Joanne Yeo
Judy Young
Brenda Yung
Joanne Zepp
Brenda Ziolkowski
Erwin Ziolkowski

*Individuals with an * are deceased.*

Financial Statements

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

**Independent Auditors' Report and
Financial Statements
June 30, 2016**

APPROVED ON BEHALF OF THE BOARD OF REGENTS:

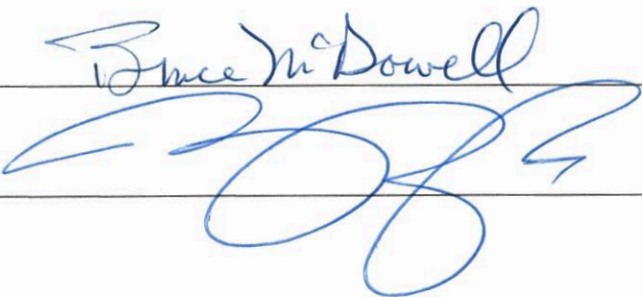


TABLE OF CONTENTS

| | |
|---|-----------|
| Management's Responsibility for Financial Reporting..... | p1 |
| Independent Auditor's Report..... | p2 |
| Statement of Financial Position..... | p3 |
| Statement of Fund Balances..... | p4 |
| Statement of Revenues and Expenses..... | p5 |
| Statement of Cash Flows..... | p6 |
| Notes to the Financial Statements..... | p7 |

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 generally accepted accounting principles.

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.



Dr. Bryan Hillis
President



Mark Duke, CPA, CMA
Director of Finance



INDEPENDENT AUDITORS' REPORT

To the Board of Regents of Luther College

We have audited the accompanying financial statements of Luther College which comprise the statement of financial position as at June 30, 2016 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.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the College's preparation and fair presentation of the financial statements 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Luther College as at June 30, 2016 and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

September 26, 2016

Regina, Saskatchewan

Chartered Professional Accountants

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

**Statement of Financial Position
At June 30, 2016, 2015**

| | | 2016 | | | | 2015 |
|---|--------------|---------------------|----------------------|---------------------|----------------------|----------------------|
| | <u>Notes</u> | <u>Operating</u> | <u>Restricted</u> | <u>Trust</u> | <u>Total</u> | <u>Total</u> |
| Current assets: | | | | | | |
| Cash, short term investments | | \$ 3,803,891 | \$ 1,531,298 | \$ - | \$ 5,335,189 | \$ 4,911,824 |
| Accounts receivable | | 434,979 | - | - | 434,979 | 591,385 |
| Prepaid expenses | | 87,256 | - | - | 87,256 | 76,613 |
| Total current assets | | <u>4,326,126</u> | <u>1,531,298</u> | <u>-</u> | <u>5,857,424</u> | <u>5,579,822</u> |
| Accrued pension benefit asset | 8 | 305,000 | - | - | 305,000 | 287,000 |
| Accrued market value of loan derivatives | 6 | - | (1,912,025) | - | (1,912,025) | (996,686) |
| Investments | | 2,429,832 | 3,567,130 | 3,131,565 | 9,128,527 | 9,784,806 |
| Tangible capital assets | 3 | - | 25,857,452 | - | 25,857,452 | 23,056,405 |
| Due from (to) other funds | | <u>(1,239,820)</u> | <u>(20,780)</u> | <u>1,260,600</u> | <u>-</u> | <u>-</u> |
| Total long term assets | | <u>1,495,012</u> | <u>27,491,777</u> | <u>4,392,165</u> | <u>33,378,954</u> | <u>32,131,525</u> |
| Total assets | | <u>\$ 5,821,138</u> | <u>\$ 29,023,075</u> | <u>\$ 4,392,165</u> | <u>\$ 39,236,378</u> | <u>\$ 37,711,347</u> |
| Current liabilities: | | | | | | |
| Deposits | | \$ 1,131,724 | \$ - | \$ - | \$ 1,131,724 | \$ 568,746 |
| Accounts payable | 4, 5 | 1,959,270 | 228,776 | - | 2,188,046 | 2,063,096 |
| Deferred revenue | | 482,897 | - | - | 482,897 | 745,296 |
| Construction project loan - current portion | 6 | - | 538,264 | - | 538,264 | 519,078 |
| Total current liabilities | | <u>3,573,891</u> | <u>767,040</u> | <u>-</u> | <u>4,340,931</u> | <u>3,896,216</u> |
| Long term debt | 6 | - | 11,946,284 | - | 11,946,284 | 12,482,489 |
| Total liabilities | | <u>3,573,891</u> | <u>12,713,324</u> | <u>-</u> | <u>16,287,215</u> | <u>16,378,705</u> |
| Fund balances: | | | | | | |
| Restricted | 2 | - | 2,917,665 | 4,392,165 | 7,309,830 | 7,449,966 |
| Tangible capital assets | | - | 13,392,086 | - | 13,392,086 | 10,054,834 |
| Unrestricted | | <u>2,247,247</u> | <u>-</u> | <u>-</u> | <u>2,247,247</u> | <u>3,827,842</u> |
| Total fund balances | | <u>2,247,247</u> | <u>16,309,751</u> | <u>4,392,165</u> | <u>22,949,163</u> | <u>21,332,642</u> |
| Total liabilities and fund balances | | <u>\$ 5,821,138</u> | <u>\$ 29,023,075</u> | <u>\$ 4,392,165</u> | <u>\$ 39,236,378</u> | <u>\$ 37,711,347</u> |

"See Accompanying Notes"

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

**Statement of Fund Balances
For the Years Ended June 30, 2016, 2015**

| | 2016 | | | | | 2015 |
|---------------------------------------|-------------------------|---|--------------------------|---------------------|----------------------|----------------------|
| | <u>Operating</u> | <u>Tangible Capital Assets</u> | <u>Restricted</u> | <u>Trust</u> | <u>Total</u> | <u>Total</u> |
| Fund balance - beginning | \$ 3,827,844 | \$ 10,054,834 | \$ 4,419,431 | \$ 3,030,533 | \$ 21,332,642 | \$ 20,636,362 |
| Excess revenue during year | 1,151,249 | - | (896,360) | 1,361,632 | 1,616,521 | 696,280 |
| Transfer of fund balance | 917,816 | - | (917,816) | - | - | - |
| Tangible capital assets | (3,649,662) | 3,821,992 | (172,330) | - | - | - |
| Depreciation | - | (1,020,945) | 1,020,945 | - | - | - |
| Repayment of debt | - | 536,205 | (536,205) | - | - | - |
| Long term debt - construction project | - | - | - | - | - | - |
| Fund balance - ending | \$ 2,247,247 | \$ 13,392,086 | \$ 2,917,665 | \$ 4,392,165 | \$ 22,949,163 | \$ 21,332,642 |

"See Accompanying Notes"

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

**Statement of Revenues and Expenses
For the Years Ended June 30, 2016, 2015**

| | 2016 | | | | 2015 |
|---|-------------------------|--------------------------|---------------------|---------------------|---------------------|
| | <u>Operating</u> | <u>Restricted</u> | <u>Trust</u> | <u>Total</u> | <u>Total</u> |
| Revenues: | | | | | |
| Tuition fees | \$ 4,885,402 | \$ - | \$ - | \$ 4,885,402 | \$ 4,517,940 |
| Grants | | | | | |
| Government of Saskatchewan | 7,310,573 | - | - | 7,310,573 | 7,332,327 |
| Other | 91,955 | - | - | 91,955 | 2,500 |
| Ancillaries | 2,608,988 | - | - | 2,608,988 | 3,381,036 |
| Other revenues | 1,379,566 | 531,325 | 190,745 | 2,101,636 | 2,030,410 |
| Donations | 139,860 | 1,370,360 | 1,388,231 | 2,898,451 | 1,649,337 |
| | <u>16,416,344</u> | <u>1,901,685</u> | <u>1,578,976</u> | <u>19,897,005</u> | <u>18,913,550</u> |
| Expenses: | | | | | |
| Academic and library | 7,683,426 | - | 127,550 | 7,810,976 | 7,790,200 |
| Administration | 2,226,216 | 3,671 | 81 | 2,229,968 | 2,141,535 |
| Student services | 1,250,725 | - | - | 1,250,725 | 1,172,818 |
| Physical plant | 2,082,372 | - | - | 2,082,372 | 2,189,755 |
| Food services | 1,635,076 | - | - | 1,635,076 | 1,773,351 |
| Advancement and communications | 339,931 | 98,166 | - | 438,097 | 439,606 |
| Interest on debt | - | 544,398 | - | 544,398 | 463,930 |
| Depreciation | - | 1,020,945 | - | 1,020,945 | 981,497 |
| | <u>15,217,747</u> | <u>1,667,180</u> | <u>127,631</u> | <u>17,012,557</u> | <u>16,952,692</u> |
| Excess of revenues over expenses from operations before the following: | <u>1,198,597</u> | <u>234,505</u> | <u>1,451,345</u> | <u>2,884,448</u> | <u>1,960,858</u> |
| Non-operating items: | | | | | |
| Unrealized loss on investments | (65,348) | (215,526) | (89,713) | (370,587) | (91,350) |
| Unrealized loss on loan derivatives | - | (915,339) | - | (915,339) | (593,228) |
| Net change in accrued benefit plan asset | 18,000 | - | - | 18,000 | (580,000) |
| | <u>(47,348)</u> | <u>(1,130,865)</u> | <u>(89,713)</u> | <u>(1,267,926)</u> | <u>(1,264,578)</u> |
| Excess (deficiency) of revenues over expenses | <u>\$ 1,151,249</u> | <u>\$ (896,360)</u> | <u>\$ 1,361,632</u> | <u>\$ 1,616,522</u> | <u>\$ 696,280</u> |

"See Accompanying Notes"

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

Statement of Cash Flows
For the Years Ended June 30, 2016, 2015

| | <u>2016</u> | <u>2015</u> |
|--|---------------------|---------------------|
| Operating activities: | | |
| Excess of revenues over expenses | \$ 1,616,521 | \$ 696,280 |
| Non cash items in the above: | | |
| Depreciation | 1,020,945 | 981,497 |
| Unrealized loss on investments | 370,587 | 91,350 |
| Unrealized loss on loan derivatives | 915,339 | 593,228 |
| Net change in accrued pension benefit asset | (18,000) | 580,000 |
| Change in working capital balances | <u>564,947</u> | <u>(1,897,950)</u> |
| Cash provided by operating activities | <u>4,470,339</u> | <u>1,044,405</u> |
| Financing activities: | | |
| Repayment of long term debt | (536,205) | (36,716) |
| Long term debt | <u>-</u> | <u>534,153</u> |
| Cash (used for) provided by financing activities | <u>(536,205)</u> | <u>497,437</u> |
| Investing activities: | | |
| Purchase of tangible capital assets | (3,821,992) | (2,726,326) |
| (Purchase)/disposition of investments | <u>311,223</u> | <u>(1,475,660)</u> |
| Cash used for investing activities | <u>(3,510,769)</u> | <u>(4,201,986)</u> |
| Increase (decrease) in cash, short term investments | 423,365 | (2,660,144) |
| Cash, short term investments, beginning of year | <u>4,911,824</u> | <u>7,571,968</u> |
| Cash, short term investments, end of year | <u>\$ 5,335,189</u> | <u>\$ 4,911,824</u> |
| Cash, short term investments consist of: | | |
| Cash | \$ 3,368,164 | \$ 1,461,704 |
| Short term investments | <u>1,967,025</u> | <u>3,450,120</u> |
| | <u>\$ 5,335,189</u> | <u>\$ 4,911,824</u> |

"See Accompanying Notes"

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**

Notes to the Financial Statements

June 30, 2016

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.

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 and 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 which required management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosures 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 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. 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.

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**
Notes to the Financial Statements
June 30, 2016

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

b) Restricted fund

During the year, there were net transfers of \$926,873 from the Restricted General Fund primarily for the residence renovation project at the University campus. Net interest earned on the restricted investments for the year was \$280,163. The restricted fund balance at June 30 consists of the following:

| | <u>2016</u> | <u>2015</u> |
|---|--------------------|--------------------|
| High School capital campaign | \$ 1,250,856 | \$ 966,106 |
| Market value of loan derivative | (1,912,025) | (996,686) |
| Strategic initiatives fund | 48,860 | 47,281 |
| Provision for renewal of facilities not funded by government * | 2,692,328 | 3,593,103 |
| Faculty development | <u>837,646</u> | <u>809,628</u> |
| | <u>\$2,917,665</u> | <u>\$4,419,432</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.

d) Tangible capital assets

Tangible capital assets are recorded at cost less accumulated depreciation. Depreciation is on a straight-line basis on estimated useful life. The estimated useful lives are as follows:

| | |
|-----------|---------------|
| Buildings | 40 years |
| Equipment | 3 to 10 years |

Works of art are not depreciated.

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**
Notes to the Financial Statements
June 30, 2016

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

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.

3. TANGIBLE CAPITAL ASSETS

Tangible capital assets consist of the following:

| | High School | University | Total Cost | Accumulated Depreciation | Net Book Value 30 June 2016 | Net Book Value 30 June 2015 |
|----------------------|----------------|--------------|---------------|-----------------------------|-----------------------------------|-----------------------------------|
| Land | \$ 27,979 | \$ - | \$ 27,979 | \$ - | \$ 27,979 | \$ 27,979 |
| Buildings | 21,993,491 | 6,067,949 | 28,061,440 | 6,817,263 | 21,244,177 | 21,718,532 |
| Expansion/Renovation | - | 3,408,545 | 3,408,545 | - | 3,408,545 | 252,986 |
| Equipment | 1,237,251 | 1,485,735 | 2,722,986 | 1,546,233 | 1,176,753 | 1,056,908 |
| Total | \$23,258,721 | \$10,962,229 | \$34,220,950 | \$8,363,496 | \$25,857,452 | \$23,056,405 |

At June 30, 2016 artwork included in equipment is \$58,462 (2015 - \$58,462).

LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL
Notes to the Financial Statements
June 30, 2016

3. TANGIBLE CAPITAL ASSETS (continued)

At June 30, 2016, the College has in place a plan for a \$4,811,400 revitalization of its university campus residence. Total costs incurred to date are \$3,440,332.

The buildings of the university campus are built upon property owned by the University of Regina. The College has leased this property for a 20 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 or receivable from the University of Regina as follows:

| | <u>2016</u> | <u>2015</u> |
|---------------------------------|------------------|------------------|
| Infrastructure services payable | \$ 68,765 | \$ 35,253 |
| Fees payable | <u>24,612</u> | <u>41,883</u> |
| Total | <u>\$ 93,377</u> | <u>\$ 77,136</u> |

5. VACATION PAY, DISABILITY AND ACADEMIC LEAVE ACCRUALS

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

| | Vacation Pay | Academic Leave | Short-term Disability | Total |
|-------------------------------------|-------------------|-------------------|--------------------------|---------------------|
| Balance, June 30, 2015 | \$ 641,678 | \$ 194,780 | \$ 98,460 | \$ 934,918 |
| Increase (decrease) during the year | 70,668 | 31,673 | (13,630) | 88,711 |
| Balance, June 30, 2016 | <u>\$ 712,346</u> | <u>\$ 226,453</u> | <u>\$ 84,830</u> | <u>\$ 1,023,629</u> |

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**
Notes to the Financial Statements
June 30, 2016

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, 2016, the line of credit was not used (2015 - 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, 2016, the line of credit was not used (2015 - nil).

b) Credit cards

The College has an authorized credit limit of \$150,000 (2015 - \$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, 2016 the outstanding balance was \$32,623 (2015 - \$29,808).

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.

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.

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**
Notes to the Financial Statements
June 30, 2016

6. LOANS PAYABLE (continued)

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, 2016 is \$11,650,625 (June 30, 2015 was \$12,066,954). The balance under the Swap Agreements at June 30, 2016 is \$11,650,625 (June 30, 2015 was \$12,066,954).

- e) In accordance with generally accepted account principles, Luther College has recorded a net unrealized loss, in the amount of \$1,912,025, 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

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

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, 2016 the balance outstanding was \$833,923 (2015-\$933,003).

LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL
Notes to the Financial Statements
June 30, 2016

7. OPERATING LEASES

The College has operating lease obligations for photocopying equipment at the high school campus. The payments for the next 2 years of these leases are:

| | <u>Amount</u> |
|---------|---------------|
| 2016/17 | \$ 7,320 |
| 2017/18 | \$ 7,320 |

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 2016 was \$363,877 (2015 - \$368,160).

Actuarial valuations are completed at least every 3 years as prescribed by statute. The most recent actuarial valuation report was December 31, 2012 for the Non-Academic plan and December 31, 2014 for the Academic and Administrative plan. Extrapolation reports to April 30, 2016 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 amortized on a straight-

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**

Notes to the Financial Statements

June 30, 2016

8. PENSION PLANS (continued)

line basis over the estimated average remaining service lifetime of the employee group (Academic Plan – 5.8 years, Non-Academic Plan – 13.8 years). 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, 2016 for the Academic Plan and Non-Academic Plans.

Information on the defined benefit plan is as follows:

| Academic and Administrative | <u>2016</u> | <u>2015</u> |
|--|------------------------|------------------------|
| Plan assets at fair value | \$ 9,066,000 | \$ 9,218,000 |
| Benefit obligation | (7,937,000) | (8,257,000) |
| Valuation allowance | (729,000) | - 578,000 |
| Net pension surplus | <u>\$ 400,000</u> | <u>\$ 383,000</u> |
| Non-Academic | <u>2016</u> | <u>2015</u> |
| Plan assets at fair value | \$ 3,112,000 | \$ 2,963,000 |
| Benefit obligation | (3,207,000) | (3,059,000) |
| Net pension surplus (deficiency) | <u>(\$95,000)</u> | <u>(\$96,000)</u> |
| Accrued pension benefit asset | <u>\$ 305,000</u> | <u>\$ 287,000</u> |

Significant actuarial assumptions adopted:

| | <u>2016</u> | <u>2015</u> |
|--|--------------------|--------------------|
| Discount rate | 5.85% - 6.00% | 6.00% - 6.15% |
| Expected long-term rate of return on plan assets | 5.35% - 5.50% | 6.00% - 6.15% |
| Rate of compensation increase | 2.75% | 3.0% |
| Inflation | 2.25% | 2.5% |

Some members of the College are eligible to participate in defined contribution Church pension plans. College contributions in 2016 were \$0 (2015 - \$1,361).

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 2016 were \$45,941 (2015 - \$37,477).

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**
Notes to the Financial Statements
June 30, 2016

8. PENSION PLANS (continued)

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 loan (\$883,923) is not hedged and therefore is 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. 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. CAPITAL GRANTS

The College received a \$475,000 Preventative Maintenance and Renewal grant from the Saskatchewan Government Ministry of Advanced Education in August 2014. The funding must be matched by the College and is designated for asbestos removal and ceiling repair to the university campus residence. Total costs incurred to date are \$528,134.

**LUTHER COLLEGE, REGINA
UNIVERSITY AND HIGH SCHOOL**

Notes to the Financial Statements

June 30, 2016

11. CAPITAL GRANTS (continued)

The College received a \$275,000 Preventative Maintenance and Renewal grant from the Saskatchewan Government Ministry of Advanced Education in July 2015. The funding must be matched by the College and is designated for the installation of a sprinkler system in the university campus residence. Total costs incurred to date are \$288,553.

12. OTHER FUNDING

The Community Initiatives Fund has approved funding support of \$209,888 for the Voluntary Sector Studies Network at Luther College's university campus. The funding will be provided for a two year period starting July 1, 2015. The initial payment of \$83,955 was paid in July 2015, the second payment of \$83,955 was paid in July 2016 and a third payment of \$20,989 will be paid September 1, 2016, and the final payment of \$20,989 will be paid within 90 days of project completion (by September 30, 2017).

13. INSURANCE CLAIMS OUTSTANDING

The College has filed a statement of claim in certain legal actions in which damages have been sought. The outcome of these actions is not determinable as at the date of reporting and accordingly, no provision has been made in these financial statements for any liability or gain that may result. The College's share of settlement, if any, will be charged to expenses in the year in which the amount is determinable.

14. COMPARATIVE FIGURES

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