

ANNUAL REPORT

2019-2020



Our Mission and Values

Gray Academy of Jewish Education brings together nearly 500 students and their families to learn, grow and excel in a warm community environment rooted in Jewish values. The Winnipeg Board of Jewish Education (WBJE) is the trustee of the mission and vision of Gray Academy and the primary policy-making body for the school.

Mission

Gray Academy prepares students to reach their full potential as empowered global citizens by providing educational excellence framed by Jewish identity, community and values.

Vision

To provide an education environment of academic excellence, strong Jewish values, spiritual and physical wellness, and proud global citizenship.

Our Beliefs and Values

Respect	כבוד הדדי
Tolerance/Compassion	סובלנות
Diversity	רבגוניות
Leadership	מנהיגות
Community	קהילה

Our Commitments

Academic Excellence	הצטיינות אקדמית
A Community School	בית ספר קהילתי
Jewish Identity	זהות יהודית
Future Leadership	מנהיגות עתידית
Healthy Living	אורח חיים בריא
Israel	ישראל



PRIZMAH
Center for Jewish Day Schools



Manitoba Federation of
Independent Schools
CHOICE • DIVERSITY • EXCELLENCE

Beneficiary Agency of the
Jewish Federation
OF WINNIPEG




JEWISH
FOUNDATION
— OF MANITOBA —

From Our President



After 10 years on the Winnipeg Board of Jewish Education, the last five of those as President and Chair, I am now transitioning my leadership role to my successor, Bryan Borzykowski. I wish Bryan all the best during his term. I can assure you, Bryan, the organization will benefit greatly from your wisdom and guidance.

I find myself reflecting on the past year with a degree of disbelief. We are an organized, technologically advanced and forward-thinking society, yet here we are. COVID has changed everything and turned society on its ear, including the business of running a school.

In March 2020, the world as we know it changed overnight. Businesses closed, schools were shuttered, and a small company called Zoom exploded in popularity. What COVID has taught us is that change is constant and inevitable and that the flexibility of an organization to respond and adapt to rapid change is paramount. To say that disruption yields innovation is an understatement.

At the same time, we are all human. At the most basic of level, we seek very simple ideals — safety, authenticity and community, to name a few. These basic principles are critical to our existence and truly cut through the daily nonsense we all face as parents and professionals.

I once read that the true measure of an organization, a community or a country is the manner in which its most vulnerable are treated. If we are to measure Gray Academy against such a standard, I believe this year has proven to be our best by far.

We have all felt some level of vulnerability during these unprecedented times. Data is now beginning to emerge suggesting that the true “cost of COVID” will not be known for years to come, including the impact on children not being able to attend school.

In adapting to the change foisted upon us by COVID, Gray Academy has, first and foremost, sought to ensure the physical safety and mental well-being of our students and their families. Second, we have sought to create a sense of normalcy for children and stability for families, which enables parents to continue working without worrying about basic safety.

In partnership with the Government of Manitoba, the Manitoba Federation of Independent Schools, the Asper Jewish Community Campus, the Jewish Foundation of Manitoba and the Jewish Federation of Winnipeg, I can tell you Lori and her team worked tirelessly — and I do mean tirelessly, through weekends and vacations for months on end — to revisit every single aspect of the school’s operations.

This work was done through the lens of shutting down a school, launching a virtual and distance learning program in a matter of days, re-opening a school under restrictive public health

guidelines and operating in a constant state of readiness to pivot at a moment's notice. Through it all, the board was well positioned to support Lori, the faculty and staff to ensure the success of the school and, in turn, our children.

Through all the noise, the school sought to maintain its educational, cultural and religious offering and simply “be”— meaning to be a place where children, in a perfect world, could just be children and share in the joy of learning, be with friends, and feel safe and comfortable in a trusted and familiar environment.

Fortunately, the school and the WBJE were able to leverage the strength and durability of its governance infrastructure. This is in large part due to the time the board spent building and executing its strategic plan. While the impact of COVID has been challenging, our solid foundation helped us persevere more successfully than some of our peer schools.

I thank the board for their unwavering support throughout my entire tenure. We have faced many challenges during this time and have handled them respectfully and effectively. As a result, we have been able to support the school's leadership through the turbulence of the unexpected and the calm of day-to-day operations.

To the administration, teachers and staff, thank you for your tireless commitment to educating and caring for our children.

And finally, to Lori — as I used to refer to her, “the new hire” — thank you for your care and dedication to your role, the school, our children and the entire community.



Sean Shore
President and Chair

From Our Head of School & CEO



Without question, 2019-2020 was the most unusual school year we have faced in our history. In many ways, it felt like two separate school years. From September through February, we enjoyed our usual learning, celebrations, performances, tournaments, *chagim* and special milestones together. Then, one week following our festive Gray Academy Purim celebration, the global pandemic forced us all to our homes.

From mid-March onward, the physical doors of our school were closed, as mandated by the Province. Thanks to the forethought and commitment of our board and leadership, Gray Academy had invested in innovative teaching tools and technologies long before, as one of the key pillars of our five-year Strategic Plan:

- Enhancing Our Culture of Innovation and 21st Century Learning
- Strengthening Community Perception
- Maintaining Critical Focus on Admissions and Retention
- Securing Financial Sustainability and Community Support

Our faculty and staff got down to work, and within 48 hours, we launched Gray Away, a remote learning platform that became our “school away from school” for the remaining months of the year. Thanks to the incredible hard work, passion and dedication of our teachers, staff and leadership, we kept our students learning and our community together, even in our isolation.

Our rapid pivot underscores the guiding principles that shaped Gray Away: learning, community and well-being. While we were apart in physical distance, our students saw the faces of their teachers and friends daily, sharing lessons, feelings and experiences. If ever there was a moment to demonstrate the need for children to be “in community,” this was it. Even during Pesach break and over the summer, the school was present for students who needed it.

We also found ourselves with an unprecedented and unexpected opportunity for families and our entire community to see inside the day-to-day life of our school community as never before. With our physical doors closed and our virtual ones open, we advanced another critical strategic pillar – strengthening community perception.

Most important, I am so proud of all students from our youngest learners in Junior Kindergarten all the way through High School. Our students kept their minds open to learning and supported one another, which helped make Gray Away a success.

For our Grade 12s especially, the final months of high school were forever changed. With the help of staff, we created special virtual moments to celebrate them and to let the community know how proud we were. In accordance with our graduates' wishes, we did not give them a Zoom convocation. We waited until we were permitted to bring the Class of 2020 and their families together for our very first and very meaningful "Convocation under the Sky."

I am deeply grateful to the many members of our Gray Academy family whose support and dedication allowed us to succeed. To our families, who supported our efforts and put their trust in us as never before. To our faculty and staff, who went above and beyond to ensure our students would be cared for educationally, socially and emotionally. To the WJSTA for their support and leadership, as we transitioned to Gray Away and navigated uncharted territory. And to our Leadership Team, who worked non-stop, through every vacation and weekend, to reconfigure and reimagine Gray Academy, so that every student could continue learning, connecting and celebrating together.

I thank our board for their support always but especially through these unprecedented times. Our Pandemic Response Committee, in particular, proved an invaluable sounding board for calm and considered decision making.

I thank our outgoing board members: Marla Levene and Tara Kozlowich for their many years of service to the board; Tracy Kasner for serving as immediate past president for three extra years and her continuing guidance to the board.

I thank Sean Shore, who has now completed the longest presidential term in WBJE history, for his leadership not only to our school and community but also to the Manitoba Federation of Independent Schools, Canadian Accredited Independent Schools and other Jewish day schools across North America. As his role transitions to past president, I am grateful that we will continue to benefit from his wise counsel. He has made a tremendous impact on our school today and for the future.

The 2019-2020 school year reminded us all that Gray Academy of Jewish Education is so much more than a school building. We are a strong and vibrant community dedicated to caring for one another no matter where we are, no matter what challenges come our way.



Lori Binder
Head of School and CEO

Our Finances

Prepared by Diane Shindleman, Treasurer

During the 2019-2020 school year, the Finance Committee continued to work towards our strategic goal of financial sustainability for Gray Academy of Jewish Education. We continue to operate with a lean budget, focusing our spending on areas that support our goals and strategic plan. We are pleased to share that the 2019-2020 financial statements show a surplus of \$138,306 of which a portion can be used to begin replenishing our reserve fund.

This year the Finance Committee prepared a draft Reserve Fund policy. Maintaining a reserve fund, in accordance with CAIS-accreditation standards, is essential. The reserve fund will be available for unexpected expenses, operational deficits and any unexpected financial needs. A healthy reserve fund supports our goal of long-term financial sustainability and the strength and permanence of our operations.

WJSTA Negotiations

The WBJE concluded negotiations with the Winnipeg Jewish School Teachers Association to set salaries for three years, which provides accurate information for the annual budget process. In addition, a payroll change was made to pay teachers semi-monthly over 12 months instead of 10, which alleviates cash flow issues in June and July each year.

Pandemic Expenses

We experienced some financial effects from the global pandemic, including increased expenses related to Gray Away and additional expenses for personal protective equipment and technology. We are grateful for the emergency grants received from the Jewish Foundation of Manitoba which allowed us to keep students learning and keep the Gray Academy community safe. It is noted in the financials that COVID-19 did not significantly impact the WBJE financial position.

Community Support

We would like to acknowledge with gratitude the support we receive from the Jewish Federation of Winnipeg (JFW). These funds are used specifically for our needs-based bursary program, which enables more families to access Jewish education for their children. We are also grateful for the grants we received from the Jewish Foundation of Manitoba, where we house our endowment funds. Finally, we have been able to continue with some fantastic programs and support for our families thanks to donations received during the year. Thank you to all donors.

We were also pleased to welcome Evgeny Gotfrid to our Audit Committee. We thank everyone on both the Finance and Audit Committees for volunteering their time and expertise.

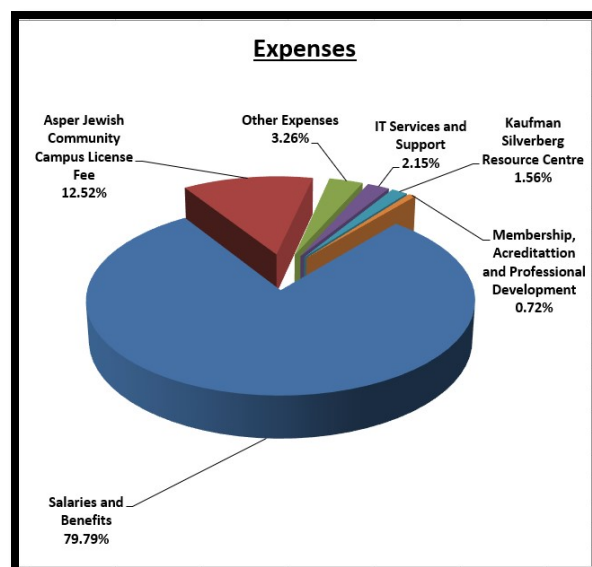
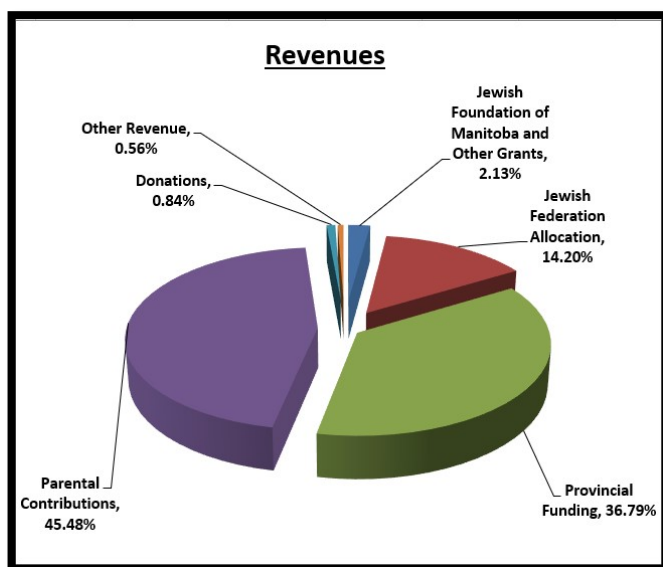
The WBJE financial statements, included in this report, are audited by Boone and Partners.

Statement of Financial Activities

The School's surplus was higher than 2018-2019, with the main sources of revenue being parental contributions, provincial grants and the JFW allocation.

Balance Sheet

Net assets for the year were \$159,001, representing the balance in the equipment and operating funds.



JEWISH FOUNDATION OF MANITOBA

Gray Academy received several grants, which we applied for, from the Jewish Foundation of Manitoba (JFM) in 2019-20 to support a range of initiatives and needs. We are grateful for these funds, which deliver enormous benefits to students.

- Stage 1 COVID-19 Emergency Relief Grant
- Stage 2 COVID-19 Supplementation Grant
- JET Fund for COVID-19 Relief Grant
- Development and Advancement Planning Grant
- Grant for Computer Enhancements in the Kaufman Silverberg Library



**JEWISH
FOUNDATION**
— OF MANITOBA —



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www.bookeandpartners.ca

Report of the Independent Auditors on the Summarized Financial Statements

To the Directors of Winnipeg Board of Jewish Education Inc.

Opinion

The accompanying summarized financial statements, which comprise the statement of financial position as at June 30, 2020, and the statements of financial activities and changes in fund balances for the year then ended, and related note, are derived from the audited financial statements of Winnipeg Board of Jewish Education Inc. for the year ended June 30, 2020.

In our opinion, the summarized financial statements are a fair summary of the audited financial statements, on the basis described in Note 1.

Summarized Financial Statements

The summarized financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summarized financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated October 21, 2020.

Management's Responsibility for the Summarized Financial Statements

Management is responsible for the preparation of the summarized financial statements on the basis described in Note 1.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summarized financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements".

Winnipeg, Canada
October 21, 2020

A stylized, handwritten signature in blue ink that reads "Booke & Partners".

Chartered Professional Accountants

Winnipeg Board of Jewish Education Inc.
Statement of Financial Activities
Year Ended June 30

	<u>Secular</u>	<u>Religious</u>	<u>2020 Combined</u>	<u>2019 Combined</u>
Revenues				
Parental contributions	\$ -	\$ 2,944,310	\$ 2,944,310	\$ 2,767,781
Junior Kindergarten program	252,454	-	252,454	177,665
Grants				
Province of Manitoba				
- instruction	2,546,618	-	2,546,618	2,440,781
- special education	89,760	-	89,760	97,891
- curricular materials	25,651	-	25,651	24,990
Jewish Federation of Winnipeg				
- regular	964,000	-	964,000	964,000
- administrative	90,000	-	90,000	90,000
- resource centre	58,500	-	58,500	58,500
Jewish Foundation of Manitoba	153,126	-	153,126	93,202
Donations	60,680	-	60,680	86,452
International student program - net	42,852	-	42,852	21,379
Interest & miscellaneous	40,515	-	40,515	24,931
Program and other fees	111,907	-	111,907	131,001
	<u>4,436,063</u>	<u>2,944,310</u>	<u>7,380,373</u>	<u>6,978,573</u>
Expenses				
Education	3,205,383	2,273,224	5,478,607	5,226,958
Office	939,292	711,270	1,650,562	1,601,639
Program and other	41,756	71,142	112,898	144,829
	<u>4,186,431</u>	<u>3,055,636</u>	<u>7,242,067</u>	<u>6,973,426</u>
Excess (deficiency) of revenues over expenses	<u>\$ 249,632</u>	<u>\$ (111,326)</u>	<u>\$ 138,306</u>	<u>\$ 5,147</u>

The complete financial statements, including notes to the financial statements and the independent auditors' report, are available upon request by contacting the organization's office.

Winnipeg Board of Jewish Education Inc.
Statement of Changes in Fund Balances
Year Ended June 30

	Equipment Fund	Operating Fund	Reserve Fund	2020 Total	2019 Total
Balance, beginning of year	\$ 23,616	\$ (2,921)	\$ -	\$ 20,695	\$ 15,548
Excess (deficiency) of revenues over expenses	(31,344)	169,650	-	138,306	5,147
Interfund transfers	<u>68,256</u>	<u>(68,256)</u>	<u>-</u>	<u>-</u>	<u>-</u>
Balance, end of year	<u>\$ 60,528</u>	<u>\$ 98,473</u>	<u>\$ -</u>	<u>\$ 159,001</u>	<u>\$ 20,695</u>

The complete financial statements, including notes to the financial statements and the independent auditors' report, are available upon request by contacting the organization's office.

Winnipeg Board of Jewish Education Inc.**Statement of Financial Position**

June 30 2020 2019

Assets**Current**

Cash	\$ 76,944	\$ -
Receivables	<u>688,486</u>	<u>691,827</u>
	765,430	691,827

Long-term investment	27,646	25,836
Property and equipment	<u>112,729</u>	<u>109,943</u>
	<u>\$ 905,805</u>	<u>\$ 827,606</u>

Liabilities**Current**

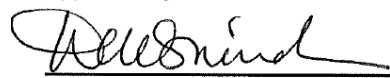
Bank indebtedness	\$ -	\$ 87,813
Payables and accruals	415,069	354,040
Deferred revenue	248,721	278,731
Deferred contributions	<u>30,813</u>	<u>-</u>
	694,603	720,584

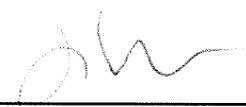
Deferred contributions for capital assets	<u>52,201</u>	<u>86,327</u>
	<u>746,804</u>	<u>806,911</u>

Fund Balances

Equipment	60,528	23,616
Operating	<u>98,473</u>	<u>(2,921)</u>
	<u>159,001</u>	<u>20,695</u>
	<u>\$ 905,805</u>	<u>\$ 827,606</u>

Approved by the Board

 Director

 Director

The complete financial statements, including notes to the financial statements and the independent auditors' report, are available upon request by contacting the organization's office.

Winnipeg Board of Jewish Education Inc.
Notes to the Summarized Financial Statements
June 30, 2020

1. Basis of preparation

The summarized financial statements have been prepared from the audited financial statements for the year ended June 30, 2020 on the following basis:

- a) The summarized financial statements include the major totals and subtotals from the related complete financial statements dealing with matters having a pervasive or otherwise significant effect on the summarized financial statements.

The complete financial statements, including notes to the financial statements and the independent auditors' report, are available upon request by contacting the organization's office.

The complete financial statements, including notes to the financial statements and the independent auditors' report, are available upon request by contacting the organization's office.

Our Volunteer Leadership

2019-2020 WBJE Board of Directors

Executive

Sean Shore, President
 Bryan Borzykowski ('98), Vice President
 Bruce Caplan, Secretary
 Diane Shindleman, Treasurer

Directors

Jennifer Dimerman
 Evgeny Gotfrid ('13)
 Richard Hechter
 Tara Kozlowich ('94)
 Laura Kravetsky-Chisick ('99)
 Cindy Lazar ('87)
 Rabbi Matthew Leibl ('03)
 Marla Levene ('93)
 Josh Weinstein ('89)

Ex-Officio Members

Tracy Kasner ('94), Past President
 Lori Binder ('91), Head of School and CEO
 Ron van der Hooft, WJSTA President

Chief Financial Officer

Carlos Benesdra, CPA, CMA

Thank You to Our Departing Board Members

Tracy Kasner, Immediate Past President – 11 years of service
 Tara Kozlowich, Director – 6 years of service
 Marla Levene, Director – 9 years of service

Thank You to Our President

Our sincere gratitude to Sean Shore for exceptional leadership and guidance in his five years of service as President and Chair of the WBJE. Sean will continue to serve as Immediate Past President.

Welcome to Our New President

At our November 10 board, our new President, Bryan Borzykowski, was officially installed.



WBJE Committees

Governance

Tracy Kasner, Chair
Laura Kravetsky-Chisick
Marla Levene

Finance

Diane Shindleman, Chair
Bruce Caplan
Sean Shore
Jacob Smolack
Carlos Benesdra
Lori Binder
Janice Brigden

Audit

Diane Shindleman, Chair
Evgeny Gotfrid
Jacob Smolack
Jonathan Strauss
Carlos Benesdra

Negotiations

Cindy Lazar, Chair
Richard Hecter
Lori Binder
Carlos Benesdra

Affordability Committee (with Jewish Federation of Winnipeg)

Evan Roiternberg, Co-Chair
Tracy Kasner, WBJE Representative

WBJE Representative to the Jewish Federation of Winnipeg

Bryan Borzykowski

WBJE Representative to the Asper Jewish Community Campus Board

Josh Weinstein

Our Generous Supporters

Allocations, Grants and Gifts

We are incredibly grateful to the organizations and individuals who supported Gray Academy last year, especially when we faced unprecedented unforeseen expenses.

Jewish Federation of Winnipeg

We are especially grateful to the Jewish Federation of Winnipeg for its annual allocation. These funds, which come from generous donations to JFW's annual Combined Jewish Appeal campaign, are used exclusively for our needs-based bursary program. This invaluable program helps ensure no family is ever turned away from Gray Academy because of financial need.



Combined Jewish Appeal Designated Gifts

Richard Morantz and Sheree Walder Morantz

In support of Gray Academy's English as an Additional Language (EAL) programming

Gail Asper and Michael Paterson

W.P.G., the Wealth Planning Group

Asper Foundation

In support of Gray Academy's Debate and Public Speaking Program and our Asper Cup Debating Tournament

Gray Academy Parent Association (GAPA)

Funds to support co-curricular and Jewish holiday programming.

Jewish Foundation of Manitoba Gifts to Gray Academy**Israel & Babs Asper Charitable Fund**

Immediate-needs funding to support families who require additional bursary support.

Benji Leibl Fund

In support of special education resources.

Youth in Philanthropy Fund

Supporting our Grade 10 students' learning about community philanthropy and allocations.

Gray Academy Endowment Fund

Thank you to all the individuals who contributed to our Gray Academy Endowment Fund and our Debating Endowment Fund, housed with the Jewish Foundation of Manitoba, during the 2019-2020 school year.

Grosberg Family Fund

In support of the Edith and Samuel Grosberg Award

Jewish Foundation of Manitoba Grants

Stage 1 COVID-19 Emergency Relief Grant

Stage 2 COVID-19 Supplementation Grant

JET Fund COVID Relief Grant

Development and Advancement Planning Grant

Grant for enhanced computer access in the Kaufman Silverberg Library

Direct Donations to Gray Academy**\$5,000-\$10,000**

Frank Lavitt & Ahava Halpern

Laing Family Foundation (Rochelle & Ian Laing)

Switzer Family Fund

\$1,000-\$4,999

Top Marks

Diane, Sandy and Annie Shindleman

Jonathan Bedder

\$250-\$999

Lifetouch

Elana Sasley & Jeff Hyman

Marcelo and Lilian Wilk

Norman and Heather Silver

Up to \$249

Tamar Barr
 Alan Borger
 Laura Chisick
 CORFAC
 Jen & Ian Dimerman
 Carol Duboff
 Evgeny Gotfrid
 Richard Hechter
 Pat & John Hodgert
 Margaret Kasner
 Ruth Klapman
 Hazel Kushner
 Ladco Company Ltd

Jack and Zina Lazareck
 Matthew Leibl
 HaMorah Sherry & Mrs. Pollock
 Main and Main
 Mendl Malkin
 Harriet and Elliot Rodin
 Sari and Brian Rosenberg
 Strauss Event & Association Management
 Susie Freedman Tapper
 David Thompson
 Sherri Winters
 The DH Gales Charitable Foundation of
 Toronto

Tribute Cards

Thank you to everyone who donated through the Kaufman Silverberg Resource Centre and Winnipeg Board of Jewish Education tribute card programs.

Celebrating Milestones, Creating Memories

Thank you to the following families for supporting specific milestone programs.

Grade 2 Chaggigat HaTorah

Carly and Shane Kozlowich
 Laura and Josh Chisick
 Heather and Norman Silver
 Barbara and David Goldenberg
 Eka and Boris Mednikov
 Julia and Dima Kramskoy

Grade 4 Torah Siyyum

Allison and Jonathan Strauss

Grade 5 Kabbalat Shabbat

Mara and Shane Silver
 Lynne and Michael Salman

Grade 6 Shabbaton

Allison and Jonathan Strauss

Grade 6 Year-end Celebration

Marla and Adam Levene

Gifts to Beautify Our Spaces



Snug as a Bug on a Rug

We thank Daniel Rosenblat, owner of National Interiors, for his donation of over 120 carpet squares for our Elementary School students to enjoy in their classrooms.



Some Wow for Our Wall

We were thrilled to add a dynamic new mural to our entryway. Thanks to Yehudit Nisanov and Yana Shtainberg, owners of Decor2Go Wallpaper Boutique and Gray Academy moms, for designing and putting up our wonderful new welcome wall image!



Our Parents

Gray Academy Parent Association

Gray Academy parents are active partners in building an exceptional school community. Our Gray Academy Parent Association (GAPA) organizes programs for students and families, including hot lunches, challah, cultural programming, fun fairs, fundraising and more.



Fun-filled Fun Fair

Parents and kids of all ages had a blast at the GAPA Fun Fair the first week of school. Families enjoyed food, games, face painting, Bubble Ball and more. Federation's friendly furry mascot, Lior the Lion, got lots of hugs from everyone. Thanks to GAPA Fun Fair Coordinators Lainie Filkow and Jodi Kravetsky and all the volunteers who helped make the Fun Fair a special treat for our families.

BINGO!

Families and volunteers came out to Gray Academy for a morning of BINGO, prizes, treats, fundraising and fun. Thank you to Allison Strauss and Jen Dimerman for organizing our first ever Family BINGO and to Canadian Footwear (Pam Cipryk and Brian Scharfstein), Ian Dimerman, Popcorn Vintage by Tann (Tann Tataryn) and Schmoozers Café for their generous prize donations.



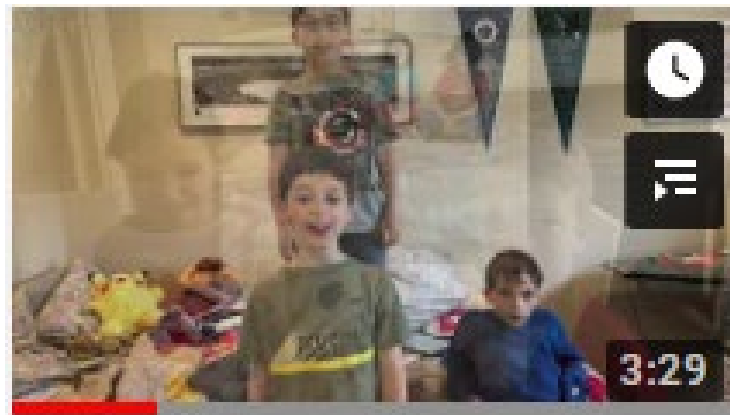


Pre-Loved Uniforms

Thank you to Sharon Goldenberg, Sima Feuer and all the parent volunteers for the hard work they put into our Pre-Loved Uniform Sale. This important sale not only raises funds for GAPA initiatives but also gives families the opportunity to purchase quality uniform pieces at discount prices.

We Love our Teachers!

Shifting to remote learning part way through the year was challenging for students and teachers alike. By organizing the production of a heart-felt thank-you video while we all learned from home, GAPA gave students and families a beautiful and creative way to tell our teachers and staff how much they were missed and appreciated.



Thank You to Our GAPA Volunteers!

Jen Dimerman, President
 Deb Adleman
 Cheryl Altman
 Sima Feuer
 Susie Freedman
 Mark Gillman
 Sharon Goldenberg

Shannon Golding
 Heather Koplovitch
 Jodi Kravetsky
 Fanny Levy
 Analia Matzkin
 Tracee Mellon
 Audra Roitenberg

Diane Shindleman
 Sean Shore
 Heather Silver
 Allison Strauss
 Candice Tenenbein
 Alana Yaren

Our Faculty and Staff

In a school year like no other, our faculty and staff went above and beyond to ensure our students could continue learning and connecting, no matter what. We are incredibly grateful for their hard work, professionalism, dedication and passion in and out of the classroom.



Milestone Mazel Tovs

Years of Service

Thank you to two of our long-serving faculty members, **Jamie Kagan (25 Years)** and **Sandy Rosenberg (40 Years)**, for their dedication to our school community. Mazel tov on reaching these milestones of service to our students and families.

Retirements

Mazel tov to **Karen Richter** and **Gregg Bedomme** on their well-earned retirements. We wish them all the very best and thank them both for their dedicated years of service to Gray Academy and our founding school, Joseph Wolinsky Collegiate.

Our Enrollment

We are very pleased to report strong enrollment and re-enrollment numbers once again. For the current year, new families were drawn by the strength of our pandemic response and commitment to Gray Away. These numbers convey the strength of the Gray Academy community and the effectiveness of our commitment to continuous school improvement.

Retention and Enrollment			
	2018-2019	2019-2020	2020-2021
Elementary (JK-Grade 6)	282	283	266
High School (Grade 7-12)	188	211	218
Total Enrollment	470	494	484
Student Retention	93%	96%	93%

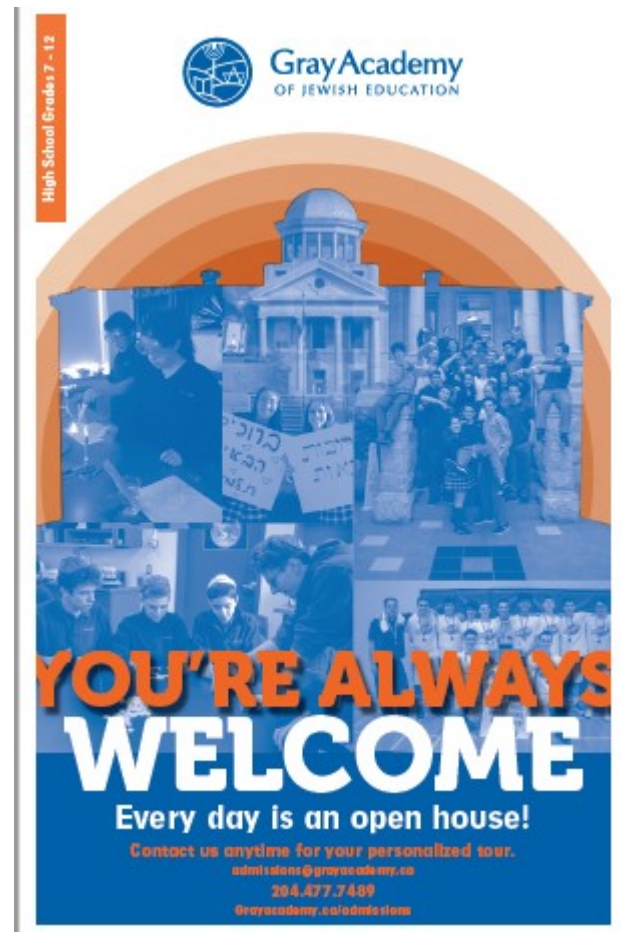
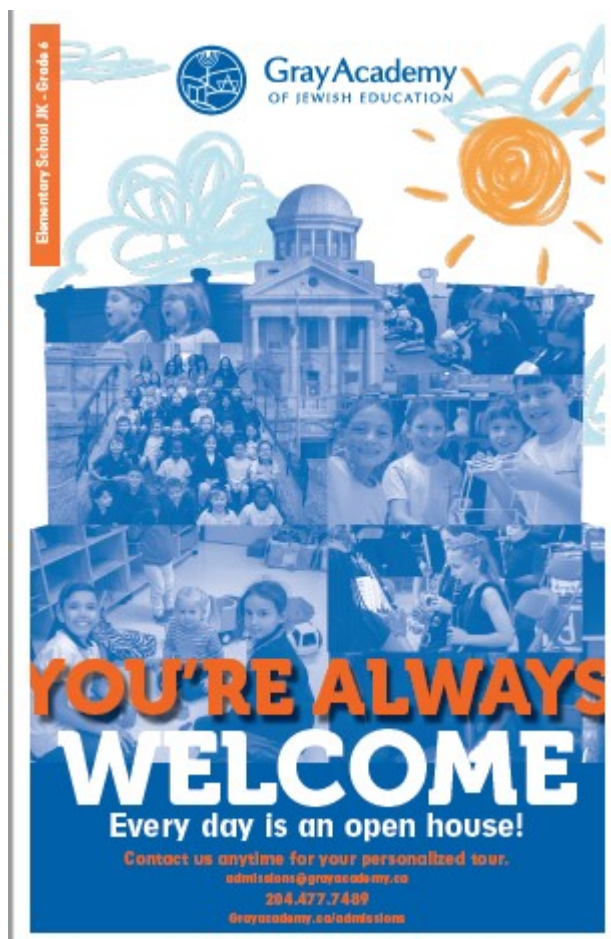


Returning and New Students			
	2018-2019	2019-2020	2020-2021
Re-enrolled Students	387	406	423
New Students	83	88	61
Total Enrollment	470	494	484

Our Welcoming Message

More than a building, more than a school, Gray Academy is a warm community environment where everyone is welcome. Our newest marketing campaign employed vibrant colours and dynamic images to let families know our doors are open... even when they aren't! Families who are interested in Gray Academy need not wait for an open house event to visit us and experience Gray Academy.

Distinct versions were created for Elementary and High School audiences, along with a single whole-school version, offering a glimpse at the academic and personal growth that takes place every day inside our beautiful, historic building. Large posters currently hang on Main Street in the AJCC and in the showcase at the main AJCC entrance. Small posters are distributed around the city to promote our school throughout the community.



In Touch with Our Stakeholders

In 2020, Gray Academy once again leveraged opportunities to survey parents and students, this time with a focus on remote learning experiences.

How Are We Doing?

One week following the launch of Gray Away, we asked all families to share what was working well for their children and how we could make the learning experience better. We also asked High School students to share their experience and point of view. We used this information to continually evolve and improve Gray Away for all grades.



Independent School Management (ISM) Survey

We also took advantage of an opportunity to participate in an international survey, made available to us at no cost by ISM, an organization dedicated to advancing school leadership and enriching the student experience. The anonymous and confidential survey provided us with aggregate data specific to Gray Academy, as well as insight into independent schools across North America. Responses from our families helped us understand their Gray Away experiences and make continual improvements.

Always Connecting with Families

With a deep commitment to information sharing and transparency, we have invested in tools and platforms to help us communicate often with our families and the greater community through a broad range of channels.

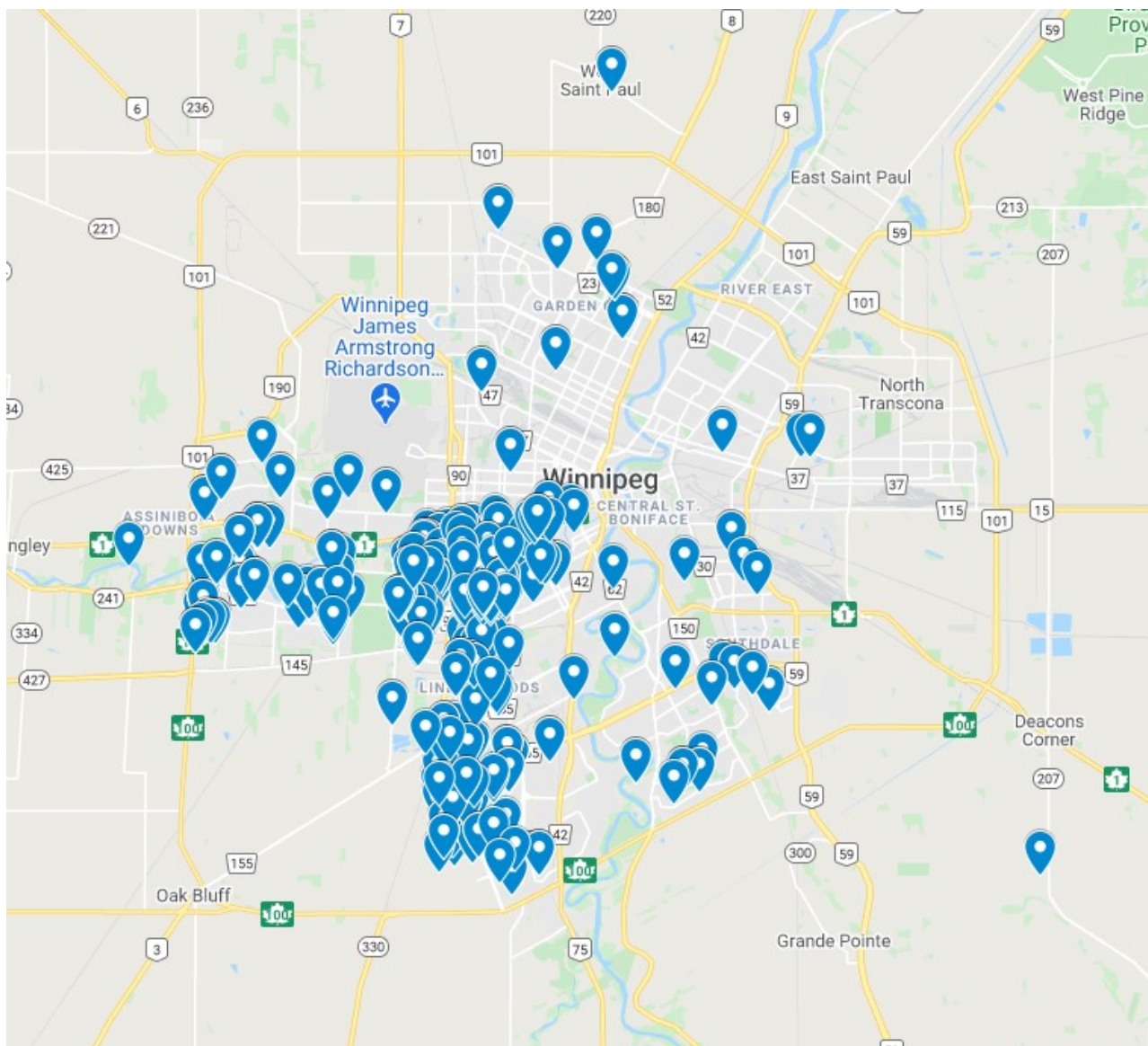
- **Bright Arrow** – Gray Academy launched a new text, voice and email messaging system, which keeps families informed of early closings, school closure dates and other time-sensitive information.
- **Grayacademy.ca** – an excellent resource for current and prospective families.
- **The Family Portal** – a password-protected resource for school calendars, policies, uniforms, lunch orders and more, exclusively for current families.
- **Staff Directory** – available in our Family Portal to facilitate easy contact.
- **Seesaw** – used for JK-Grade 2 to share class updates, photos and videos.
- **Google Classroom** - used in Grade 4 and up to keep students and families apprised of assignments, due dates and important announcements.
- **Gray Matters** - our weekly e-newsletter about upcoming events, programs and lots of photos of what's happening at school.
- **Facebook** - "like" our page to follow photos, articles and videos, including live streams of Gray Academy assemblies and events.
- **Twitter** - the place to see media articles and news items of importance to the Gray community.
- **Instagram** - follow us for photos of student activities and events and more.
- **LinkedIn** - information about the WBJE, CAIS schools and school-related items.

Our Reach across the City

A century ago, Winnipeg's Jewish community was definitively concentrated in the Core and North End of the city. Throughout the decades, our community has evolved, migrated and spread to new areas.

While the largest concentration of Gray Academy families can still be found in neighbourhoods surrounding the Asper Jewish Community Campus, we proudly attract families from diverse areas, including Transcona, St. Vital, the North End, Bridgewater, and even outside the city limits.

The following map provides a snapshot of where our families reside:



Our Milestones and Mitzvot

Every Gray Academy school year is woven through with meaningful milestone programs that celebrate student growth, enrich Jewish learning and build memories that last a lifetime.



In the Beginning

Our Grade 2 students brought the story of reation to life beautifully through song and dance at their Chaggigat HaTorah in January. The students also received their very first Torah, an important milestone in their learning journey.



A Whirlwind of Winnipeg Adventures with P2G

Last fall, Gray Academy welcomed 14 students and 3 teachers from northern Israel, as part of the Jewish Federation of Winnipeg (JFW) Partnership 2Gether (P2G) program. During their visit, P2G delegates led grade-specific workshops at school, took part in a Shabbaton weekend at school and visited local synagogues. Thank you to all the students and staff who helped make their visit a success. Thank you also to the families who hosted our special Israeli guests in their homes.

**Getting Lit at Chanukah**

In addition to latke making, singing, dancing and our annual *sivivon* competition, a highlight of our Chanukah celebration last year was the presentation of a stunning new steam punk Chanukiah, made by hand and gifted to Gray Academy by Mrs. Allen's husband, George.

Shabbaton Shalom

Our Grade 6s enjoyed a meaningful Shabbaton together at school. This annual program is the culmination of months of workshops and discussions on the meaning and importance of Shabbat to Jewish life. After a Shabbat dinner and sleepover Friday after school, the students did a wonderful job taking part in services and activities, rounded out by Havdallah with their parents Saturday evening.



Chag Purim Same'ach

Just before learning of the closure of all Manitoba schools, we shared a joyful Purim celebration with students, faculty, family and friends.



Learning about the joy of giving!

Happy faces were on hand at the offices of Jewish Child and Family Services, as HaMorah Lauren, HaMorah Tracy, HaMorah Nadine and HaMorah Alexandra took their JK class to deliver cookies the children made for families who often can't afford "extras" like sweet treats. Our JKs learned about the importance of sharing, with cookies shaped like flowers in celebration of Tu B'Shevat.





A Very Special Kindergarten Family Shabbat

When we could not gather inside, we celebrated our Early Years “graduates” at a joyful outdoor Kabbalat Shabbat celebration. The sun was shining, as each one of our students enjoyed a special moment with their teachers and families.

Mazel Tov, Grade 6!

At the end of June, we made history at Gray Academy, with our first ever drive-in Grade 6 Year-end Celebration. Thank you to our families for honking their horns happily and celebrating our students.



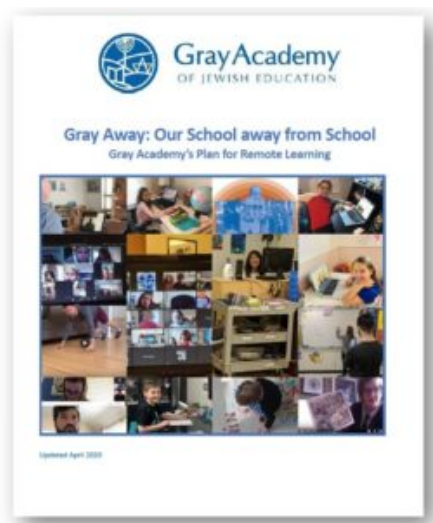
Our Shift to Gray Away

At the beginning of our school year, we could never have imagined that a global pandemic would bring teaching, learning and community life as we have always known it to an abrupt halt. In March, when the Government of Manitoba directed all schools across the province to close their doors for students, Gray Academy administration and faculty shifted into high gear, re-imagining how we could continue to deliver learning and community to our students at a distance from our school building. Within 48 hours, our Gray Away remote learning program was live.

Our Detailed Plan

Even with this speedy launch, Gray Away was developed with great care. Drawing on extensive in-house knowledge and expert research in instructional technologies, we implemented a program that helped students not only continue their learning but also maintain vital connections with teachers and peers.

A detailed plan document was created, outlining the philosophy and structure of Gray Away, along with roles, responsibilities and expectations for students, families and faculty.

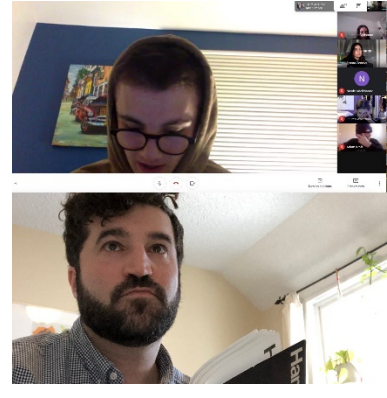
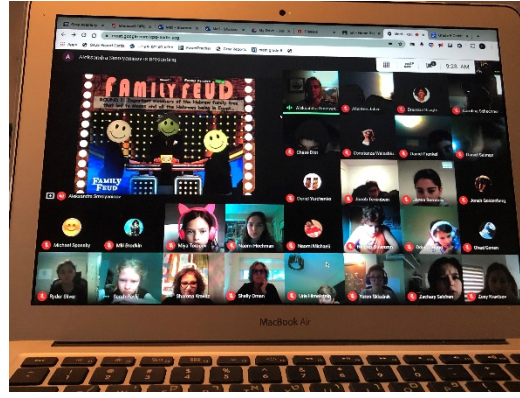


Gray Away Takeaways

While remote learning alone is never ideal, this period provided us with an unparalleled opportunity to explore alternatives in education delivery. We confirmed that nothing can replace the physical classroom, face-to-face teaching, peer collaboration and social time at school. At the same time, we learned that online learning gave students opportunities to demonstrate adaptability and develop new skills.

Innovative Class Work

From Google Meet cooking classes in Hebrew to online quiz shows; from distanced debates, phys ed and art to virtual zoo visits, Gray Away gave our teachers unique opportunities to get creative with their lessons and ways to engage students from afar.

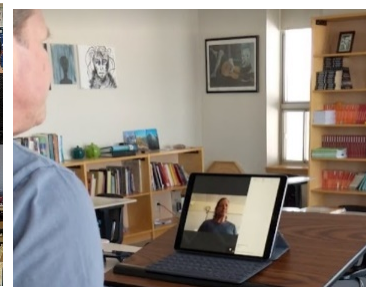


Gray Away Parent Café

Our partnership with parents came into greater focus than ever before, as students spent their days learning at home. A series of Gray Away Parent Café events gave families support for remote learning and strategies for supportive parenting through the stresses of the pandemic.

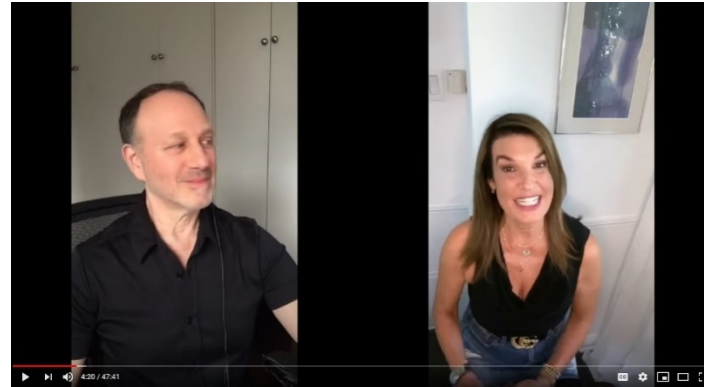
Working from Home

Students and parents set up their remote workstations around the house, while some of our teachers used spaces at school.



Song Festival Greatest Hits

While distancing kept us apart this year, the joy of music continued to bring us together. In the absence of a live show, we reached out to past performers through the decades to share their songs with us. Combining new videos and vintage clips, we were thrilled to release Song Festival Greatest Hits. This video provided an incredible musical journey through the decades, courtesy of generous alumni and students who gifted us with their songs.



Shabbat and Chagim

Even though we couldn't gather in person for our usual community-wide ceremonies and festivities, we still came together as a school community – online and outdoors - for Shabbat, Pesach, Lag B'Omer, Yom Ha'atzmaut, Shavuot and more, providing an important sense of togetherness and community for our students and families.



Welcoming Students "Home" for a Visit

Our building came back to life in June when we welcomed students in every grade for visits at school - in 25 separate shifts! Excited teachers welcomed Elementary students into their classrooms to enjoy activities with their classmates. In High School, students hung out with friends, emptied their lockers and worked on course selections for next year. The visits reminded us that our building is truly alive when it is filled with children.

Our Class of 2020

To say our grad festivities were somewhat different this year would certainly be an understatement. Even though the pandemic kept our grads from enjoying the usual celebrations, we reimagined our celebrations to make them feel special and celebrated.



Formal Pose

Before we closed our doors, our grads dressed in their best for a Formal Day photo op. Their positive energy lifted our spirits and made an ordinary school day much more special.

Showing Our Pride

A big bright banner outside told the neighbourhood how proud we were of our Grade 12s.



Honk if You Love Grad Signs

Staff convoys made a splash with hand-delivered lawn signs celebrating every student.

L'Chaim!

Parents delivered flowers and caps; then we got together with grads and their families for a Zoom "L'chaim"



A Fresh-air Shabbat

We made history with our first ever fresh-air, physically distanced Grade 12 Shabbat Dinner.

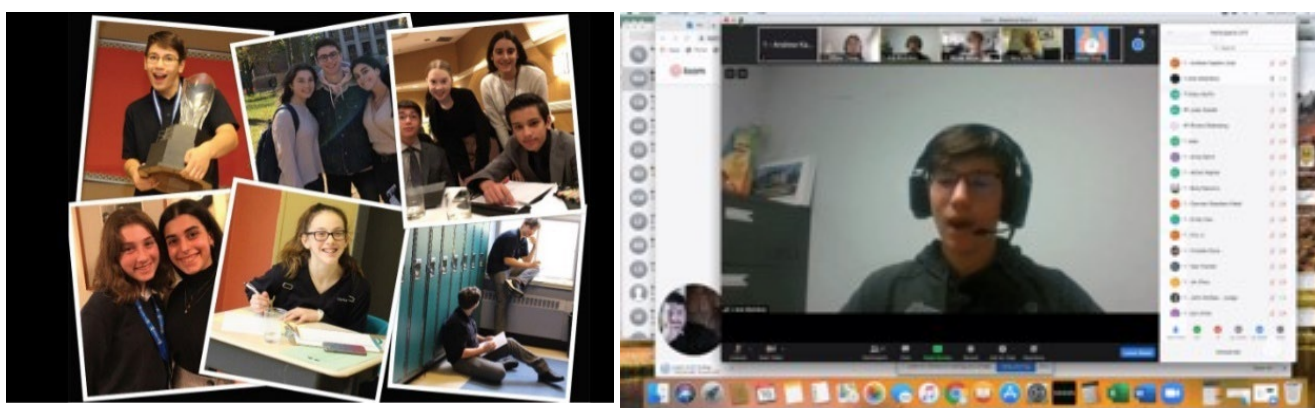
Convocation Under the Sky

A roomy tent, two family shifts and a bright, sunny July morning created the perfect setting for a long-awaited, physically distanced "Gray Academy Under the Sky" convocation ceremony for our Class of 2020.

Our students and families were thrilled to come together at last to celebrate this special life milestone for our grads.



Outside the Classroom



Debate and Public Speaking

Our students competed – in person and virtually – in several debate and public speaking competitions throughout the year, including Asper Cup, Acadia, Rupert's Land Public Speaking Tournament and Junior National Public Speaking Championship. With each outing, Gray Academy students performed exceptionally well, qualifying for several national and international competitions.

We are the Champions

Our Raiders varsity boys basketball team crushed the U of W Collegiate Wesmen 101 to 62 to take home the MHSAA Zone 12 Championship for the second consecutive year. Congratulations to all our hardworking players and thanks to our coaches, Jamie Kagan and Max Brodovsky Yager ('13), for their support all season. Even though the season was cut short, players represented the school with great spirit and enthusiasm. Go Raiders!!



Masters of Math

Impressive results were achieved by our High School teams in this year's Canadian National Mathematics League competition. Our Grade 7 team finished 5th in Canada and 1st in Manitoba for the ninth consecutive year. Members of the team also ranked among the Top 90 individual contestants in Canada. Our Grade 8 team landed 1st in Canada, as well as 1st in Manitoba for the 10th year in a row. Members of the team ranked among the Top 40 individual contestants in Canada.



Elementary Shines in Dear Edwina

Audiences filled the Berney Theatre to see our exceptional Grade 5s and 6s shine in our 2020 Elementary musical, Dear Edwina. And our students did not disappoint! Supported by a stellar cast, star Sarah Teufack lit up the stage as Edwina, a pint-sized Ann Landers dedicated to answering kids' pressing letters about the challenges of growing up. Yasher koach to all the actors, dancers and singers who worked so hard to put on a spectacular four shows.

Many thanks to director, David Vamos; producer, Simone Shalev; staff, students and parents who volunteered behind the scenes; families and businesses who generously sponsored the production; and the fans who came out to enjoy the show.

Reaching for the Top

Gray Academy's Intermediate and Senior teams took part in two interschool Reach for the Top Tournaments. The first, hosted by Gray Academy, saw the Intermediate team buzz in with three wins and one loss, while our Senior team ended the day with an even two wins and two losses. At the second, Intermediate players finished two and two, while our Senior players aced four games in a row.

Intermediate players were David Ben, Matthew Buchwald, Ben Goldenberg, Ari Kay, Michael London, Harry Margolis, Liron Samphir, Hayden Segall Nathan Strauss and Dylan Weinstein. Senior players were Sam Brown, Isaac Gall, Michael Gurvey, Jacob Marks, Sam Segal and Ron Ulitsky. Coaches: Danielle Miller and Nata Spigelman





Let There Bee Spelling

There was fierce competition at this year's annual Grade 4-6 Spelling Bee. Our ever-charming "pronouncer," Rabbi Matthew Leibl ('03), called out more than 250 words before Nate Shenkarow in Grade 4 emerged victorious. Paula Kozlowich came a close second, while Elliot Martini placed third. Kol halavod to all 30 students who participated.

Girls Just Want to Have STEM

Gray Academy launched a new Women in STEM Lunch-and-Learn Club for girls in Grades 5-8. The club connected students with women role models working in the fields of Science, Technology, Engineering and Math (STEM) and showcased exciting learning and career opportunities in areas where women are excelling professionally but remain under-represented. Each week, club participants heard a different speaker discuss her education, her work and her professional experiences. Thank you to HaMorah Ronit Kantarzi for bringing this initiative to life.

