



ANNUAL REPORT

2020-2021



Our Mission, Vision 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 סובלנות
 Diversity בגוניות
 Leadership מנהיגות
 Community קהילה

Our Commitments

Academic Excellence הצטיינות אקדמית A Community School בית ספר קהילתי Jewish Identity

Future Leadership מנהיגות עתידית אורח

Healthy Living היים בריא Israel ישראל

Our Accreditation and Affiliations

As an independent school, Gray Academy is committed to maintaining rigorous academic standards, fostering a warm and inclusive community and pursuing continuous whole-school improvement. Our accreditation and network affiliations are vital tools that help us meet these important commitments, as we focus on the learning, growth and development of every child.

Gray Academy is:

- a beneficiary agency of the Jewish Federation of Winnipeg;
- approved by the Government of Manitoba; we follow the provincial curriculum set by the Department of Education for Kindergarten through Grade 12, and all Judaic studies courses are approved for high school credit towards graduation;
- accredited by the Canadian Accredited Independent Schools (CAIS), a community of independent schools that meet and exceed rigorous national standards;
- a member of the Manitoba Federation of Independent Schools (MFIS), the umbrella organization for funded, non-profit independent schools across the province;
- a member of Prizmah: Center for Jewish Day Schools, a network that provides professional development, research data and resources for Jewish day schools across North America.











From Our President



When I was asked to join the Winnipeg Board of Education in 2018 – as I was cooking hot dogs at a year-end event – I had thought my tenure as a board member, and then as president, would involve impromptu conversations with parents after pickup, schmoozing with school leadership, brainstorming big ideas at in-person board meetings and many more barbecues. Of course, my first year as board chair has turned out differently than I could have expected.

It has been no less exciting, though. If anything, I have learned more about this school community – the parents, the students, the teachers and the board – than I would have if had it been business as usual.

There are no manuals on how to govern through a pandemic or how to run a school during a once-in-a-century crisis, yet Gray Academy has done more than survive, it has thrived. Over the last 12 months, the board's main focus has been to support Lori and her leadership team in running a school under unprecedented circumstances.

We've done that in a number of ways: Ensuring Gray Academy is in a strong fiscal position to continue carrying out its mission and vision; that staff have the resources they need to combine remote and in-person learning; and that any pandemic-related decisions were made in consultation with experts and rooted in science.

Indeed, one of the most important decisions the board had to make in 2021 – and perhaps in its entire existence – was mandating vaccinations for all eligible students (12 years and older). This move was not made lightly. Our pandemic response team, which often talked about how constantly evolving pandemic rules could impact Gray Academy, had a lengthy discussion around what actions to take, while the board had an equally rigorous conversation the next day. Given that the health and safety of our school community is always paramount, the vote to mandate vaccines was unanimous. It is in these tough situations where you get to see what a board is made of. I am proud, as I know many parents are, of our leadership.

As trying as these times have been, it has been incredible to watch just how much everyone has rallied around our students. On behalf of the board, I want to thank Gray Academy's teachers and staff for showing up every day under near-impossible circumstances and giving our children a place where they could be safe and feel normal; to Lori and her team for their ability to keep this school running no matter what is happening around it; to the parents for continuing to believe in

our mission and vision through thick and thin; and to the students for their resilience and their willingness to continue learning, whether at the kitchen table or in the classroom.

There is a lot of work for the board to do over the next 12 months. We have a CAIS accreditation to complete, a new strategic plan to develop, a long overdue WBJE 40th anniversary party to plan and fundraising initiatives to get off the ground. We hope to meet in person more often and to begin thinking, once again, about the future. Maybe we'll even get to barbecue.

Bryan Borzykowski President and Chair

From Our Head of School and CEO

As I stood on the Berney Theatre stage in June at our Class of 2021 Convocation, I took a moment to pause and reflect. The cameras were set up to go live to a fully virtual audience due to the provincial pandemic protocols. Graduates were in their caps and gowns, waiting in classrooms in groups of no more than six. The processional and recessional would take place not once or twice but six times to ensure every student had their moment on the stage.

In that moment, what stood out to me was not how different this graduation was from any other in our school's history. Despite *how* we were celebrating, *who* we were celebrating was what really mattered. Each grad was honoured with a custom-written biography celebrating their achievements and contributions. Each grad crossed the stage and received a diploma in front of a virtual cheering squad of family, teachers, friends and community.

No matter the format, we were so incredibly proud of every one of our graduates. That is the unique value of a Gray Academy education.

The 2020-2021 school year was not defined by restrictions or protocols but by the dedication and commitment of our faculty and staff to providing every student, from Junior Kindergarten through Grade 12, with rich learning experiences, joyful celebrations and growth.

Throughout the school year, we marked many more grade-specific milestones, holidays and special moments – many together in school, others remotely from home, some a combination of the two. Thanks to the incredible dedication of our faculty and staff, the resiliency of our students and the strong partnership with our families, we can all remember this school year proudly. 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 throughout an unprecedented school year, which helped us remain a healthy school community. To the WJSTA for their support and leadership, as we transitioned to a new school year of protocols and continued to navigate uncharted territory. To our faculty and staff, who worked tirelessly throughout an entire year of in-school, remote and hybrid learning, continuing all along to ensure our students were cared for academically, socially and emotionally. And to our Leadership Team, who spent vacation days and weekends preparing to re-open and operate our school safely in the throes of the pandemic.

I thank the Winnipeg Board of Education for their support always, but especially through these unprecedented times. Our Pandemic Response Committee, in particular, proved an invaluable expert resource for calm, considered, knowledge-based decision making.

Coming together in the oddest of circumstances to learn, to experience day-to-day life at school and to share our *simchas* reminded us all we are a strong and vibrant community. We are dedicated to caring for one another no matter where we are, no matter what challenges may come our way.

Lori Binder

Head of School and CEO

Our Finances

Prepared by Diane Shindleman, Treasurer

During the 2020-2021 school year, the Finance Committee continued to work towards 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 2020-2021 financial statements show a surplus of \$429,918, a portion of which will be used to replenish our reserve fund.

This year we finalized and approved the Reserve Fund Policy and passed a motion to transfer 80 per cent of surplus funds to the Reserve Fund, after required transfers to the Equipment Fund. We are pleased to report that our Reserve Fund balance now sits at \$269,410. The reserve fund can be used for unexpected expenses, operational deficits and any unforeseen financial needs. A healthy reserve fund supports our goal of long-term financial sustainability. We are committed to the goal of holding reserves at 10 per cent of operations.

We introduced late enrollment fees this year and updated our withdrawal fee policy. These steps help to reduce late enrollment and allow us to plan more effectively and proactively for the number of students who will be starting the following school year.

We completed a Financial Handbook, which is always available in the password-protected family portal on the Gray Academy website. This detailed Handbook is designed to help families understand their Parental Contribution, available financial supports, the school's financial policies and more.

AJCC Licence Agreement

We continue to operate under an Asper Jewish Community Campus licence agreement that expired in 2017. Further steps to finalize a new agreement were slowed by the pandemic.

Pandemic Expenses

We continued to experience financial effects from the global pandemic, including increased expenses related to Gray Away and additional expenses for personal protective equipment. We are grateful for the emergency grants received from the Jewish Foundation of Manitoba and from the Provincial Safe Schools Grant, which allowed us to keep students learning safely together at school for most of the year. As noted in the financials, the pandemic did not significantly impact the WBJE financial position.

Community Support

We 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 endowments and

grants we received from the Jewish Foundation of Manitoba.

Finally, we have been able to continue with some fantastic programs and support for our families thanks to donations received during the year. We thank all our donors for their generosity and support.

We thank everyone on both the Finance and Audit Committees for volunteering their time and expertise.

Audit

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

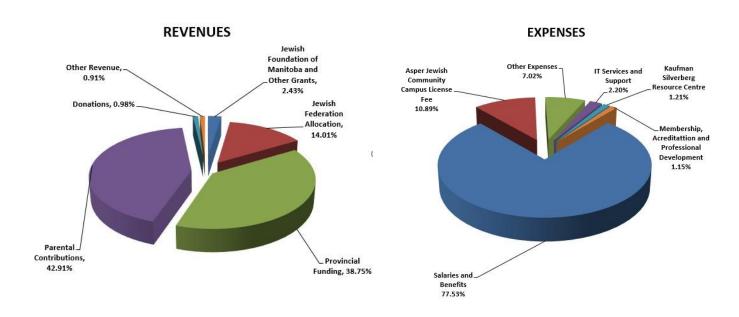
Statement of Financial Activities

The school's surplus was higher than in 2019-2020, with the main sources of revenue being parental contributions, provincial grants and the JFW allocation.

Balance Sheet

Net assets for the year were \$588,919, representing the balance in the equipment, operating and reserve funds.

Revenues and Expenses



Winnipeg Board of Jewish Education Inc. Summarized Financial Statements June 30, 2021

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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, 2021, 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, 2021.

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 22, 2021.

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.

Auditors' 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 22, 2021

Chartered Professional Accountants

Sooke & Partners

Winnipeg Board of Jewish Education Inc. Statement of Financial Activities

Year Ended June 30

	<u>Secular</u>	Religious	2021 Combined	2020 Combined
Revenues				
Parental contributions	\$ -	\$ 3,168,647	\$ 3,168,647	\$ 2,944,310
Junior Kindergarten program	167,415	-	167,415	252,454
Grants				
Province of Manitoba				
- instruction	2,613,762	-	2,613,762	2,546,618
- Safe Schools and				
Restart	316,061	-	316,061	-
- special education	80,260	-	80,260	89,760
- curricular materials	26,190	-	26,190	25,651
Jewish Federation of Winnip	0		004.000	004.000
- regular	984,000	-	984,000	964,000
- administrative	75,000	-	75,000	90,000
 resource centre Jewish Foundation of 	38,500	-	38,500	58,500
Manitoba	190,610		190,610	153,126
Donations	76,895	-	76,895	60,680
International student	70,093	_	70,093	00,000
program - net	26,090	_	26,090	42,852
Interest & miscellaneous	10,163	_	10,163	40,515
Program and other fees	61,032	_	61,032	111,907
1 Togram and other rees	01,002		01,002	111,007
	4,665,978	3,168,647	7,834,625	7,380,373
Expenses	.,,000,0.0			.,000,0.0
, Education	3,296,971	2,391,196	5,688,167	5,478,607
Office	896,905	759,515	1,656,420	1,650,562
Program and other fees	36,072	24,048	60,120	112,898
· ·				
	4,229,948	3,174,759	7,404,707	7,242,067
Excess (deficiency) of				
revenues over expenses	<u>\$ 436,030</u>	<u>\$ (6,112)</u>	<u>\$ 429,918</u>	<u>\$ 138,306</u>

Winnipeg Board of Jewish Education Inc. Statement of Changes in Fund Balances

Year Ended June 30

	Equipment <u>Fund</u>	Operating <u>Fund</u>	Reserve <u>Fund</u>	2021 <u>Total</u>	2020 <u>Total</u>
Balance, beginning of year	\$ 60,528	\$ 98,473	\$ -	\$ 159,001	\$ 20,695
Excess (deficiency) of revenues over expenses Interfund transfers	(48,754) 141,910	478,672 (411,320)	269,410	429,918 <u>-</u>	138,306
Balance, end of year	\$ 153,684	\$ 165,825	\$ 269,410	\$ 588,919	\$ 159,001

\$ 1,347,447	\$ 76,944 688,486 765,430 27,646
523,807 1,871,254 27,571 246,118	688,486 765,430
523,807 1,871,254 27,571 246,118	688,486 765,430
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27,571 <u>246,118</u>	
246,118	27 646
246,118	21,040
	112,729
<u>\$ 2,144,943 </u>	\$ 905,805
\$ 1,051,751 302,486 109,353 1,463,590 92,434	\$ 415,069 248,721 30,813 694,603 52,201
1,556,024_	746,804
153,684	60,528
165,825	98,473
<u> 269,410</u>	
<u>588,919</u>	159,001
<u>\$ 2,144,943</u>	\$ 905,805
	302,486 109,353 1,463,590 92,434 1,556,024 153,684 165,825 269,410 588,919

Winnipeg Board of Jewish Education Inc. Note to the Summarized Financial Statements

June 30, 2021

1. Basis of preparation

The summarized financial statements have been prepared from the audited financial statements for the year ended June 30, 2021 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.

Our Board

WBJE Directors 2020-2021

Executive

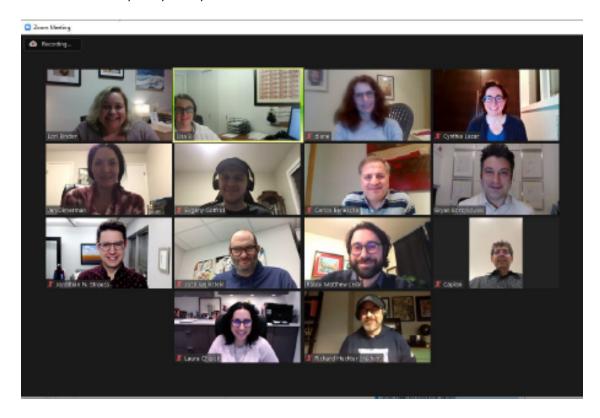
Bryan Borzykowski ('98), President Laura Kravetsky-Chisick ('99), Vice President Josh Weinstein ('89), Secretary Diane Shindleman, Treasurer

Directors

Bruce Caplan
Jenn Dimerman
Evgeny Gotfrid ('13)
Richard Hechter
Cindy Lazar ('87)
Rabbi Matthew Leibl ('03)
Jonathan Strauss

Ex-Officio Members

Sean Shore, Past President Lori Binder ('91), Head of School and CEO Carlos Benesdra, CPA, CMA, Chief Financial Officer



WBJE Committees

Audit

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

Finance

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

Governance

Sean Shore, Chair Laura Kravetsky-Chisick Jonathan Strauss Lori Binder

Negotiations

Cindy Lazar, Chair Richard Hecter Lori Binder Carlos Benesdra

WBJE Representative to the Jewish Federation of Winnipeg

Bryan Borzykowksi

WBJE Representative to the Asper Jewish Community Campus Board

Josh Weinstein

Affordability Committee (with Jewish Federation of Winnipeg)

Evan Roitenberg, Co-Chair Tracy Kasner, WBJE Representative

Our Strategy and Outcomes



Among the many benefits of Gray Academy's accreditation from the Canadian Accredited Independent Schools (CAIS) are the rigorous national standards we follow. Our most recent accreditation process was completed in 2013. The feedback report we received from CAIS in 2014 informed our robust 2015-2019 Strategic Plan (extended to 2021).

Since the onset of the pandemic, most WBJE business has proceeded as usual. Some strategic work, such as the renewal of our CAIS accreditation initiated in 2020, had to be placed on hold while most schools across Canada, including Gray Academy, were mandated to close for in-class learning. Our accreditation efforts are now back on track. The next report we receive will form the foundation of a refreshed strategy for 2022 and beyond.

The Four Key Pillars our Strategic Plan

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

Operating during the pandemic brought these pillars into much sharper focus:

Innovation and 21st Century Learning

Because Gray Academy had invested in innovative teaching tools and technologies long before the pandemic hit, we were well prepared to pivot successfully to remote learning in very short order. Our students and staff were accustomed to leveraging Google Classroom, which made the transition to remote learning much easier.

Community Perception

Our quick pivot and robust remote learning program resulted in unprecedented strengthening of community perception. Gray Away gave families a firsthand view into our daily teaching and learning. Families also saw the incredible importance for children to maintain connections to lessons, routines, classmates and teachers. In addition to daily lessons, our commitment to maintaining Shabbat and holiday celebrations was embraced by families, who engaged actively in these community-building activities outdoors and online.

Word spread quickly throughout the community that Gray Academy was consistently engaging and caring for children in ways few other schools could.

Admissions and Retention

The positive response from families and the general community translated into tangible retention and admissions results. Over the summer months of 2020, we attracted new enrollments across all grades. As we wrapped up our 2021-2022 enrollment season, our retention was at an all-time high. This level of successful retention tells us families believe in the value they receive for their investment in a Gray Academy education. The uplift in new enrollments demonstrates that Gray Academy has developed a positive reputation in the community, which is attracting new families to our school.

Financial Sustainability and Community Support

A reliable flow of new admissions, together with retention of current families, are key factors in securing long-term financial sustainability. Efficiencies such as online (re-)enrollment and robust communication around deadlines have expedited dramatically the payment of deposits and student fees. The introduction of late fees for late (re-)enrollments and payments has also proven to be an effective incentive for families to pay their deposits and student fees on time, reducing cashflow lags as well as the need for staff resources to be spent pursuing late payments. The WBJE implemented a new policy requiring 10 per cent of operating expenses to be kept in reserve. The creation of a new donations section on our website has made it easier and more efficient for families and community members to donate to the school. The positive reputation of Gray Academy in the community inspired more donations over the past 12 months.

Our Operations During a Pandemic

Following the full transition to Gray Away remote learning in Spring 2020, we were thrilled to receive the go-ahead from the Province for students to return to in-class learning in the fall. We had much work to do to prepare our facility, our staff, our families and students for a safe return to the classroom.



In September 2020, we were very pleased to welcome all students, Junior Kindergarten through Grade 12, back to the Gray Academy building for in-school learning. Students adapted exceptionally well to new routines and protocols. We were very proud of our students and incredibly grateful to our families and community for their exceptional support throughout these challenging times. We were able to maintain in-school learning until Spring 2021, when escalating COVID case numbers prompted the government to mandate remote learning for the remainder of the year.

Health and Safety Protocols

Framework for Health and Safety



Guided by directives from Manitoba Public Health and the Department of Education, our Leadership Team collaborated with the Pandemic Response Team and staff to document new routines and protocols in a detailed Framework for Health and Safety. The Framework was updated throughout the school year, in response to evolving public health orders. Our protocols and frequent reminders proved effective, as Gray Academy has had only one confirmed case of COVID-19 to date.

Implementation of Health Screening

One of the protocols introduced in the Framework was a requirement for daily health screening for all students and staff, as well as same-day pre-entry screening for any visitors to the school.

Classrooms and School Spaces

In August, administrators worked tirelessly, together with AJCC maintenance staff and student volunteers, to carefully measure (and measure and remeasure again) every classroom. Furniture was removed, and classrooms were reconfigured to ensure we could accommodate the maximum number of students, while maintaining the requisite 1.5 to 2 metres of distance between them. Grades were grouped into cohorts and restricted to specific sections of the building, entry/exit points and stairways to minimize contact among cohorts. We implemented radical changes to our pick-up and drop-off routines to ensure the safe arrival and departure of students, while keeping parents/guardians from entering our building.

We were creative in leveraging additional spaces in our building for Grades 7-12, including the MPR, Wellness Studio, Berney Theatre, Berney Theatre foyer, Youth Lounge, library, an outdoor classroom in the garden and others to ensure high school students could maintain the required two metres of distance during classes, to the greatest extent possible. In High School, rather than having students move from floor to floor and room to room, teachers moved instead. Thanks to grants from the Province and the Jewish Foundation of Manitoba, we were able to accommodate faculty mobility by purchasing laptops for all high school teachers. Projectors and interactive screens allowed for hybrid classes (on and offline).

Technology Needs

To accommodate our classroom and online learning needs, as well as teacher mobility and split classrooms, we invested heavily in additional and upgraded technology last year, including additional Chromebooks for students; headsets and microphones to help teachers deliver lessons safely and comfortably while masked; new projectors and display screens; software upgrades, and more. Subscriptions to a variety of digital learning programs were purchased last spring to support remote learning for younger students.

The Kaufman-Silverberg Library also invested in more digital books to allow students and families to continue reading while isolated in their homes.

Programming and Staffing

Re-imagining Celebrations and Milestone Programming

As part of our adjustment to the realities of the pandemic, we modified and re-imagined programming in a variety of ways to provide students and families with safe, enjoyable ways to remain active and connected. Our Grade 6 and Kindergarten year-end celebrations were held outdoors in our parking loop. All travel and some programs, such as Grade 6 Shabbaton, Grade 3 Virtual Visit to Israel, Celebration of Learning, etc. were cancelled. Our Grade 12 Jewish Awareness Retreat was a hybrid event, conducted at school and online with *madrichim* from New York and Israel.

Increased Emphasis on Caring for Children

While teaching and learning remain among our highest priorities, caring for children – physically, academically, mentally and emotionally – took precedence above all else. Academic excellence is not about the knowledge we pour into a child, rather it is about the capacity we are able to build within that child, which requires caring for the health and wellness of the whole child. Our staff was called upon to care for children in unprecedented ways, from contacting children learning at home, to monitoring physical wellness at school, to managing learning and behaviour challenges and more.

Our Generous Supporters

Allocations, Grants and Gifts

We are incredibly grateful to the organizations and individuals who supported Gray Academy last year, especially in a school year that saw continued pandemic-related expenses, along with new investments to enhance student life in trying times. New tools on our website made it easier to give, which translated into a substantial uplift in direct donations to Gray Academy from our school community and beyond.



JEWISH FEDERATION OF WINNIPEG

We are especially grateful to the Jewish Federation of Winnipeg for its annual allocation of \$1,002,500 for 2020-2021 – \$984,000 to Gray Academy, \$38,500 to the Kaufman Silverberg Library. Thesefunds, which come from generous donations to JFW's annual Combined Jewish Appeal campaign, are used specifically for our needs-based bursary program and library. These funds ensure no family is ever turned away from Gray Academy because of financial need.

COMBINED JEWISH APPEAL DESIGNATED GIFTS

Sheree Walder Morantz and Richard Morantz – in support of English as an Additional Language (EAL) programming

Gail Asper & Michael Paterson

Adam & Marla Levene – in support of the Gray Academy-Tough Duck Community Ice Rink Mira & Matthew Narvey – in support of the Gray Academy-Tough Duck Community Ice Rink



GOVERNMENT OF MANITOBA

Manitoba Safe Schools Funding Manitoba Safe Re-Start Contingency Fund



DISBURSEMENTS THROUGH THE JEWISH FOUNDATION OF MANITOBA

Jewish Foundation of Manitoba Gifts to Gray Academy

Israel & Babs Asper Charitable Fund – immediate-needs funding to support families requiring additional bursary support.

Mona and David Rich Family Fund

For the development of the Gray Academy-Tough Duck Community Ice Rink

Gray Academy Endowment Fund

Thank you to all the individuals who contributed to our Gray Academy Endowment Fund and to our Debating Endowment Fund.

Grosberg Family Fund

In support of the Edith and Samuel Grosberg Award

Jordan Lazareck Special Needs Fund

In support of emergency needs in Student Support Services

Jewish Foundation of Manitoba

COVID-19 Supplementation GrantStage 2 COVID-19 Supplementation GrantStage 3 JET Fund for COVID Relief

Development and Advancement Planning Grant – 2-year Term Grant for Kaufman Silverberg Library Resource Acquisition – 3-year term

Youth in Philanthropy Fund

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

Direct Donations to Gray Academy

\$10,000 +

Diane Shindleman

\$5,000-\$9,999

The Laing Family Foundation – in honour of Harvey, Annette and Jeff Klasser, for Student Support

\$1,000-\$4,999

Jonathon and Karly Leipsic – Coleman and Rose Silverman (z"l) Immediate Needs Bursary Fund Moshe, Rina and Rufta Abraham – Staff Appreciation and Recognition Joel Kaplan – Athletics Programming and Enhancements Allison, Jonathan, Nathan and Noah Strauss – Athletics Programming and Enhancements Top Marks

\$250-\$999

Anonymous

DH Gales Family Charitable Foundation of Toronto

David, Ellen Julia, Sam and Adam Kroft, in honour of Adam's graduation

Samuel and Anna Lazareck Foundation

Danna, Joel, Max, Isaac and Asher Kaplan – Staff Appreciation

Steven Kohn – Athletics Programming and Enhancements, in honour of Seth's graduation

Mara & Shane Silver – Arts Programming and Enhancements, in honour of Tyer's graduation

Lori Shenkarow & Jeff Brown, in honour of Sam's graduation

Josh Weinstein, Brenlee Schacter, Dylan and Samantha – Athletics Programming; Student Wellness Mara Zimmerman, in honour of Sam Segal's graduation and the Class of 2021

\$180-\$249

Anonymous

Carlos Benesdra

Josh and Laura Chisick – Athletics Programming and Enhancements

Maxa and Cliff Chisick – Staff Appreciation

Jennifer Dimerman

Jennifer & Ian Dimerman – Student Wellness

Eilberg Family, in honour of Nina's graduation

Evgeny Gotfrid

Richard Hecter

Noam Katz – Staff Appreciation

Cynthia Lazar, in memory of Rhona & Ronald Lazar

Michael Lazar, in honour of Levi's graduation

Arnold and Susan Permut – Staff Appreciation

Rana Shenkarow

Erin Weinstein

Jeff Waldman, in memory of Celeste Waldman (z"l), in honour of Lauren's graduation Gustavo Zentner & Family – Athletics Programming, in honour of Emma's graduation

\$100 to \$179

Brady Family

Grant Buckoski

Julio Barki

Cory Chernick, in honour of Caleb's graduation

Rabbi Allan Finkleman

Hartley Klapman and Family

Quan Mai

Yaakov Smolack, in honour of Joey's graduation

Cara Stoller, in honour of Josh's graduation

Rosario Vargas, in honour of

Brenda and Phil Yakir – Staff Appreciation

Ira Yelenchuk

Up to \$100

Kathy Cobor & Gordon Steindel

Julie Colings

Linda Cymbalisty

Jackie Dann

Sima Feuer

Debra Figowy

David Greaves - Staff Appreciation

Greenshtein Family – Staff Appreciation

Juliana Pfeffer

Roitenberg Family – Staff Appreciation

Segall/Singer Family

Lori Shapera

Stamatinos Family

Kathy & Shayne Taback

Michael Tessler

Gray Academy Tribute Cards

Thank you to everyone who offered recognized milestones and offered condolences 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

Jack Woladarsky and Family Lyla Chisick and Family

Grade 6 Celebration

Tzedaka box sponsors: Zach Selchen and Family Ryder Silver and Family Daniel Salman and Family

GIFTS TO THE KAUFMAN SILVERBERG LIBRARY

\$100 - \$250

Allan Levine
John & Terri Lee Farber

Up to \$100

Valerie Leibl
Barbara Findlay
Nancy Glinter
Jay Greenfeld
Judi Price-Rosen
Phyllis Slayen
Candice Tenenbein
Barbara Wolch
Jeremy Zorniak

We Made it Easy to Give to Gray



In the fall of 2020, we launched a new "Give to Gray" feature on our website, along with a new Tribute Card featuring beautiful student artwork. We were delighted and overwhelmed by the positive, proactive response. We are incredibly grateful to the families who used these convenient tools to mark milestones, to make one-time gifts or recurring contributions that will benefit our students now and for years to come.

Special Gifts to Gray Academy in 2020-2021

COLEMAN AND ROSE SILVERMAN (Z"L) IMMEDIATE NEEDS BURSARY FUND

In 2021, we were delighted to receive a new gift to our school that will enable a family with high financial need to provide their child(ren) with a robust education steeped in Jewish text, tradition, faith and community experiences. The Coleman and Rose Silverman Immediate Needs Bursary Fund was established by Jonathon and Karly Leipsic in honour of Jonathon's grandparents, Coleman and Rose Silverman. We thank the Leipsic family for their generosity and commitment, which will make Jewish education accessible to families in need for many years to come.

ICE DREAMS COME TRUE AT GRAY ACADEMY

In the winter of 2020, we were thrilled to unveil an exciting new addition to Gray Academy of Jewish Education, funded 100 per cent by donor contributions, that will bring tremendous benefits to students and the community for years to come. In a year when students rose incredibly well to the challenges of learning during a pandemic, including spending more class time outside, we were motivated to make our long-time dream of an ice rink a reality.

Students of all ages used the Gray Academy-Tough Duck Community Ice Rink and other winter equipment for Phys Ed and other supervised outdoor activities. Outside school hours, the rink was available for special school programs and for use by the Rady JCC and other community organizations. We are grateful to the AJCC for giving us the green light for this special project.

We are incredibly grateful to the Jewish Foundation of Manitoba for connecting us with generous donors who made this project possible:

Lead Donor – Tough Duck
Founding Donors – Marla & Adam Levene
Founding Donors – Mira & Matthew Narvey



Timeline:

December 31 – rink is built by Gray Academy students, staff, parents and board members January 17 – flooding begins January 19 – official opening puck drop January 20 – rink opens for the and community; Graylce.ca booking site goes live February 1 – Hockey Skills Workshops begin for students in Grades 3 and up February 3 – hockey nets arrive March 2 – last day of skating when the weather is warm

PLENTY OF ACTION ON THE ICE

From January to March, students and community members enjoyed the new ice rink

For classes – students in Grades 5-10 used the rink twice a cycle during Phys Ed

Free skate for students – the rink was available for open skate for students in Grades 7-12 during lunch time and free periods

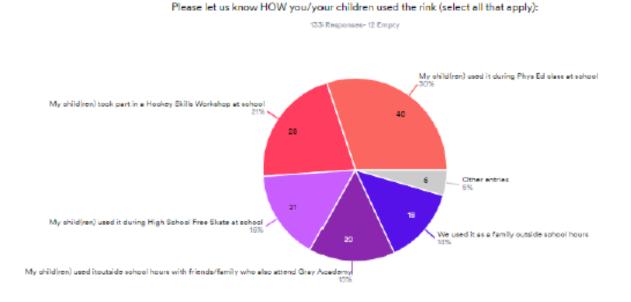
Hockey skills – students in Grades 5-10 participated in optional Hockey Skills workshops during lunch or after school

Special Events – the rink was used for special events, including Winter fun days in High School and

Grade 12 hockey game during in-school retreat

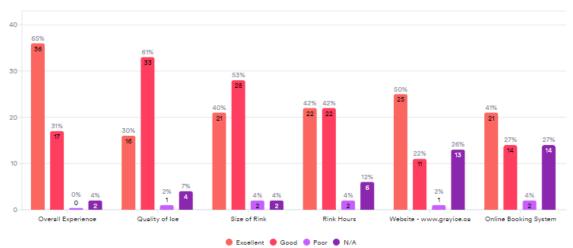
Community Use – the rink was available daily after school and all weekend for families and individuals; a total of 310 individual bookings were made between January and March.

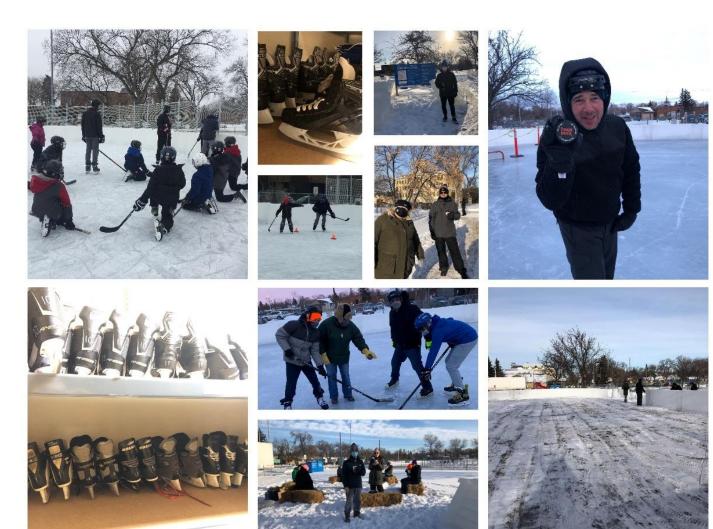
A post-season survey told us more:



HOW was your experience with the rink?

57 Responses- 13 Empty





Our Parents

Gray Academy parents are active partners in building an exceptional school community. Our Gray Academy Parent Association (GAPA) coordinated programs for students, staff and the school, including hot lunches, challah and fundraising activities.

In 2020-2021, GAPA directed extra funds and efforts to expressing appreciation to our faculty and staff. From a bright and colourful sign outside the school, to unexpected bagel breakfasts in the staff room, to special treat deliveries throughout the school year, GAPA volunteers went the extra mile to make sure our teachers and staff knew just how grateful all parents were for their incredible dedication to their children.













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

Thank you for 25 years of dedication to our students and families: Lori Binder Chris Garroni Shelley Oman Sherry Wolfe-Elazar

Retirements

Mazel tov to Laurence Goldstine, Janet Simon and Sherry Wolfe-Elazar 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 Family

We were very pleased to welcome new faculty and staff members in 2020-2021. Clockwise from top left:

Sophia Danakas – Secretary Rachel Brown ('96) – JK teacher

Jonah Posner – High School EA

New Additions to

Erin Mitchell-Katz – Elementary EA

Patricia Hamelin – Grade 5-12 French teacher

Melissa Vickar – Grade 6 General

Studies

Appreciating Our Staff

Our families and students shared heartfelt messages with a fun Teacher and Staff Appreciation Week e-card, which all families were invited to personalize. The staff was incredibly touched to see messages of gratitude and encouragement, especially during an especially challenging 11 months.



Thank you for taking care Thank you all for God bless you all for the hard Thank you so much! of our kid as if he's one taking care of our work that you are doing! You Samantha Rayburn of your own. I can never kids. Much are the best !!! thank you enough. appreciate that! Roman and Yana Hudobin Thank you for helping me grow this Josh Weinstein Katya and Sergey school year We are so grateful for the staff at Gray Academy. Diane Ainouche 😍 Thank you to each and everyone of you for all you Thank you for all do for the kids always and especially during these Thank you so much for all your your amazing work! difficult times! hard work and dedication Rebecca Brask Diane, Sandy and Annie Shindleman this school year and always. Your patience and love for Thank you to all of the staff at Gray Academy for your students is not going taking such great care of Scarlett! You have gone unnoticed even when we out of your way to make the students feel safe, cannot see you in person to comforted and happy during these trying times thank you! and we will be forever grateful Scarlett, Cody, Josh and Emily Nozick Kol Hakavod for all Thank you for all your good work on a Thank you for all the love Thank you for everything your hard work for very challenging year! and effort you put in our you do, on a daily basis! our Kids!! Keep it up! (Savlanut kids. Your hard work is as well) highly appreciated! Nikitin Family Wayngartens Jason, Julie, Sophie, &

Our Enrollment

We are very pleased to report strong enrollment and reenrollment numbers once again. For the 2020-2021 school 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.



Admissions and (Re-)Enrollment

In most years, we welcome families into the school for personalized tours and/or Open House events. Last year, we conducted our Early Years Open Houses online via Zoom and saw an increase in attendance.

For elementary and high school, we implemented an on-demand system allowing families to request a personalized online "open house," with Admissions staff, principals, teachers and current students.

In most school years, the school has ample space to accommodate returning students across all grades, as well as younger siblings who are new to Gray Academy.

Unprecedented Retention and New Applications

Re-enrollment was a brisk affair last year. We made clear that spaces were limited and could not be held for anyone not re-enrolled by the deadline. We also introduced, for the first time, late fees to encourage re-enrollment by the admissions cycle deadline. Our approach proved highly effective, resulting in a much brisker rate of re-enrollment.

By the end of priority re-enrolment, over 95% of current families were re-enrolled, representing a 30% increase from the same time the previous year. Overall retention is currently at 98%. By the end of the new admissions window, we also had 42 new applications, representing an increase of more than 20% over the same time last year. A significant portion of new applications are for High School.

Our Stakeholder Communications

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

- Bright Arrow Gray Academy's text, voice and email messaging system kept families informed of early closings, school closure dates and other time-sensitive information.
- **Grayacademy.ca** remained an excellent resource for current and prospective families to learn about our school.
- The Family Portal a password-protected section of grayacademy.ca was the
 exclusive gateway for families to find school calendars, policies, uniform
 information, lunch ordering and more.
- **Staff Directory** available in our Family Portal, the full directory was updated with photos to facilitate easy contact with teachers and staff.
- **Seesaw** allowed JK-Grade 2 teachers to share class updates, photos and videos with families on a regular basis.
- **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 kept families up to date about upcoming events, programs and lots of photos of what was happening at school.
- **Facebook** we gained more followers and page "Likes" from parents, extended family and community supporters interested in school announcements, alumni successes, interesting articles and plenty of photos and videos of day-to-day school activities and special events.
- **Twitter** we continued to use Twitter sparingly to share media coverage and news items of importance to the Gray Academy community and supporters.
- **Instagram** leveraged extensive by Student Council and to highlight student activities, events and more.
- **LinkedIn** an ongoing resource for information about the WBJE, CAIS schools and school-related items.





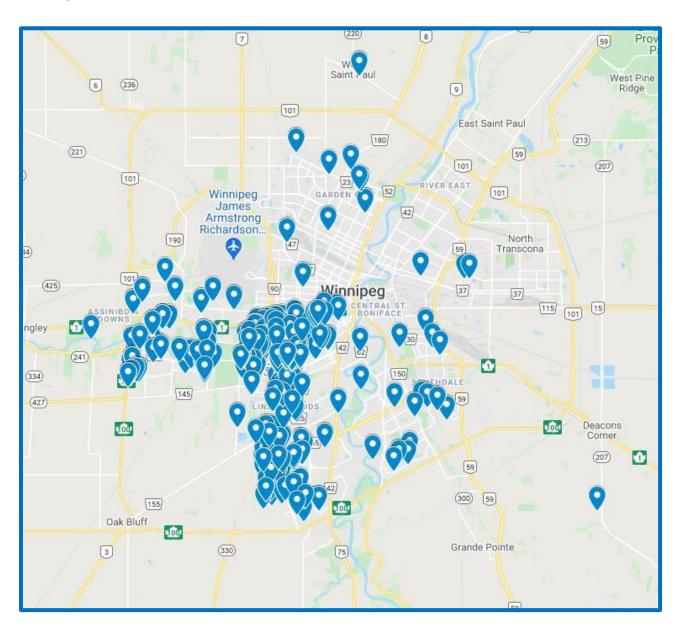


Our Reach across the City

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 attractfamilies from diverse areas, including Transcona, St. Vital, the North End, Bridgewater, and even outside the city limits.

A snapshot of where our families reside:



Our Shift to Gray Away

While we almost made it through a full school year with all Gray Academy students in all grades learning together in school every day, a spring surge in COVID-19 numbers pushed the province to mandate remote learning for all students in kindergarten to Grade 12.



Our students in Junior Kindergarten and those in Kindergarten through Grade 6 whose parents were deemed critical service workers were permitted to learn at school, while all remaining students would have to shift to Gray Away.

While we were saddened to end our school year without the opportunity to welcome all students back to class together, we were incredibly proud of our students for their hard work participating in their classes respectfully and consistently. We were equally grateful to our families for their vital support and to our teachers and staff for their dedication to teaching and learning in less-than-ideal circumstances.

Our Class of 2021

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

Celebrating in Gray Academy Style

Despite the unusual circumstances, students still went ahead with their annual Shabbat service, Ethical Wills, time capsule, formal day... and of course prank day before commencing with their online convocation.





Convocation 2021

In June, friends and family near and far tuned in via Zoom to see our amazing Grade 12 grads take the final steps in their Gray Academy journey. In several shifts of five to six students at a time, each grad ascended the Berney Theatre stage to receive their diploma. We are incredibly proud of our graduates and wish them all the very best, as they embark on the next phase of their journey.

מזל טוב

Nicole Adelkhaov Daniel Broitman Sam Brown Caleb Chernick Gilda Chvaicer Nina Eilberg Eze Figowy Isaac Gall Boaz Greenfield Jasmine Groisman Michael Gurvey	Seth Kohn Amy Kramskoy Adam Kroft Levi Lazar Alina Markhasin Ben Musienko Tal Musienko Mark Pavlij Tali Rogov Guy Rozin Sam Segal Avital Shalev	Leah Shore Ido Shteinberg Tyler Silver Zoe Silver Elizabeth Smolyaninov Nikol Sokolsky Amit Suharenko Ron Ulitsky Lauren Waldman Emma Zentner
Adi Keynan	Avital Stidley	

Our Milestones

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

Celebrating Our Grade 6s!

We were proud to congratulate our Grade 6 students at a year-end drive-in celebration outside the school, as they completed their final days of Elementary and began their preparations for High School.





Celebrating Shabbat and the Transition to Grade 1!

We were very excited to welcome students and families to celebrate our annual **Kindergarten Family Shabbat,** a special milestone, as the children get ready for their transition from Early Years to Elementary. Thank you HaMorah Lainie, HaMorah Candace, HaMorah Erica, HaMorah Michelle, HaMorah Debra and HaMorah Olga for a fabulous Kindergarten year.

Our Mitzvot

Mi Dor Li Do'ar 🖂 🖂

In their High School Art classes, students learned about much more than technique, texture and design. They also learned how to use their artistic abilities and creativity to connect with others and live their Jewish values. An example was our Pen Pal program with Gwen Secter Creative Living Centre. Students put pen to paper to create artful cards and messages to seniors. The students then received letters in return, creating a beautiful bridge between generations... by old-fashioned mail.





Taking Part in Mitzvah Day

Gray Academy was so proud to see our students and families participate in National Council of Jewish Women's Mitzvah Day, last Sunday, November 15. Students made hand-crafted artwork and cards for isolated residents and hardworking staff at the Saul & Claribel Simkin Centre. Once the cards were delivered, a Simkin Centre employee took to Instagram to share the impact our students made on her busy day.

Our Students Drop the Gloves for a Cause





Kol Hakavod to Gray Academy Grade 12 students Adam, Sam, Michael and Seth for demonstrating leadership and commitment to community in their *tzedaka* efforts. Together they founded and promoted Drop the Gloves, an initiative to collect gently used hockey equipment for Truth North Youth Foundation, ensuring all kids can access the gear they need to enjoy Canada's game. \checkmark

Record success for our annual Chicken Challenge

Last year our Chicken Wall of Fame was positively overflowing! Thanks to the incredible generosity of our families, we achieved record success with our annual *ma'ot chitim* Chicken Challenge. Our final tally for the Wall of Fame was a whopping 242 chickens, crushing our previous all-time high of 192. Of those, 57 were donated specifically for Casual Day for a Cause.





So Many Tins for the Bin

Our students did an amazing job bringing in their tins for the bin, just one of the beneficiaries of our monthly Casual Day for a Cause. It took several trips to deliver all our non-perishable foodstuffs to the other side of the Asper Jewish Community Campus, where they went a long way to stocking the JCFS Emergency Food Pantry, a vital resource for our neighbours in need.

Besides the chance to leave their uniforms at home for the day, Casual Day for a Cause helps our students learn and live our values of community and *tzedaka*.





A Day to Think Pink

Gray Academy students and staff got creative with pink shirts, pink socks, pick shoes, pink mittens, pink headbands, pink sweatshirts... if they could think it, they chose to pink it. Most important, students spent the day learning and talking about what it means to be a friend and to take a proactive stand against bullying every day at school.

Our Focus on the Arts

Connecting with Jewish Heritage through Art

Our Grade 9 and 10 students created drawings of Manitoba Jewish businesses of the past, based on archival photos from the Jewish Heritage Centre collection. Each drawing highlighted students' learning about artistic technique and also about their personal connections to the rich history of Jewish life and entrepreneurship in our province. Thank you to HaMorah Nancy and the the Jewish Heritage Centre team for this fabulous exhibit.



Yom Ha'Atzmaut Arts Festival

We were very proud to host our first ever Yom Ha'Atzmaut Arts Festival. We were amazed by the talent and passion of all the Gray Academy students who presented their creative work. The Arts Festival included the offer of two Emerging Artist Scholarships in each age category. These scholarships are intended to help advance each recipient's learning in their chosen art form. Congratulations to all 24 students who presented impressive artist statements, along with original songs, dance performances, paintings, sculptures and more.



Thank you to HaMorah David and HaMoreh Noah for leading this special event and inspiring students to tap into their creativity.

Mazel tov to our Emerging Artist Scholarship recipients:

Rena Bedder, Grade 5
Daniel Frenkel, Grade 6
Naomi Hochman, Grade 6
Michelle Broitman, Grade 8
Sydney Kay, Grade 10
Nina Eilberg & Nikol Sokolsky, Grade 12

Love on the Rocks!

As part of our Elementary Yom Ha'Atzmaut activities this year, students painted rocks expressing their love and 73rd birthday wishes for the Land of Israel. Our Chagim Team collected these colourful creations and assembled them into a beautiful new rock garden outside Gray Academy. Students of all ages have been seen admiring the rock garden during recess.



Painting Every Parsha

Two of our graduating students devoted countless hours and creative juice to leave their artistic legacy in our Fourth-floor rotunda. Grads Nina Eilberg and Nikol Sikolsky hand painted the circular rotunda trim with every one of the 54 weekly Torah portions we read throughout a year, adding beautiful colour and another layer of Torah learning to our High School walls.



We Took Our Art Fair Online

On behalf of our students and our Visual Arts Specialist, HaMorah Nancy, thank you to the many parents and patrons who purchased one-of-a-kind originals at our first online Art Fair. While we were not able to have pieces out on display for in-person viewing, the online format netted our highest sales ever!



The impressive works in this year's Art Fair reflected students' learning and skill development with a range of artistic media and techniques. Moreover, the pieces demonstrate how students learned to apply those lessons to express their feelings and ideas on a broad range of themes, from Jewish celebrations and values to Truth and Reconciliation to personal interests and pursuits. Proceeds from the Art Fair went to the artist, to our Gray Academy Arts Fund and to OrangeShirtDay.org, supporting education and awareness around the legacy of Residential Schools in Canada.



The Sounds of Music

The pandemic kept us from singing and put limits on our ability to play certain instruments, it was business as usual for our Band and Drum Line students. Under the leadership of Band and Drum Line David Hasselfield, students in Grade 4 and kept on keeping the beat after school, while band students participated online.

Outside the Classroom

Gray Academy students have many opportunities to explore activities, discover their talents, develop skills and bond with peers. Athletics, arts, clubs, spirit weekends away, and more keep students engaged and learning in and out of 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. Well-done, debaters!

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 forthe 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.





Reaching for the Top

High School students and staff put their trivia talents to the test with a day-and-a-half Reach for the Top tournament. More than 30 students took part in the all-day event Big thanks, especially, to our Reach for the Top coordinators and tournamnent judges, HaMorah Danielle, Mrs. Spigelman and HaMorah Lauren, for putting it all together.

Don't Worry, Bee Happy



The setting was different than years past, but our Grade 4-6 Spelling Bee was a great success over Zoom. Families were able to tune in to watch the tense competition, which lasted two hours before our three finalists emerged victorious.

Mazal tov to our top three finishers:

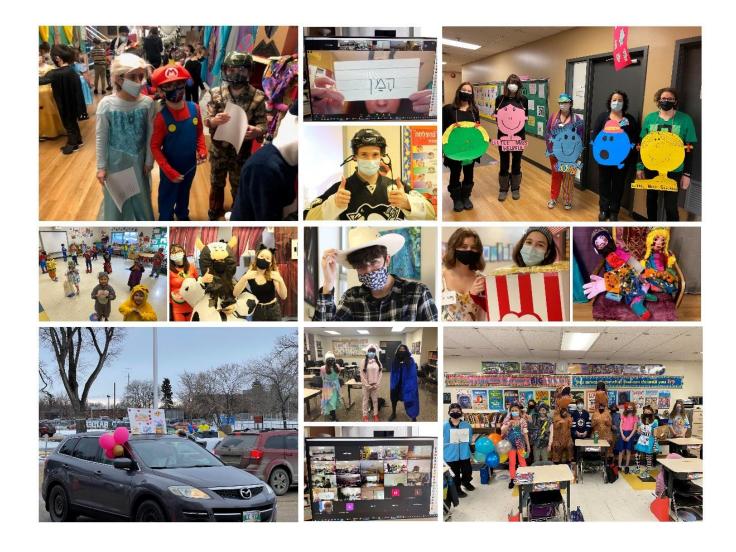


Our Celebrations

Our chagim (Jewish festivals) are a big part of learning and celebrating at Gray Academy. Last year, students from Junior Kindergarten through Grade 12 experienced the joy of Jewish holidays, thanks to the hard work and creativity of our Chagim Team.







Our Classes

Gray Academy provides unparalleled opportunities for students to learn and grow in an environment of academic excellence framed by Jewish culture, community, ethics and values. Throguhout the year, our rich, values-based, multilingual program empowered students of all ages to thrive academically, physically, mentally, socially and spiritually, in and out of the classroom.













