

WINTER 2019

Traditins

Do your best through truth and courage

Contents

Features

- 1** Three Words
- 3** News Highlights
- 4** Moments in time
- 11** Denford Family Makes History with \$5,000,000 Gift to GNS
- 12** Campus Transformation Phase 1
- 14** Sharing the Past to Brighten the Future

From the Alumni Office

- 27** Are You Ready to Be Engaged?
- 28** Alumni Holiday Pub Party
- 30** Alumni News

In This Issue

- 2** From the Head
- 15** Your Commitment. Our Promise
Annual Report 2017/2018
- 18** Message from the Board
- 20** Report from the Treasurer
2017/2018
- 22** Donor Recognition 2017/2018
- 25** Building Our Future:
Choose Legacy Giving

Traditions



Published by
Glenlyon Norfolk School
801 Bank Street
Victoria, BC V8S 4A8

t: 250.370.6800
f: 250.370.6811

Email address: traditions@mygns.ca

www.mygns.ca



The information herein may not be reproduced without permission.

Ideas and opinions expressed in this issue do not necessarily reflect those of the school.

DIRECTOR OF MARKETING & COMMUNICATIONS
Ryan Panton

DESIGN & PRODUCTION EDITOR
Cheryl Alexander

ALUMNI ENGAGEMENT COORDINATOR
Alexandra (Zan) Plews

CONTRIBUTORS
Cheryl Alexander, Briony Bayer, Sonya Chwyl, Chris Denford, Ryan Panton, Alexandra (Zan) Plews, Glenn Zederayko

IMAGE CREDITS
BK Studios, Cheryl Alexander, Jake Burnett, Sonya Chwyl, Erin Dallin, Jamie Elbert, Cathie Ferguson, Ramona Johnston, Robert Marthaller, Sarah O'Kelly-Lynch, Ryan Panton, Chris Rowe, Gina Sicotte, Brian Tam, Kristina Thomson



4



11



An average of 3 offers of acceptance

from schools around the globe was earned by each member of the Class of 2018

15



27



28



30

Front Cover: Following a reconciliation workshop led by Cowichan Elders, Grade 9 and 10 students met with their Individuals and Societies and Arts teachers to discuss their learning. See page 14.

Inside Back Cover: Class of 2018

A publication for Glenlyon Norfolk School



Three Words

Ryan Panton, Director of Marketing and Communications

“Satisfaction lies in the effort, not in the attainment. Full effort is full victory.”

– Mahatma Gandhi

Some thirty years ago, when the decision was reached to join two well-established, venerable Victoria independent schools together, Glenlyon Preparatory School and Norfolk House School became Glenlyon Norfolk School and the rest, as they say, is history.

Well, not quite. While amalgamation was widely recognized as the most beneficial path moving forward, the question of how to imbue nearly a century of collective (but separate) history into the GNS narrative remained. While the school moving forward would be counted as a whole, it was important to also pay homage to the sum of its parts. But how?

Two of the most obvious examples are among the most visible elements of the Glenlyon Norfolk School of today: the school’s crest and its motto. The new crest was a combination of its predecessors, featuring a shield bisected twice, with the blue, the white and the lion of Glenlyon contrasted with the white, green and “NHS” of Norfolk House. Similarly, as noted in Margaret Robertson and Keith Walker’s *Glenlyon-Norfolk School: The First Ten Years*, the new motto was:

“a combination of the concepts from the founding schools. The Norfolk House motto, ‘Do thy best and rejoice with those that do better,’ was combined with Glenlyon’s ‘Veritas atque Valor’ (Truth and Courage). The resulting motto, ‘You do your best through truth and courage,’ was adopted in its Latin version, ‘Veritate Valore Optime Agis.’”

Do your best. Three words that encapsulate so much about the Glenlyon Norfolk School of today. Each and every day, our students

enter classrooms and are motivated by talented, expert teachers to push the boundaries of personal excellence. They are challenged and supported on journeys of discovery that are unique to each adventurer. They are inspired to embrace challenge as opportunity and, in the process, to discover new insights, new ideas and new directions. They do their best, for themselves and for each other.

But doing your best is more than an internal academic philosophy; it’s part of the very fabric of the GNS community. Our faculty and staff do their collective best to provide the very finest experience to our students and families past, present and future. Our parents do their best to support the school—our school—in so many ways, from volunteering with the lunch program, to attending athletic events and performances, to supporting the annual fund, and so much more. As importantly, they open their doors to students from more than two dozen countries and allow our uniquely-GNS Family Boarding program to thrive.

As a university-preparatory school, doing our best means making sure that our students graduate prepared for the challenges they will face in university, their careers and their lives. That preparation is evident in the ways our alumni handle the hurdles presented them after graduation. The selection of alumni updates in the back of this issue are just a sample of the ways GNS graduates do their best to effect positive change on the world around them. Do your best. It’s more than just a motto, it’s a way of life.

We hope you enjoy this issue and that, in doing so, you recognize the efforts being made to live our values. Thank you, too, for embracing it, for living it, and for supporting this unique, vibrant, quirky school as we aspire to make our world better. Doing our best, one day at a time. 🏴󠁧󠁢󠁥󠁮󠁧󠁿



Doing Our Best for Your Family

Glenn Zederayko, Head of School

It is wonderful to see how the new school year at GNS continues to be filled with optimism and energy as students, faculty, staff and parents put forth great effort to do their best and look after each other. Please take a few minutes to read these updates. They are shared to help keep you informed and excited about where we are headed as a community.

University Success, Budgeting and Benchmarks:

Two key metrics we use when evaluating our performance as a school are the number of university acceptances offered to our graduates, and the accompanying scholarships and awards they earn. Pages 16 to 19 help show the great successes of the last several years of graduates. Our goal is to work with your children so they not only earn acceptance into university, but are also prepared to find great success throughout their post-secondary experiences, their careers and their lives. Pages 15 to 17 also contain some easy to understand infographics detailing other considerations we make as a not-for-profit school, including our budgeting process and the way we use benchmarking to ensure we are utilizing our resources wisely.

Please Continue to Promote Caring:

At GNS, taking time to ensure everyone is included, encouraged, supported and engaged is key to enabling our community to

do their collective best. With this in mind, I would ask that you continue to promote caring behaviour with your children on a daily basis. When one feels included and supported, one reciprocates in kind and a virtuous cycle is created. We also know that in a caring community, one is best able to truly do one's best.

A Reminder Regarding Concerns and Questions:

Please remember that we want to hear from you whenever concerns and questions arise in regard to your GNS Experience. Please do not hesitate to connect with the teacher or staff member most closely involved to whatever issue may be affecting you. If you are not satisfied following this preliminary discussion, please contact the appropriate Principal and, if your concern has still not been resolved, please contact me.

To read more about how staff at GNS are working to do our best for your family, jump to page 15. 🐾

News Highlights

This is a **very** abbreviated list of some of the highlights from the GNS News over the year. To enjoy all the stories about the wonderful things happening at our school visit: <http://www.mygns.ca/news>

SEPTEMBER 2017

- Gudewill Gym Phase 1 renovations completed

OCTOBER 2017

- CAIS U13 Boys win their national soccer tournament for the second year in a row

NOVEMBER 2017

- GNS presents *The School for Scandal*
- GNS Rowing team wins four 1st place titles and earned the top award for overall efficiency at City Championships

DECEMBER 2017

- Sr Boys Basketball wins their first ever ISAA Tier II Championship
- Jr Boys Basketball wins the inaugural GNS Icebreaker Basketball tournament
- MS Drama teacher Kate Pagett takes on a major role in the Langham Court Theatre Production of *Les Belles Soeurs*, directed by GNS teacher alum Judy Treloar
- Sr Concert Tour Band performs at Disneyland
- Three Senior School students help build a water dam as part of a Round Square Big Build project in Vietnam

JANUARY 2018

- City of Victoria enacts the single-use plastic bag ban thanks to the hard work of two GNS students
- Arran Jackson '06 speaks with Gr 5 students about environmental activism

FEBRUARY 2018

- Sr Boys Basketball wins their first ever Island Showdown trophy
- Sr Boys Basketball wins the Island Championships

MARCH 2018

- GNS presents *Into the Woods*
- GNS hosts the first student-led GMUN conference

APRIL 2018

- Senior Concert Band earns a Superior rating at the Vancouver Island Concert Band Festival
- GNS sends six delegates to the Young Round Square of the Americas conference hosted by Colegio Anglo Colombiano in Bogota, Colombia

MAY 2018

- The Middle School raises \$19,462.35 for the BC Cancer Foundation with their Head Shave event
- The Middle School presents *The Phantom Tollbooth*
- Mr. Gavin Bowers receives a Prime Minister's Award for Teaching Excellence

- Sr Girls Soccer wins the Island Championships
- Albert Yang '19 and Riya Gandhi '21 win bronze medals and Melody Cheng '20 wins a silver medal at the Canada Wide Science Fair
- Ella Chan '18 wins a STEAM Horizon Award
- Jr Ultimate team competes in BC Junior Provincials for first time
- Sonny Pawar, our Technical Director of Soccer, earns his Canadian Soccer Association A License certification

JUNE 2018

- Sr Girls Soccer team on becomes the 2018 Provincial Champions
- Graduating students earn an average of three offers of acceptance each and collectively over \$660,000 in scholarships
- Anastasia Castro '20, Charlotte Brady '20 and Grace Poole '21 receive Saanich Council Youth Environmental awards
- Two GNS students take part in the Round Square Big Build project in Ecuador helping to improve educational facilities

OCTOBER 2018

- Student Delegate Annie and Senior School Principal, Mr. Palm, take part in the 2018 Round Square International Conference, co-hosted by Appleby College, Lower Canada College and Ashbury College on the theme of "Bring Your Difference"

NOVEMBER 2018

- GNS presents *Sherlock Holmes*
- Nicole Fast '20 wins gold and Callum Robertson '20 wins gold, silver and two bronze at BC High School Swimming Championships

DECEMBER 2018

- GNS hosts second student-led GMUN event
- Sr Boys Basketball wins the ISAA Tier II Championship for the second year in a row
- GNS hosts a rededication ceremony of Denford Hall to pay tribute to the Denford family in recognition of their long-term support of GNS including their \$5,000,000 lead gift in support of GNS's upcoming capital campaign (this donation is the second-largest single donation to an independent school west of Toronto)
- Jr Boys Basketball wins the GNS Icebreaker tournament
- International service trip to Costa Rica

JANUARY 2019

- Sr Boys Basketball wins the St. John's Jam tournament for the first time in GNS history
- Sr Girls Basketball wins the 2019 Esquimalt Fire tournament
- Charlotte Brady '20 and Sofie Finn Storan '20 are selected as two out of the three BC students that will compete for a spot on the Canadian worlds debate team



Moments in time















Denford Family Makes History with \$5,000,000 Gift to GNS

On a chilly Tuesday evening in early December, more than 200 parents, alumni and friends of GNS gathered together outside the Hall at Pemberton Woods. They did so at the request of the school, which had distributed an invitation to “one of the most important announcements in the history of Glenlyon Norfolk School.” The secrecy with respect to the details led to a great deal of speculation regarding the nature of the announcement, and yet no one in attendance that evening could dispute the validity of its claim, as Deputy Head, Chad Holtum revealed that the Denford family have given a gift of \$5,000,000—the second largest donation ever made to an independent school west of Toronto—in support of the school and its upcoming capital campaign.

“This evening’s announcement enables GNS to move forward in a very significant way, as we work to realize one of our key success factors from our Strategic Plan, which is transforming our campuses,” said Head of School, Dr. Glenn Zederayko.

“The Denford family’s generous support of GNS in thought, word, and deed spans almost half of our school’s history, and we are overwhelmed by this transformational gesture.”

Anyone who has had a connection to either GNS or its predecessors, Glenlyon Preparatory School and Norfolk House School, over the last half-century is almost certain to have come into contact with the Denford family. Their affiliation with the school extends all the way back to 1960, when Valerie and Laura Denford first enrolled at NHS as students, followed shortly thereafter by younger brother Chris at Glenlyon.


While the Denford children were making their marks with peers and classmates, their parents became fixtures in the parent community. Gordon, founder of Berwick Retirement Communities and Denford Construction Management, served for many years

as a Glenlyon governor, including a tenure as Chair. Gordon’s late wife, Allyson, was herself a key figure around campus, volunteering her time and talents in a variety of school initiatives.

“Every independent school needs families like the Denfords,” said former Head of Glenlyon School (and son of its founder), Hamish Simpson. “This is a marvelous family, and we are very privileged that they are a part of this community.”

Today, the Denford legacy continues, as four of Gordon and Allyson’s grandchildren either have or are currently attending GNS, with Chris having just completed a successful term as Chair of the Society, and Gordon still actively involved as a Director of the GNS Foundation. In his remarks, Gordon made it clear that education has always been a family priority. He recalled a story from his own childhood in Bristol, England, when a teacher recognized his talents and encouraged him to apply for a scholarship to a prestigious independent school. The application was successful, and Gordon’s life changed forever.

“This is an emotional event for me,” Gordon said, “that this evening, the family of a kid from Bristol who had been fortunate to win a scholarship at a respected school many years ago, is going to be honored by an equally respected school in Victoria.”

At the end of the ceremony the school revealed that the Hall would henceforth be known as Denford Hall in tribute to the family’s extraordinary support. As the official launch of the capital campaign draws ever-closer, this gesture provides a great injection of momentum that will help ensure the school’s dreams and aspirations are realized. On behalf of schools past, present and future, we thank the Denfords for their vision, their leadership and their unwavering support of all things GNS. 



Campus Transformation Phase 1

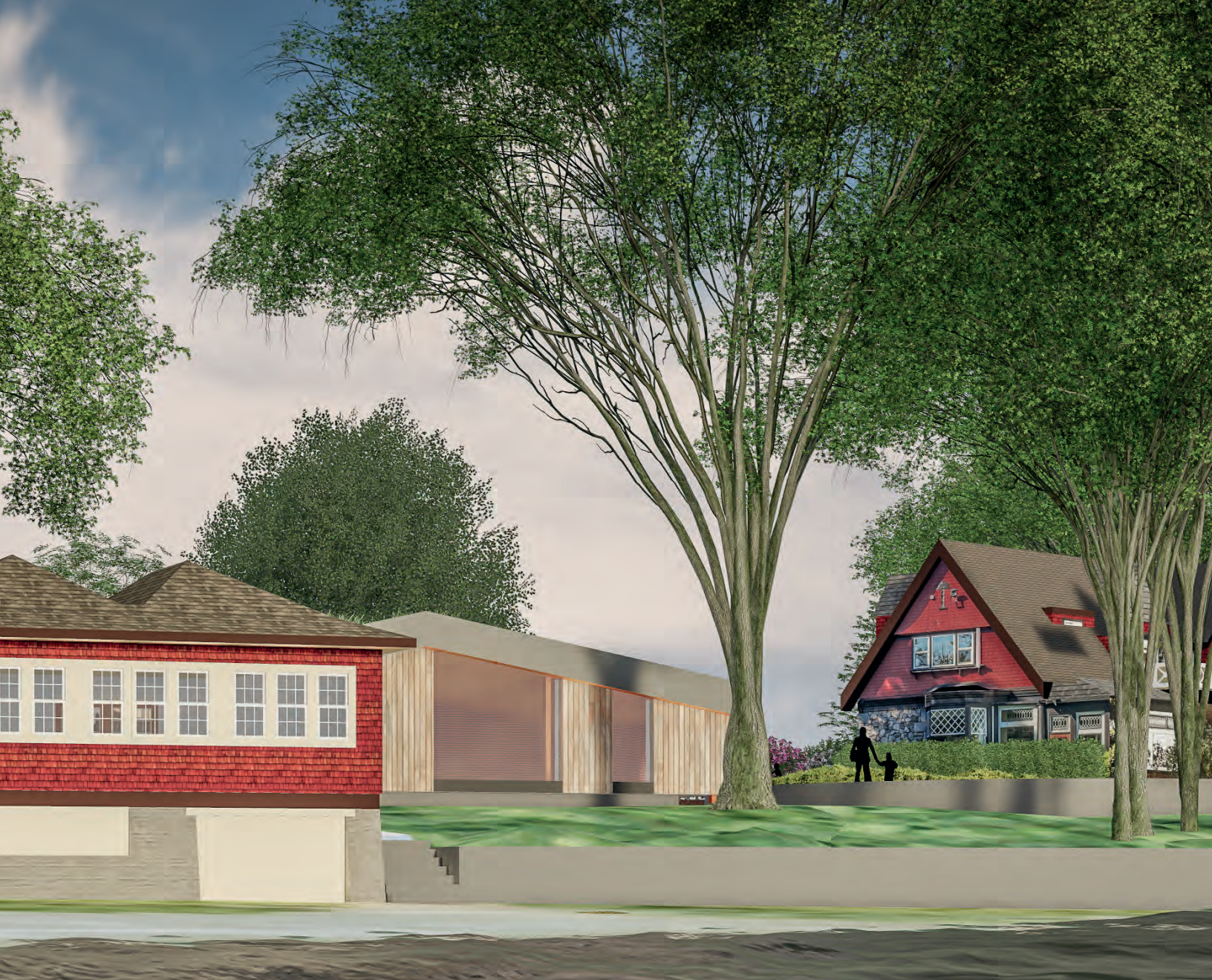
Students and families returning to classes in the Junior School after a well-deserved Winter Break will have noticed considerable work completed on Phase One of the Beach Drive Campus Transformation. The Junior Kindergarten and Kindergarten facilities have had all of their windows installed and are now in the process of being insulated and dry walled. Meanwhile, the Boat House restoration continues, with every effort being made to preserve the heritage of the original structure while at the same time ensuring its interior is modern, spacious and welcoming. As you can imagine, this is no small feat!

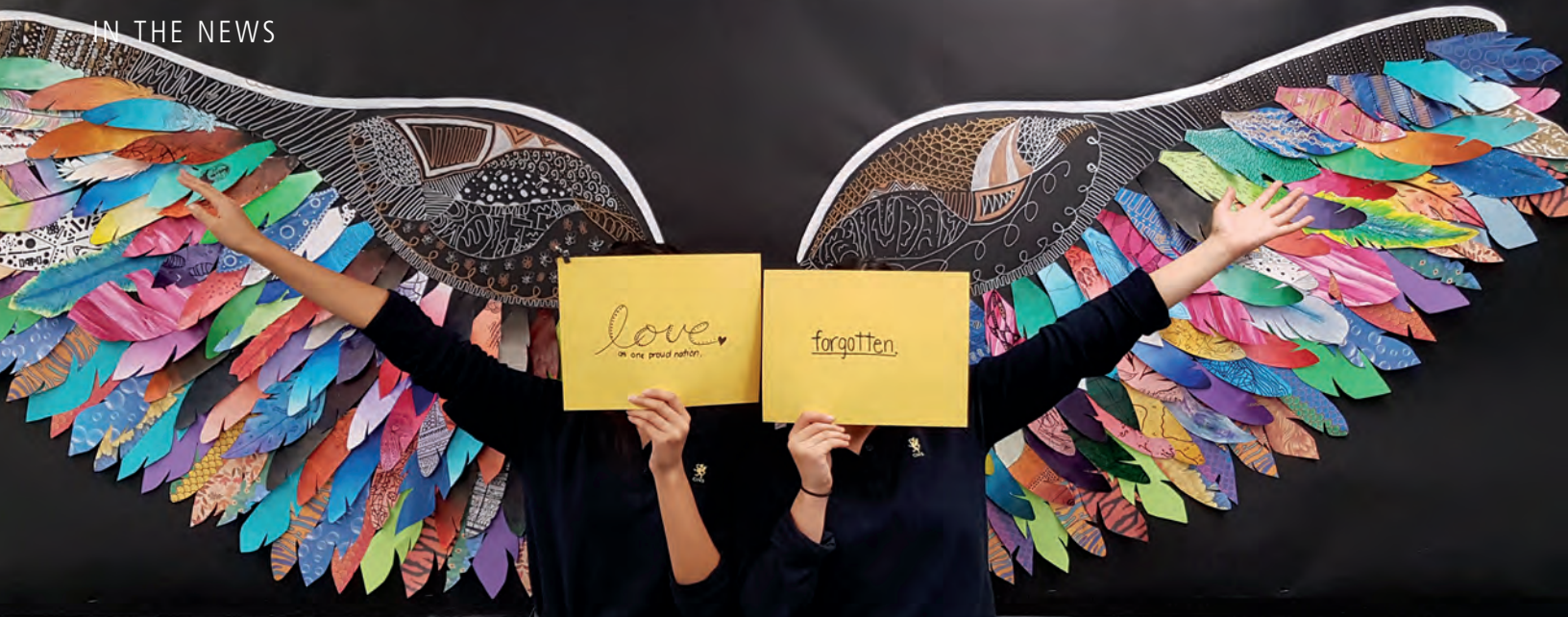
Once completed, these facilities will benefit GNS students of all ages for decades to come. The Junior Kindergarten and Kindergarten pavilions will provide a perfect complement for our exceptional programming, offering the school's youngest students inspirational spaces to explore, inquire and learn.

Meanwhile, as the future home of our Marine Adventure Program, the Boat House will be utilized by students not only at the Junior School but by those from Pemberton Woods as well, as they engage in truly experiential education that will allow them to interact directly with the surrounding natural environment.

Each of the facilities is being created with durability and adaptability in mind. The hope is that they will thrive not only in the immediate future but, indeed, for generations. They feature environmentally-conscious designs, flexible layouts and energy-efficient elements that will ensure they are also economically sustainable!

We look forward to the completion of Phase One in the coming months, and to the opportunity to welcome our community to campus to tour the finished facilities at that time. 🦋





Sharing the Past to Brighten the Future

In November, the Elders of Cowichan Tribes near Duncan led Senior School students through a powerful experiential workshop focussed on truth and reconciliation.

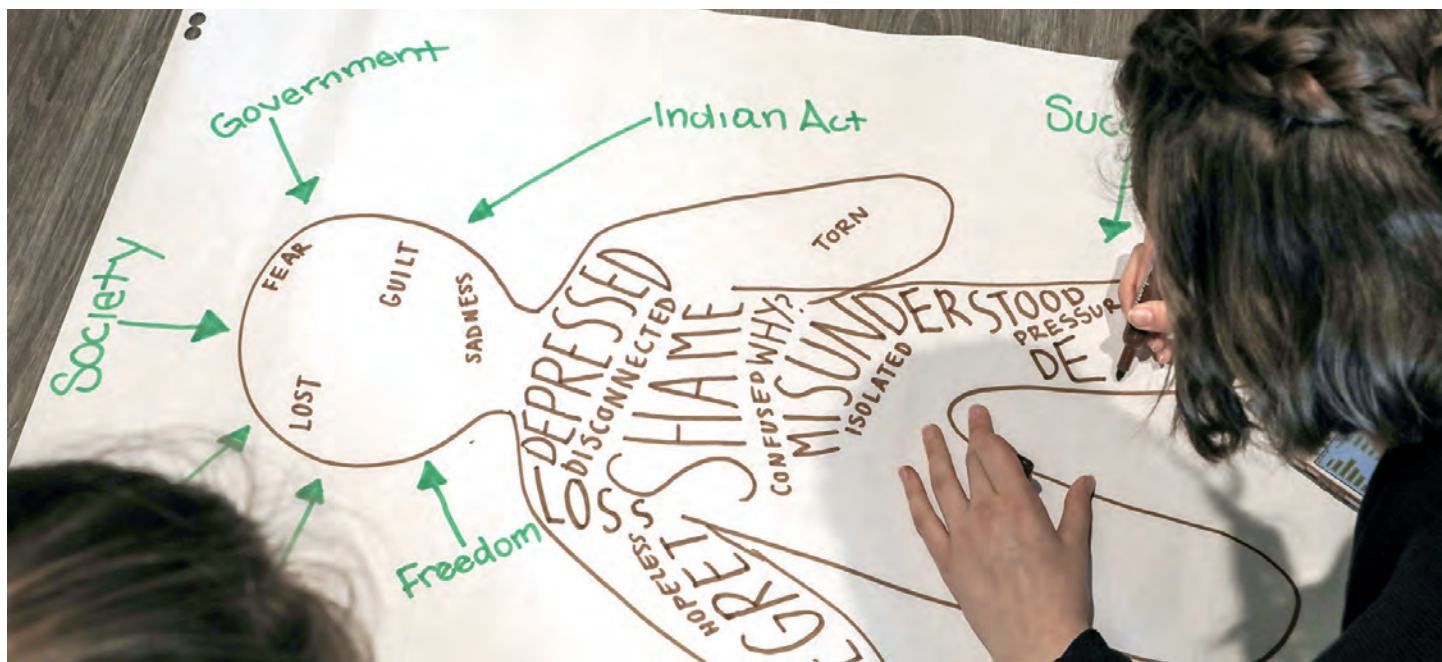
The continuing effects of colonialism and indigenous perspectives are critical pieces of the new BC Curriculum for both Social Studies and Fine Arts courses. GNS teachers recognize they are also necessary parts of our education as Canadians and human beings.

Last year, all GNS teachers and staff were able to take the workshop themselves, an experience that had a huge impact on all who were present. The workshop that the Senior School students took left a similar impression, helping students gain a greater understanding of the past and present issues facing Indigenous Canadians and what they can do to aid reconciliation and help shape a positive future.

During the morning, students gathered in the gym for an interactive history lesson, where they took on the roles of the early Indigenous peoples of Canada. They were guided by the Cowichan Elders through the experience of pre-contact, treaty-making, colonization and resistance.

In the afternoon, Grade 9 and 10 students met with their Individuals and Societies and Arts teachers to discuss their learning and reflect on both the workshop and the concept of reconciliation.

"In our groups, we talked about not being ashamed of our past, but using it to make the future brighter," said Ava, Grade 10. "And using it to eventually create a society where we don't see any more segregation because we've learned from that past that it's not right. That we have to accept everyone's different cultures and opinions." 🐻



Your Commitment. Our Promise.

We will work to understand, challenge and support you to do your best and realize your potential as a whole person each day and throughout life.

Truth. Courage. Caring. Individuality. Community. These five words form the core of the Glenlyon Norfolk School experience. GNS challenges young minds with a first-class academic experience complemented by extensive exposure to artistic, athletic and service opportunities. Every GNS student is an IB student, even if they choose not to complete the Diploma Programme, and each graduate departs the school equipped with the skills required to find great success in their post-secondary studies, their careers and their lives. The GNS difference is our people. The relationships forged between students and teachers who know them and care about them as individuals set us apart and make our great school truly exceptional.

As a not-for-profit school, we work hard to create and adhere to a balanced budget, ensuring we continue offering the programs our community expects while also accounting for annual increases

in operational expenditures. These costs include, critically, the salaries and benefits of the people most directly responsible for our school's success: our faculty and staff. Without these committed, dedicated professionals, we would be unable to keep the promises we have made to your children and your family.

This report is designed to allow you to better understand the process we undertake as we set tuition fees for each year. We understand the impact fees have on our families, and every effort is made to mitigate tuition increases from year to year. At the same time, in order to continue evolving as one of the finest schools on Vancouver Island or anywhere else in Canada, fee increases are inevitable. We are confident the choice to invest in your child's education at GNS is among the most valuable decisions you will ever make. And we are committed to ensuring your choice is validated and exceeded each and every day.



**100% of our grads
are accepted**

into 1 of their top 3
post secondary choices



**An average of 3
offers of acceptance**

from schools around the
globe was earned by each
member of the Class of 2018



**\$660,000+
in Scholarships**

was earned by the 67
grads in the Class of 2018



**100% of our 2018
IB Diploma grads**

earned their full IB Diploma
with a score of 24 or higher



**1 to 7 staff to
student ratio**

with an average student
population of 700



**100% of our
students**

are engaged in our
co-curricular opportunities



**53% of Senior
School students**

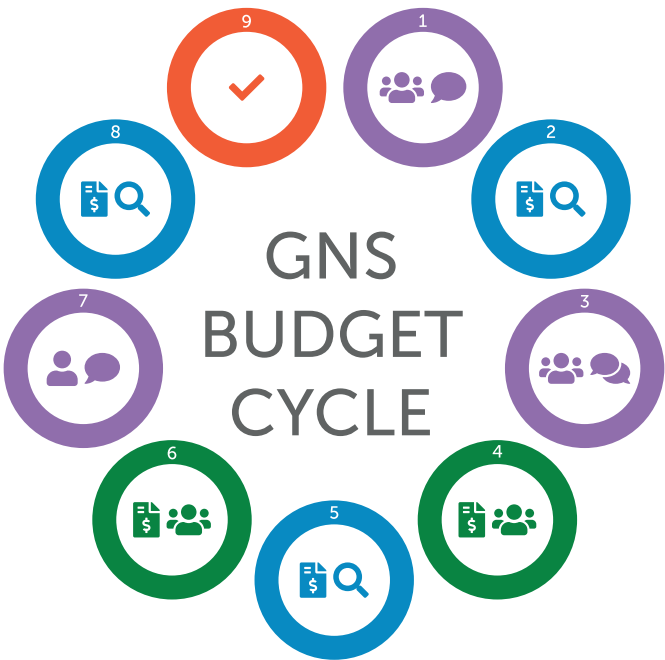
play on at least 1
of our 22 athletics teams



**8,500+
service hours**

were completed by our
students last year

How We Budget: *Your Fees Defined.*

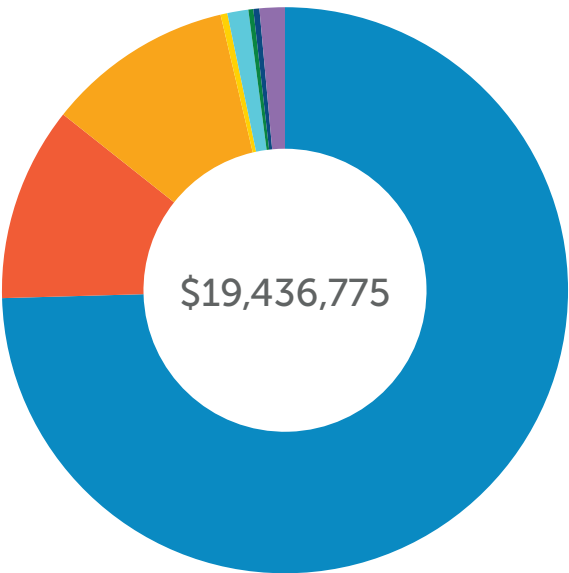


- 1. Head of School and Leadership Team determine budget priorities with input from staff.
- 2. Draft budget is prepared by Director of Finance and reviewed and revised with Head.
- 3. Draft budget is sent to Finance Committee for review; Head and Director of Finance revise based on feedback.
- 4. Draft budget is presented to Board of Governors in late November.
- 5. Head and Director of Finance review and revise budget based on feedback from Board of Governors; new draft presented to Finance Committee.
- 6. Draft budget is presented to Board of Governors in January for final review and approval.
- 7. Head communicates to families regarding re-enrolment and any increase in fees.
- 8. Draft budget is reviewed in September.
- 9. Finance Committee reviews and confirms final budget for Board of Governors approval.

Our Budget Cycle ensures we invest our resources wisely.

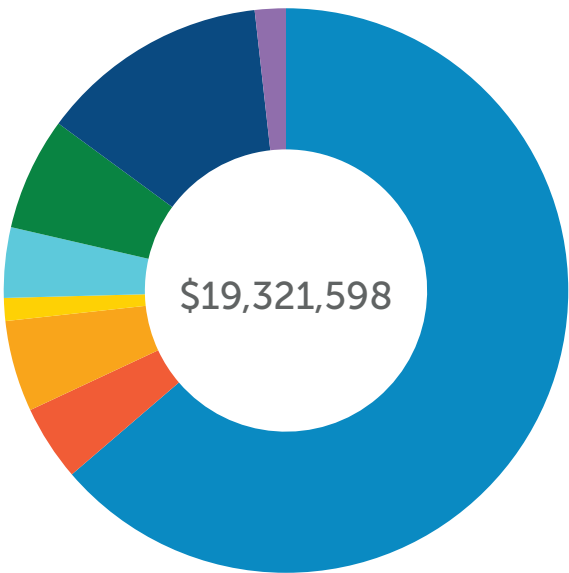
We Invest in the Best People to Provide Your Family the Best Experience.

GNS Society Revenues
For the year ending June 30, 2018



School Fees: 74.56%	Government Grants: 11.11%
From GNS Foundation: 10.68%	Other Foundations & Bonds: 0.38%
Ancillary Programs: 1.20%	Interest Income: 0.28%
Rental Income: 0.34%	Other Income: 1.44%

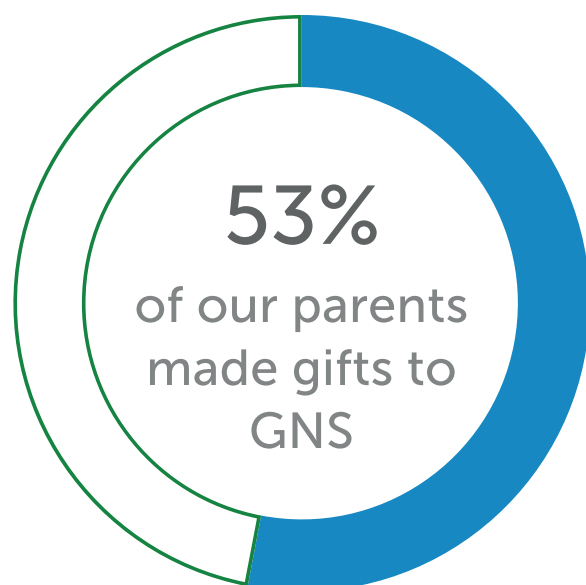
GNS Society Expenses
For the year ending June 30, 2018



Salaries & Benefits: 63.71%	Programs: 4.03%
Maintenance & Operations: 5.23%	Admissions & Advancement: 1.31%
Office & Administration: 4.23%	Scholarships & Bursaries: 6.47%
Rent to the Foundation: 13.15%	Amortization: 1.78%

Our Community Generously Supports our Efforts to Enhance Student Learning.

Four years ago, parent participation in annual giving at GNS was just 18%. In 2016/2017, the CAIS national average for parent participation in annual giving was 34%, while 50% of GNS parents took part. In 2017/2018, parent participation climbed to 53%, while staff participation was a whopping 95%.



We Measure Ourselves Against the Best Schools in Canada.

Source: Canadian Accredited Independent Schools (CAIS) National KPI Benchmarking 2016/2017 Report

In 2016/2017,
GNS operating costs
per student were

6% below
the CAIS
national average

In 2016/2017,
GNS administrative expenses
per student were

12% below
the CAIS
national average

We Evaluate Our Fees Against Other Schools to Ensure We Retain Excellent Value.

Senior School Tuition at Nearby Schools

	GNS*	Brentwood	Meadowridge*	Mulgrave*	St. George's	St. Margaret's
Senior School	\$22,045	\$27,000	\$21,300	\$23,980	\$24,950	\$18,115
	St. Michaels	Stratford Hall*	West Point Grey	Collingwood	York House	Crofton House
Senior School	\$22,980	\$23,050	\$22,470	\$24,300	\$22,400	\$22,000

* IB schools

Message from the Board

Chris Denford, Chair of the Board, Glenlyon Norfolk School Society, October 2013 to October 2018

The 2017/2018 school year, our 105th year in operation, was another remarkable year. Our students continue to impress with their efforts, accomplishments and community mindedness. It was another year that resulted in our graduates being accepted into the universities of their choice, many with well-earned scholarships. There is no better proof that GNS is delivering on its promise to our families.

One of the most important goals that was adopted by the Board at the beginning of last year was to finalize, approve and advance a new five-year *Strategic Plan* for 2017 to 2022. As you know, this was accomplished in the fall. The plan contains six Key Success Factors, or goals, which Dr. Zederayko and the leadership team focused on to develop what was the first in a series of annual operational plans. Having subsequently received input from the Board, during the course of the year, Dr. Zederayko provided governors with updates as to progress against these key success factors, and more specifically, the individual efforts initiated to further each goal.

In his Head's report, Glenn provided an overview of five of the six key success factors that drive our strategy. I would like to take this

opportunity to focus on the other key success factor which is to improve our facilities in order to transform our campuses, to better support the high level of teaching and learning that is occurring at the school. I will do this, not just because I really enjoy discussing what modern and inspiring facilities can do for our students, but because this key success factor directly relates to the Board's other significant goals it established at the start of the school year.

Moving ahead with improving our campuses necessitates working cooperatively and collaboratively with our Foundation Board. Their ownership of the school's lands and buildings requires this. However, alignment in purpose and mutual understanding of potential risks and rewards within this governance structure also means that appropriate strategies are pursued to ensure the long term success of GNS.

Over the past two years, guided by our fundraising consultant Ross Marsh, the school has been working towards fully preparing itself for the upcoming major capital campaign for both campuses—the Wonder Campaign. In the meantime, during this organizational phase, individual governors and directors and their families felt it was critical to the ultimate success of the upcoming campaign to demonstrate leadership and be the first financial contributors. Additionally, long-standing supporters of the school were consulted prior to engaging with every family in our GNS community. Even though we are still to launch the official campaign, we have received exceptional support—so much so that we have been able to commit to the construction and completion of the fully-funded Phase I of the Beach Drive transformation. Although circumstances beyond our control led to a slow start of our first structures, I would like to reassure our families at the Beach that a more expeditious construction timeline is taking shape. Additionally, thanks to early financial support, we have committed to next summer's start of Phase II, the Main School Building. We are not anticipating the same kind of construction timing challenges that we experienced in the first phase!

An important Board goal we identified was to work with the Foundation Board to coordinate a financing strategy to facilitate the phased construction projects. The financial support we have already received, and will continue to receive, comes in the form of cash or sometimes pledges committed over a two- to three-year time frame. A joint 'bank financing committee', made up of experienced members

Key Success Factors*

1. Living Our Core Values
2. Supporting an Exceptional School Family
3. Ensuring Faculty & Staff Remain Outstanding
4. Improving Our Inspiring & Effective Educational Program
5. Transforming Our Campuses
6. Continuing to Build Robust Organizational Strength

* As described in our Strategic Plan.

from both boards, evaluated and recommended the approval of a line of credit to bridge the timing gap between pledges made and monies received. A favourable new banking relationship ensures that any phase initiated can be entirely funded through to its completion.

Another Board goal was to “approve a Pemberton Woods Master Plan update and initiate a school, municipal and public engagement process.” I am pleased to report that we have made a great deal of progress here. The planning process has been methodical and extensive and I would like to share this with our GNS community:

1. Guiding principles and design elements inherent in the final Beach Drive Master Plan, where appropriate, were evaluated for Pemberton Woods.
2. Planning considered the most current national and international philosophies regarding education and learning.
3. Comprehensive tours of six competing schools, located in and around Victoria, gave the planning team the opportunity to evaluate precedents, to see what really works well in schools.
4. A master planning consultant with over 40 years experience, Les Andrew, was brought on to the team. His role includes engaging with constituents to document their hopes, sharing successful design principles and ideas gained through his own experiences, and acting as a peer reviewer for the benefit of our chief architect Christopher Rowe.
5. Several focus groups that consisted of staff, faculty, students, board members, and families provided valuable additional input.
6. All of the information gleaned from these exercises was then evaluated in terms of:
 - i) How can these campus aspirations support the IB approach to education and learning?
 - ii) How can facilities support new ways of learning?
 - iii) What are the types of facilities, and equally important, how are they organized, in order to respond to GNS’s unique community and culture?
 - iv) How can a plan ensure long term success for the school and at the same time become a welcome improvement to the neighbourhood and a source of pride for its neighbours?
7. Current work includes the creation of a detailed Space Needs Program—a listing of all required spaces and their functions measured against current spaces. Every element is then benchmarked against similar spaces in other Canadian schools.

During the month of November the design team will be graphically updating the site plan, showing any modifications to our Pemberton Woods phase I, which will be the Senior School block featuring science labs, class rooms and learning commons, as well as future phases. We look forward to engaging members of the GNS community with our latest plans early in the New Year. This will be followed by consultation with the local community to ensure we are well prepared to approach the City of Victoria for the approvals required.

Most of last year’s Board goals remain relevant for the current school year. Another area of focus for the Board is exploring



A full version of our Strategic Plan can be found on our website:
<https://www.mygns.ca/explore-gns/strategic-plan>

potential sources of supplemental revenue. Given one of the Board’s prime responsibilities is to carry out financial oversight of the school’s operations, we recognize and appreciate that the Administration is working extremely hard to contain rising costs while maintaining high quality programs. However, in light of the challenge that we—and indeed practically every similar independent school—are continuing to face, we recognize the importance of exploring additional strategies that may allow us to reduce the degree to which annual tuition fees increase. This of course speaks to another important role of any board, which is to ensure the long term health and sustainability of its organization. Accordingly, the Board has formed a special ad-hoc committee whose role is to consider ideas, prioritize them, and make recommendations for the Administration and the Board to consider for implementation.

Finally, I would like to conclude this Chair’s Report by sharing how excited I am about the future of GNS. Dr. Zederayko and his faculty and staff continue to offer an unparalleled IB program within an exceptional community. The transformation of the Beach Drive Campus will create the finest junior school learning environment in Canada. I am equally excited about what lays ahead for our Pemberton Woods Campus, building upon its unique village-like qualities, with modern, forward thinking facilities.

On a personal note, I have decided to step down from my current role after serving five years as Chair. I am very pleased with the new leadership forming on the Board and our newest members are no exception. This is not to say that I am stepping away from volunteering at the school. My intention is to focus my attention more acutely on the upcoming Wonder Campaign. As we count down to our official launch in October—less than a year away—we look forward to sharing some exciting news, commencing with a celebratory announcement this December, and additional announcements throughout this school year. 🦁

Report from the Treasurer 2017/2018

Briony Bayer, Treasurer & Chair of the Finance Committee, Glenlyon Norfolk School Society



On behalf of the Finance Committee and the Glenlyon Norfolk School Society, I am once again pleased to offer an overview and analysis of the school's financial position as of the end of the 2017/2018 school year. This article is intended to provide transparency and insight into the way the Society Board sets tuition fees each year, and the considerations taken

into account when doing so.

I want to assure you that this process is taken extremely seriously. We are keenly aware of the impact this decision has on you and your family, and my hope is that the extra detail provided here will offer some measure of reassurance of that fact.

The Process

As governors of a not-for-profit school, the goal of the Board and the Finance Committee each year is to create a budget that allows us to break even—that is, one in which revenues match expenses. In the case of a profit, remaining revenues are reinvested into the school in the form of capital expenditures or program enhancements. When we draft a budget, we work to align our decision-making with the vision for program enhancements identified by the Senior Management Team after consulting with principals, faculty and staff. In fact, Senior Management plays a key role throughout the budgeting process, working alongside the Finance Committee and the Society Board as a whole.

The key stakeholders identified above begin an iterative process in November—nearly a full calendar year before the school year in question. Because planning begins this early, the school's management must make critical assumptions with regard to anticipated enrolment (both domestic and international) and the expected cost of delivering the exceptional programs that are the foundation of every student and family's GNS experience.

Ensuring Faculty & Staff Remain Outstanding

The above heading is paraphrased from the school's latest Strategic Plan, as investment in teachers and administrators has been identified as one of GNS' key success factors for the next five years. As you can see in the graphs provided, salaries and benefits paid to faculty and staff make up the largest annual expense for the school, and tuition revenues account for its largest source of income. This is to be expected at a school like GNS that works diligently to attract and retain the very best teachers and administrators to ensure students are provided with the very best education possible. The school must ensure that its compensation package keeps pace with the market, including annual cost of living adjustments and tenure-based increases for academic staff.

Because salaries and benefits make up 80% of the school's budgeted costs, significant focus is placed on ensuring staffing levels are appropriate to balance operational efficiency with delivery of quality programs. We must recognize, however, that these annual increases have a direct impact on the increase in tuition fees.

Forecasting Future Costs & Revenues

Every step of the budgeting process is done with a lens on school costs. Stakeholders compare GNS' key cost metrics against benchmarks from other schools, assess ways that technology can be leveraged to improve program delivery and identify areas where programs can be enhanced so GNS remains ahead of the curve in offering a modern, progressive style of education that prepares students for success in university, career and life.

When enhancements are proposed, they are highlighted separately in the budget, allowing for each to be independently evaluated by stakeholders. The final product of cost forecasting is a breakdown between expenses required to deliver core programs and expenses associated with proposed program enhancements.

As tuition fees account for 83% of the school's annual revenues, it is critical that we forecast as accurately as possible. This creates a challenge as tuition revenue is directly tied to enrolment, and the school's ability to forecast future enrolment is limited until after the tuition-setting process is complete. We have tried to be as prudent in our approach to this challenge as possible, using past historical trends to guide the process. Various enrolment projections and a range of tuition increases are modeled and overlaid with a variety of cost scenarios. Stakeholders review and debate each scenario and the merit of every program enhancements to find a balance that will best support the ongoing quality of education, reasonable tuition fee increases and financial sustainability. After careful consideration, the board will vote at its January meeting on approving the draft budget and tuition increase they feel strikes the best balance.

Assessing Our Success

The school's operating budget is updated in September and re-approved by the Board once actual enrolment figures are known. In cases where the actual enrolment is below our forecasted number, the budget is adjusted to ensure the school does not run a deficit. Actual results are then compared to the budget on a quarterly basis, allowing the school to track to expectation. Finally, at the end of the fiscal year (June 30), a final review is performed that allows the Board to assess the accuracy and effectiveness of the tuition setting process.

For 2017/2018 year, the report card is in. The school's net income came in at \$115,177 which was marginally ahead of budgeted net income of \$81,244. This amounts to a surplus of \$165 per student, or 0.8% of the average tuition fee. Given the time factors and unknowns at play when the process begins, as Treasurer I am pleased with the result. 🦁

Financial Statements

Statements extracted from the Audited Financial Statements.

Statement of Financial Position

Year ended June 30, 2018 with comparatives for 2017.

	2018	2017
ASSETS		
Current assets:		
Cash	\$ 9,714,218	10,655,841
Accounts receivable	3,993,320	4,131,502
Due from GNS Foundation	404,964	—
Inventory	121,264	112,113
Prepaid expenses	240,933	265,391
	14,474,699	15,164,847
Capital assets	1,400,744	1,359,272
	\$ 15,875,443	16,524,119
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable	\$ 1,873,161	1,892,215
Due to GNS Foundation	—	500,164
Deferred revenue and deposits	14,728,530	14,636,954
Deferred operating contributions	287,700	287,700
Current portion employment commitments	76,000	76,000
Current portion of school bonds	230,625	216,000
	17,196,016	17,609,033
Employment commitments	193,924	229,956
School bonds	1,191,345	1,491,350
Deferred capital contributions	47,919	62,718
	1,433,188	1,784,024
	18,629,204	19,393,057
Net assets:		
Invested in capital assets	(69,145)	(410,796)
Operating fund	(2,684,616)	(2,458,142)
	(2,753,761)	(2,868,938)
	\$ 15,875,443	16,524,119

Statement of Operations and Net Assets

Year ended June 30, 2018 with comparatives for 2017.

	2018	2017
REVENUES:		
School fees	\$ 14,491,369	13,875,568
Contribution from GNS Foundation	2,075,000	2,472,046
Government grants	2,159,418	1,887,440
Ancillary programs	233,238	229,041
Other income	211,263	194,181
Fundraising and donations	75,366	103,587
Interest income	54,876	39,679
Rental income	66,981	79,862
Amortization of deferred capital contributions	14,799	14,799
	18,132,206	17,786,187
EXPENDITURES:		
Salaries and benefits	12,309,453	12,195,583
Office and general	3,501,807	3,337,315
Academic programs	837,474	789,395
Repairs and maintenance	1,010,498	796,047
Amortization of capital assets	357,797	359,133
	18,017,029	17,477,473
Excess (deficiency) of revenues over expenditures	115,177	308,714
Net assets, beginning of year as previously reported	(2,868,938)	3,755,976
Contribution to GNS Foundation	—	(6,933,628)
Net assets, end of year	\$ (2,753,761)	(2,868,938)

In Grateful Recognition of Our Annual Donors 2017/2018

This list reflects gifts received by the Glenlyon Norfolk School Foundation between July 1, 2017 and June 30, 2018. Every effort has been made to ensure accuracy. If you feel an omission has been made, please contact the Advancement Office at 250.370.6801 or advancement@mygns.ca.

Alumni

Glenlyon

Ann Allen, IMO Michael Allen '41 🌟🌟🌟
John Chapman
William Cupples 🌟
Chris Denford 🌟🌟
Atom Egoyan 🌟🌟🌟
Myron Faust
J. Graham Fawcett 🌟🌟🌟🌟
Ian Gardiner 🌟🌟🌟
Bernard Goward
Geoffrey Gudewill 🌟🌟🌟🌟
Nicholas Gudewill 🌟🌟🌟
Peter Gudewill 🌟
Sam Gudewill 🌟🌟🌟
Tybring Hemphill 🌟🌟
Ian Macintosh
G. Alan Mayhew 🌟
Michael McGoldrick 🌟
James McKenzie
Blair Robertson 🌟🌟
Hamish Simpson 🌟🌟🌟
Philip Spencer 🌟🌟🌟🌟
Stephen Titus 🌟🌟🌟🌟
Alan & Susi Wilson 🌟🌟🌟🌟

Norfolk House

Jean Bigelow '71 🌟🌟🌟
Carolyn (Brown) Bird '65 🌟🌟🌟
Janet (Barclay) Campbell '62 🌟🌟🌟
Valerie Chatterton 🌟🌟
Andrea (Gardiner) Crawley '79 🌟🌟🌟
Cecilie (Shaw) Davidson '64 🌟
Gina Delimari '85
Sarah (Eamer-Goult) Emslie '80
Laura Ferreira '69 🌟🌟🌟🌟
Susan (Sheret) Findlay '68 🌟🌟🌟
Wendy (Glew) FitzPatrick '71 🌟
Elizabeth Fox '80
Beth Murray '81 🌟
Polly Kemble '81
Leslie (Browning) LeFebvre '74 🌟🌟🌟
Diana (Graeme) Life '76 🌟
Sara Neely '74 🌟🌟🌟
Kate Soles '98
Anna (Cheshire) Thomson '82 🌟
Wendy (Newell) Townsend '87
Barbara Jean Watkins '55 🌟🌟🌟
Sue Walker '81

GNS

Benjy Brooks '96 🌟
Robert Cushing '05 🌟
Craig Doell '89
Patrick Graham '12
Cameron Graham '15
Zoe Hopkins '14
Kiara Hopkins '16
Wendy Jones '87 🌟
Krista Louie '95 🌟
Trevor McCall '98
Sarah McDonald '15
Jennifer (Tanner) Mora '98 🌟
Sara (Piets) Sauve '94

Ali Silver '10
Maddy Silver '11
Shawn Steele '96 & Rebecca (Porter) Steele '96 🌟
Ian Stockdill '04
Alia (Island) Tracy '94
Annie Vallance '97 🌟🌟
Sarah Yuile '93

Young Alum

Nathan Delorme '25 (Gr. 5)
Nicholas Delorme '24 (Gr. 6)

Current Parents

Grade 12: Class of 2018

Anonymous
Richard & Karen Allan 🌟
Geoffrey & Christine Beattie
Jonathan Berry & Allison McLeon
Tony Chan & Lisa Barrett-Chan
Peter Ciceri & Nancy Powell 🌟
James Darke & Anna Tieman 🌟
Peter & Carey DeMeo
Chris & Anne Denford 🌟
David DesBrisay & Henrietta Langran
Michel Descamps & Francoise Falisse
Erik Djukastein & Lora Morrice
Grant & April Glowicki 🌟
Anne Hale 🌟
Ladda & Jiarani Lertruchkul
Alexander & Roxanne Loy
Merv & Dana Miller
Larry & Victoria Neilson 🌟
Le Cuon Ngo & Huynh Quyen
Samuel & Mi Ling Norris
Marilyn Rathwell
Craig Roberts 🌟
Liisa Salo
Stuart & Anne Silver 🌟
Sean & Heather Sweeney 🌟
George & Shirley Szwender
Brian Tam & Doris Wong
Doug & Jacqui Thompson
Rob & Anna Thomson '82 🌟
Iain & Sarah Wallace 🌟
Gail Windle 🌟
Yasutoki & Rieko Ishiguro
Johnson Yu & Amelia Gao 🌟
Ken Yvorchuk & Pauline Truong

Grade 11: Class of 2019

Matthew Barr & Carolyn Tees 🌟
Paul & Joanna Betts 🌟
Chris & Anne Denford 🌟
Roberto & Marcelene di Frassineto 🌟
Ricardo Flores & Viviana Pitton
Michel & Angela Girard 🌟
Didem Sule Kutluay & Mevlut Sina Kutluay
Jill Graham 🌟
Fred & Sandra Hemphill 🌟
James Huang & Fei Wen
Brad Jarvis & Nancy Leslie 🌟
Heidi (Celina) McElvaine
John & Sarah McLeod
Xiaobin Meng & Jenny Ren

Andrew Newcombe
Victor Ramraj & Sandy Meadow
Darren Stanger & Diane Lloyd 🌟
Tye & Melany Startek
Tom & April Vesey 🌟
Keith & Patricia Wells 🌟
Haibo Yang & Maggie Liu

Grade 10: Class of 2020

Cheryl & Brad Alexander 🌟
Robert & Margaret Barclay
Manuela Blankenhorn
Anton & Susan Boegman
Greg Caruso & Denise Helm
Cha-Chang Cheng & Jo Chi Chung
Eun Young Choi & Byoung Chul Choi
David DesBrisay & Henrietta Langran
Christian Granegger & Deborah Thomas 🌟
Laura Harris 🌟
Karl & Sarah Jones
Hong Wei Li & Gui Fang Wang
Toby Macklin & Rachel Davey
Moir McCollom
Thomas & Rebecca Meyer
Blair Robertson '83 & Nancy Besharah 🌟
Paul & Jennifer Sobkin
Robert Somogyi-Cszmazia & Cathie Ferguson 🌟
John & Lanora Soule
Tye & Melany Startek
Karen Tannas
Robert & Wendy Townsend
Arkady & Jessica Vitrouk
Glenn Vroom & Kim Waugh 🌟
Jerry Wang
Drs. John & Deanna Watterson
Gail Windle 🌟
Nicholas Yaremchuk & Gina Sicotte
Que Bing Zhang & Sherry Liu

Grade 9: Class of 2021

Anonymous
Anonymous
Borislav & Theodora Borissov
Duncan Brice & Sue Bridges 🌟
Nick Cumberbirch & Sue Walker
Cory & Shannon Davits
Chris & Anne Denford 🌟
Roberto & Marcelene di Frassineto 🌟
Peter Dryden & Kimberly Northcott
Harry Elliott
Pat & Leanne Giommi 🌟
Kevin Glatiotis & Marie-Terese Little 🌟
Michael & April Hambly
Fred & Sandra Hemphill 🌟
Ming-Te Huang & Hsin-Mei Wu
Dean & Jill Jackson
Karl Leong & Leigh Lindstrom
Andrew MacPherson & Vanessa Bernstein 🌟
Bryan & Marleen Mavrow
Stan Michalak & Tamara Wichniewicz
David & Susan Morrical
Scott Poole & Laurie Kelley 🌟
Sara Shields

Tye & Melany Startek
Desmond & Karin Sweeney
Brian Tam and Doris Wong
Linnea Turnquist
John & Hilary Van Cuylenborg
Jason Wale & Margaret Manville
Iain & Sarah Wallace 🌟
Vincent Wei & Xiaohong Wang
Eric & Janet Wiecezorek 🌟
Bradley Woodruff & Lisa Cairns

Grade 8: Class of 2022

Brendan Barry & Trudi Sampson
Ian Bekker & Sara Gregory
Jonathan Berry & Allison McLeon
Paul & Joanna Betts 🌟
Hannes & Claudia Blum 🌟
Michael Butterfield & Jayne Embree 🌟
Tony Chan & Lisa Barrett-Chan
Jeff & Becky Dand
David Duquette & Azalea Jin
Nadja Hildebrand
Harold Hunt & Jennifer Balfour 🌟
Raman & Meg Kapil
Bianca Kendregan
Russ Kennedy & Cynthia Solyllo-Kennedy
Brent & Jenn Lee 🌟
Peter Lee & Emily Pai
Joel & Tami Levinson
Zhou Li & Linyan He
Liwei Liang & Cici Wang
Gary McCoe & Jane Howard
Curtis & Saki Mundstock
Imad Nadra & Meeta Patel
Adam Orser & Daisy Leslie-Orser
Martin & Tanja Pollock
John & Angelika Revoy
Ian & Nicole Roberts
Blair Robertson '83 & Nancy Besharah 🌟

Yoon Ku Roh & Jung Eun Yoo
Ryan & Angela Ross
Bin Ruan & Mabel Guo
Dan & Kathleen Sawchuk 🌟
Mark & Jill Serfas 🌟
Mark Skinner & Diana Sommerman
Paul & Jennifer Sobkin
James & Liza Sprang
Darren Stanger & Diane Lloyd 🌟
Tye & Melany Startek
Bob & Jodi Steele
Qiang Sun & Helen Zheng
Desmond & Karin Sweeney
Karen Tannas
Arkady & Jessica Vitrouk
Don & Tania Wharton
Chunhon Xu & Wendy Chen
Nicholas Yaremchuk & Gina Sicotte
Justin Young & Shelley Aubrey-Young
Jonathan Zack & Melanie Asselin

Grade 7: Class of 2023

Bobby & Meera Bandechha
Bernard & Charlene Beck 🌟
Hannes & Claudia Blum 🌟

Years of giving: 5–9 years = 🌟 10–14 years = 🌟🌟 15–19 years = 🌟🌟🌟 20–24 years = 🌟🌟🌟🌟 25–30 years = 🌟🌟🌟🌟🌟

In Grateful Recognition of Our Annual Donors 2017/2018

Ellick Chia & Christina Huang
 Denis Cuerrier & Mireille Lafrance
 Peter & Carey DeMeo
 Chris & Anne Denford
 Peter Dryden & Kimberly Northcott
 Gordon & Sarah (Eamer-Goult) Emslie '80

Tom & Nathalie Fourt
 Pat & Leanne Giommi
 Zhuangsu Kang & Jia Li
 Greg & Jill Marriette
 Doug & Cheryl Palm
 Cora Pamperrien
 Victor Ramraj & Sandy Meadow
 John & Alison Shillington
 Robert Somogyi-Cszimazia & Cathie Ferguson

Glenn Vroom & Kim Waugh
 Jason Wale & Margaret Manville
 Linda Walker & Suzie Cutt
 Drs. John & Deanna Watterson
 Cameron Woodbridge
 Doran & Erin Wright
 Jonathan Zack & Melanie Asselin
 Stephen & Valeriya Zakreski

Grade 6: Class of 2024

Zahra Carino
 Craig Doell & Briony Bayer
 Christopher & Lorian Delorme
 Karen DeMeo
 Stefan & Alison Dunatov
 Geoffrey Ewert & Adrienne Smook
 Natalie Gaines
 Christian Gosselin & Isabelle Vallieres
 Jason & Laura Gramada
 Jay Greenwood & Tanya Hayes
 Fred & Christina Hawkshaw
 Simon Hoogewerf & Sarah Chritchley
 Harold Hunt & Jennifer Balfour
 Raman & Meg Kapil
 Robin Lau & Barbara Kubicka
 Clint Lundgren & Carmen Ross
 Michael & Sarah Macdonell
 Glen McElroy & Barbara Carr-Harris
 Stewart Muir & Athana Mentzeloulous
 Carson & Jennifer Shanks
 Don & Tania Wharton

Grade 5: Class of 2025

Scott & Deborah Adams
 Ian Bekker & Sara Gregory
 Gary Bogdanovich & Carolyn Rogers
 Cas & Shannon Cosmesu
 Heather & Byron Crossley
 David & Erin Dallin
 Christopher & Lorian Delorme
 Tom Dendes & Gina Delimari '85
 Samir & Sheliza Dhrolia
 Darrell & Ali Doerksen
 David Duquette & Azalea Jin
 Jason & Laura Gramada
 Jay Greenwood & Tanya Hayes
 Bradley & Jennifer Hartfield
 Fred & Sandra Hemphill
 Nadja Hildebrand
 Kebin Huang & Yapeng Jiang
 Terry & Angela Johal
 Shahzad Khurram & Tania Chaudhry
 Joel & Tami Levinson

Lawrence Lewis & Tannis Shaw-Lewis
 Elizabeth MacMillan
 Andrew MacPherson & Vanessa Bernstein

Iain & Christine McAuley
 Neil & Joanne McDewar
 John & Sarah McLeod
 Jamie Morris & Wendy Jones '87
 Samuel & Mi Ling Norris
 Adam Orser & Daisy Leslie-Orser
 Doug & Cheryl Palm
 Aaron Papps & Ramona Johnston
 Arne Peltz & Marva Smith
 Paul Serowka & Jen Baggs
 Mark Skinner & Diana Sommerman
 Cooper Shantz & Erin Dougherty
 Karan & Anna Shetty
 Desmond & Karin Sweeney
 Ivan Thompson & Merran Smith
 Tim & Joanne Vasko
 Lincoln & Rita Webb
 Tina Webber & Malcolm Smith
 Doran & Erin Wright
 Frank Wright & Bonnie Campbell
 Justin Young & Shelley Aubrey-Young

Grade 4: Class of 2026

Bobby & Meera Bandechha
 Ray Bateria & Kristen Playford
 Craig Doell & Briony Bayer
 Stefan & Alison Dunatov
 Chad & Erica Holtum
 Harold Hunt & Jennifer Balfour
 Alexey & Olga Lavrenyuk
 Greg & Jill Marriette
 Neil & Joanne McDewar
 Trevor McRae & Elizabeth Fox '80
 Curtis & Saki Mundstock
 Michael & Jennifer Putland
 Michael Roach & Rebekah Curran
 Peter Rowand & Clara Holloway
 Carson & Jennifer Shanks
 Johnson Yu & Amelia Gao
 Adam Barnes & Natalie Hepburn Barnes
 Erik Beiderwieden & Annie Vallance '97

Grade 3: Class of 2027

Mitch & Helen Brooks
 Zahra Carino
 Samir & Sheliza Dhrolia
 Bradley & Jennifer Hartfield
 Andrea & Christopher Hodgson
 Kebin Huang & Yapeng Jiang
 Terry & Angela Johal
 Stephen & Hannah Jull
 Gary Lau & Naomi Pope
 Mark & Katherine Pagett
 Aaron Papps & Ramona Johnston
 Michael Roach & Rebekah Curran
 Nicholas & Lisa Saklas
 Cory & Ashley Sangha
 Rob Scott & Kathy Gingras
 Rob Spytz & Marnie Seliwoniuk
 Keith & Rhonda Stark
 Jeffrey & Erika Stewart
 Craig & Johanna Ward
 Vincent Wei & Xiaohong Wang
 Don & Tania Wharton

Grade 2: Class of 2028

Bobby & Meera Bandechha
 David & Erin Dallin
 Darrell & Ali Doerksen
 Chad & Erica Holtum
 Ian Laing & Trisha Julseth
 Geoff & Jackie Maycock
 Imad Nadra & Meeta Patel
 Gustavo Pelligra & Veronia Schiariti
 Peter Rowand & Clara Holloway
 Paul Serowka & Jen Baggs
 Mary-Jean Smith & Kate Soles '98
 Lincoln & Rita Webb

Grade 1: Class of 2029

Nenad Barjaktarovic & Kelly Propp
 Mathew Barrie & Jess McNamara
 Sawyer & Terryanne Bateman
 Benji Brooks '96 & Meaghan O'Brien
 David Burke & Jules Payne Burke
 Tyler Crowe & Katherine Limerick
 Samir & Sheliza Dhrolia
 Allen Gage & Chanda Pacholuk
 Stephen & Hannah Jull
 Michael Lawson & Anne Kushino-Lawson
 Ian Laing & Trisha Julseth
 Lawrence Lewis & Tannis Shaw-Lewis
 Trevor & Erin McCall
 Mark & Katherine Pagett
 Cory & Ashley Sangha
 Carson & Jennifer Shanks
 Adam & Ashley Shaw
 Brian Sluggett & Chrissy Raniseth
 James Wilkinson & Nyree Hansen
 Sam Zhang & Pei Wang
 Lee Zhang & Jennifer Zhou

Kindergarten: Class of 2030

Nenad Barjaktarovic & Kelly Propp
 Adam Barnes & Natalie Hepburn Barnes
 Ray Bateria & Kristen Playford
 John & Elizabeth Bjornson
 Tony Chan & Lisa Barrett-Chan
 Karen DeMeo
 Andrea & Christopher Hodgson
 Shahzad Khurram & Tania Chaudhry
 Alexey & Olga Lavrenyuk
 Liwei Liang & Cici Wang
 Jeff & Rebecca Neilson
 Adrian & Kelly Pereira
 Michael & Jennifer Putland
 Nicholas & Lisa Saklas
 Rob Scott & Kathy Gingras
 Rob Spytz & Marnie Seliwoniuk
 Daniel & Lindsay Warder

Jr. Kindergarten: Class of 2031

Sawyer & Terryanne Bateman
 Angela & Robert Colibaba
 Tyler Crowe & Kate Limerick
 Julian Daniel & Chan Ju Park
 Ethan Han & Summer Wu
 Austin & Anni Joe
 Tony Madunic & Alyson Munroe
 Demian Merino & Kim Holmes
 Cory & Ashley Sangha
 Ryan & Gina Simpson
 Shawn & Rebecca Steele '96

Former Parents

David & Edna Auld
 James & Victoria Ballantyne
 Jean Bigelow '71
 Doug Dalquist & Donja Blokker-Dalquist
 Gavin & Janet Bowers
 Stuart & Brenda Brambly
 David & Jane Brooks
 Simon & Joanne Bruce-Lockhart
 Sherry Brydson
 Leonard Butt & Marnie Olchowecki
 Kristina Campbell
 Ted & Surinder Curran
 Stephen Cushing & Deborah Gill
 Gordon Denford
 Bob Eagle & Rose Mariano
 Doug & Joan Easton
 David Egles & Jackie Spaens
 Susan Findlay
 David Fitzpatrick & Wendy (Glew) FitzPatrick '71
 Dean & Shannon Freeman
 Gail Gabel
 Gordon & Andra Hahn
 L. Scott & Andrea Harris
 Wenche Hemphill
 Tybring Hemphill & Beth Murray '81
 Jamie & Susan Henwood
 James & Lindiann Hopkins
 Philip & Valerie Huggett
 John (Jake) & Joan Humphries
 Michael & Katy Hutchison
 Andrew (AJ) & Mully Jackson
 Stephen Johnson & Deryn Lavell
 Brian Killikelly & Janet Frost
 June Kirkham
 David & Nicola Komlodi
 John & Valerie Kuehne
 Rick & Marianne Lidstone
 Edward & Diana Life
 Angus & Stephanie Macpherson
 Paul & Gayle Mantell
 Rudy & Mary Anne Marchildon
 Kini McDonald
 Leo & Bernice Neufeld
 Judith Newman
 Randy & Nancy Ollech
 Sammi Park
 Anthea Piets
 David Schneider
 Hamish & Tricia Simpson
 Frank & Shannon Stanley
 Donald Sutherland & Colleen Smith
 Harvey & Clare Tanner
 Harvey & Kimeley Thorau
 Joseph & Joan Titus
 Allan & Cheryl Tradewell
 Robert & Avril Tyrrell
 Bruce & Liz Van Cleave
 Greg & Kathryn Wild

Grandparents & Friends

Ann Allen
 Jean Bigelow '71
 David & Jane Brooks
 Yue & Hogda Cao
 Guy & Alison Chadsey

Years of giving: 5–9 years = 10–14 years = 15–19 years = 20–24 years = 25–30 years =

“Giving is necessary in order to provide for the next generation—to provide for the community, and to keep a good thing going.”

– Bob Eagle, former staff

In Grateful Recognition of Our Annual Donors 2017/2018

Ted & Surinder Curran
Gordon Denford
Tony & Laura Gage
Michael Goudge
Colin & Sherill Graham
Fred & Sandra Hemphill
Wenche Hemphill
Wing & Kathy Kei
Leigh & Kari Large
Guangxian & Qianqian Li
Jack & Ruby Littlepage
Merren Mair
Vera Neilson
Michael & Deorah Newell
Micah Pyde
Simone Ruff
Judith Scott
Susan Snell
Gong Ping & Xiao-Li Wu
Guowei & Fan Xu

Current Staff

Cheryl Alexander
Karen Allan
Arlene Aylward
Meera Bandechha
Marc Bavin
Jean Bigelow '71
Gavin Bowers
Stuart Brambley
Duncan Brice
Benjy Brooks
Darren Brown
Joanne Bruce-Lockhart
Jake & Vivienne Burnett
Leonard Butt
Graeme Campbell
Jacquelyn Cantwell
Valerie Chatterton (NHS)
Suzanne Chisholm
Sonya Chwyl
Angela Colibaba
Hilary Cross
Heather Crossley
Erin Dallin
Julian Daniel
Jackie Dash
Rachel Davey
Lucho Davidov
Tassy Davidson
Ali Doerksen
Lisa Drury
Kate Dziwenka
Elspeth Easton
Jamie Elbert
Myki Engelland

I-Hsien Fan Chiang
Darlene Fisher
Nancy Fletcher
Leanne Giommi
Angela Girard
Maria Goncalves
Robert Gordy
Jill Graham
Leah Hall
Andrea Harris
Lynn Hawkins
Tanya Hayes
Damon Henry
Andrea Hodgson
Kim Holmes
Chad Holtum
Victoria (Bunny) Hughes
Inge Illman
Andrew (AJ) & Mully Jackson
Anni Joe
Teresa Johnson
Polly Kemble '81
Kyla Kopperud
Alexy Lavrenyuk
Karen Leach
Mark LeSurr
Rick Lidstone
Clint Lundgren
Sarah MacMillan
Alexis Malinowski
Mary Anne Marchildon
Robert Marthaller
Tanis Masson
Brenda Matson
Jackie Maycock
Erin McCall
Margaret McCullough
Sarah McKerlich
Sarah McLeod
Sarah McQueen
Kathleen Mullaney
Judith Newman
Rebecca Neilson
Paul O'Callaghan
Randy Ollech
Kate Pagett
Doug & Cheryl Palm
Cora Pamperrien
Ryan Pantan
Sonny Pawar
Veronica Petersson
Lance Pimlott
Tanja Pollock
Chrissy Raniseth
Dylan Reeves
Marvin Regier

Andrea Robertson
Marnie Seliwoniuk
Gina Sicotte
Rebecca Simmons
Gina Simpson
Adrienne Smook
Frank Stanley
Rhonda Stark
Rebecca Steele
Steve Thompson & Janna Sullivan
Harvey Thorau
Trina Tisot
Wendy Topic
Cheryl Tradewell
Elaine Trappe
Clare Turner
Doug Tyrrell
Annie Vallance '97
Kate Walker
Sue Walker '81
Sarah Wallace
Kim Waugh
Patricia Wells
Ian West
Kathryn Wild
Gail Windle
Glenn Zederayko
Richard Zuk

Former Staff

David & Edna Auld
Audrey Bailey
David Brooks
Simon Bruce-Lockhart
Guy & Alison Chadsey
Gillian Dabbs
Arthur Dolsen
Robert Eagle
Vivian English
Bill & Melanie Fosdick
Janet Frost
Andra Hahn
John (Jake) Humphries
Phil Jarvis
Stephen Johnson & Deryn Lavell
Bruce & Geraldine Melville
Dirk Riedstra
Eva Riis-Culver
Hamish Simpson
Clare Tanner

Businesses & Organizations

Bee-Cleaning Building Maintenance Inc.
Blum Family Fund through the Victoria Foundation
Earl's Kitchen + Bar
Global Village English Centre Victoria Ltd.

Gudewill Bursary Fund through the Victoria Foundation
Hummingbird Foundation
Irma J. Brydson Foundation
Mericos Foundation
Private Giving Foundation
Provincial Employees Community Services Fund
Redcliffe Financial Ltd.
Telus Communications Co.
The Joan H. Perera Charitable Lead Annuity Trust
United Way of Greater Toronto
UVIC Properties
Whitewood Foundation through the Victoria Foundation

Gifts-in-kind

Paul & Lynn Bartle
Guy Coleman – Vocal Booth.com
Giant Victoria – Tyson Schley
Michael Goudge

In Memoriam

In Memory of Tony Gabel

Alia (Island) Tracy '94
Jean Bigelow '71
David & Jane Brooks
Paul de Greeff
Bob Eagle & Rose Mariano
Tony & Laura Gage
Philip & Valerie Huggett
Stephen Johnson & Deryn Lavell
Jack & Ruby Littlepage
Paul & Gayle Mantell
Anthea Piets
Sara (Piets) Sauve '94
Susan Snell
UVIC Properties
Sarah Yuile '93

In Memory of Keith Walker

Jamie & Susan Henwood
Simonne Ruff
Hamish & Tricia Simpson
Myran Faust
Eva Riis-Culver
David & Jane Brooks
Wenche Hemphill
Stuart & Brenda Brambley
Sara Neely '74

Years of giving: 5–9 years = 5 leaves 10–14 years = 10 leaves 15–19 years = 15 leaves 20–24 years = 20 leaves 25–30 years = 25 leaves



Building Our Future: Choose Legacy Giving

This year, Sarah Emslie '80 joined the Advancement team as a Legacy Giving Coordinator. Sarah brings a wealth of experience and knowledge to the role: she is an alum, as is her mother and all three of her brothers. Her daughter, Lizzie Emslie '23, is currently at GNS.


"I was lucky in that I already knew my way around and knew many faculty and staff. I've loved being around the students; every day I overhear something that makes me smile, or I see a random act of kindness that reminds me why it's so important that this school survives long into the future," Sarah says. "There is a very special energy here."

A relatively new program, Legacy Giving was introduced at GNS with the hopes of increasing the school's endowment fund. Through Legacy Giving, GNS community members can set up donations that will go to the school after their lifetime, whether that is a one-time gift or a scholarship for eligible students.

"It's a wonderful way of giving for the future if you feel attached to the school and would like to contribute but aren't in a position to do so right now," says Sarah. For her, the role of Legacy Giving Coordinator is just another way to ensure that the school she loves continues to grow and thrive.

"I hope that as the Advancement team campaigns to raise funds to enhance our campuses and build our endowment, this school will be well positioned to carry on for a very long time," says Sarah.

"It is my devout hope that my grandchildren and their children will attend GNS. I hope they will love it as much as I did when I was a Norfolk House student and as much as Lizzie does now."

To find out more about the Legacy Giving Program and how you can include GNS in your estate planning, please contact Sarah at (250) 661-5762 or semslie@mygns.ca. 

GLENLYON NORFOLK SCHOOL PRESENTS



SUMMER FUN AT GNS

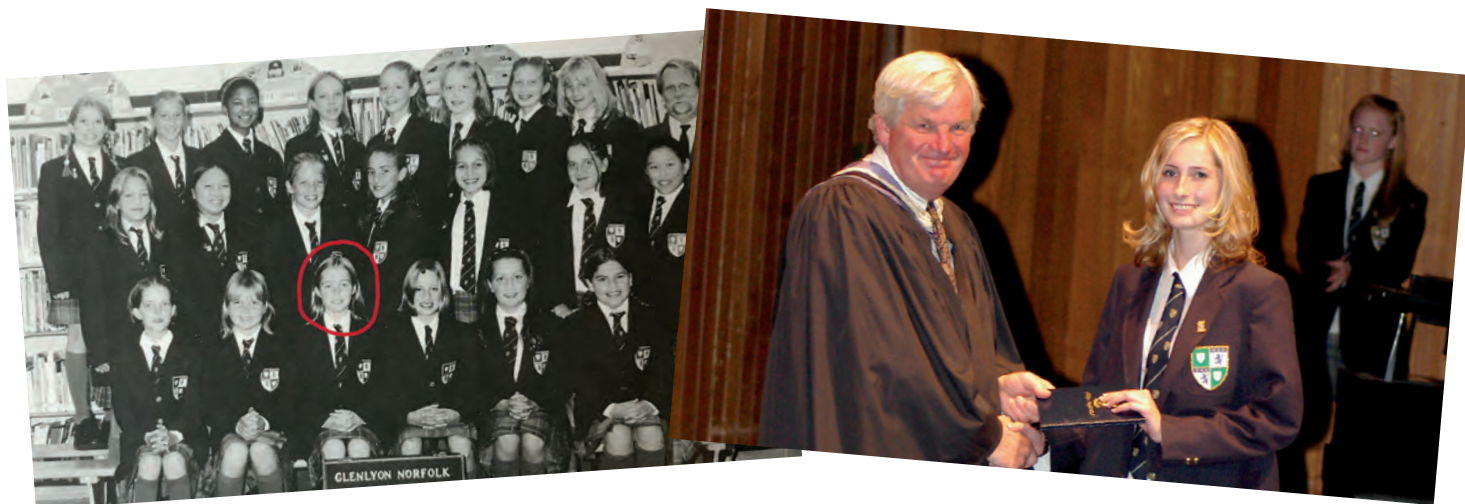
CHIPMUNKS, OTTERS,
WITCHES & WIZARDS, ART,
FIELD HOCKEY, VOLLEYBALL,
SOCCER, BASKETBALL AND KAYAKING



AGE 5+ | JUNE 17 TO AUGUST 30, 2019

TO REGISTER & SEE A FULL LIST OF PROGRAMS

VISIT: WWW.MYGNS.CA/SUMMER-FUN



Are You Ready to Be Engaged?

In late September, the GNS Advancement Office was pleased to welcome Alexandra (Zan) Plews '06 as our new Alumni Engagement Coordinator. Zan graduated from the University of Victoria with a Bachelor of Fine Arts and has worked over the last ten years in sales and retail management while working on various artistic pursuits in her spare time. She is pursuing her MBA part-time at Royal Roads and also enjoys going on adventures from a hike up a local mountain, to a walk along China Beach, or a wine tasting at one of the many vineyards in the Cowichan Valley. Her enthusiasm for her job is boundless and we are excited to see what she accomplishes.

Tell us about your GNS experience. What are some of your fondest memories?

Some of my fondest memories are being a member of the GNS swim team and spending time in the art room where I was able to explore the various mediums of painting, silkscreen and sculpture.

What teachers had the greatest impact on your experience?

- Clint Lundgren: His genuine enthusiasm was helpful in helping me find my own creative voice.
- Andrea (Madame) Harris: She was relentlessly enthusiastic and her passion was always inspirational.

How did the IB prepare you for life after graduation? Where did your educational journey lead you after GNS?

The IB inspired me to think independently and the additional credits established a foundation for my undergraduate degree at the University of Victoria. It also encouraged me to be aware of my surroundings and in a rapidly changing world this led me pursue my MBA at Royal Roads University.

What brought you back to the school? What has changed since you left? What remains the same?

The GNS campuses have changed a lot since I graduated with new facilities supporting outdoor education and the Denford Hall. However,

the change that stands out the most is that all the girls on campus wear their knee socks scrunched around their ankles. Clearly I'm out of date with what is trending in the GNS school uniform fashion scene #anklesocks.

Your new role is in Alumni Relations. What are your short- and longer-term goals for the program? What do you bring to the position?

My short-term goal is to launch our new alumni social media program, Graduway, which will be up and running within the next two to three months. My long-term vision is to bring the GNS community together—to connect our constituents to each other. This will enable us share our learning and continue to build our culture and empower students.

Where would we most likely find you if you're not at work?

When I am not studying after work or working on my thesis, I enjoy indulging in the fare of some of Victoria's many great restaurants (Brasserie L'Ecole, Agrius, Tapa Bar, Part and Parcel, Fishhook) and the odd game of pinball at Quazar's Arcade.

What is your resolution for 2019?

It is the same resolution I have every year—to say yes to chocolate and yes to the stairs! 🦋

Alumni Holiday Pub Party

Over 100 alumni joined us at The Duke on December 22.





Classmates from the **NHS Class of 1970** stopped by GNS to visit the Alumni Office and start planning their 50th reunion for 2020! Harry the dog may or may not be in attendance. Contact the Alumni Office at aplews@mygns.ca if you would like to be in contact with this class.

Seated from left: Jillian Smyth, Robin Dunbar Standing from left: Judith Armstrong, Susan (North) Higbie, Helen Rodney, Brenda (Cunningham) Garnham, Ann (Poulton) Paisley, Kathleen Gibson, Christine Taylor and Harry the dog!



Calling all Grads of 2009! Your 10-year reunion is being organized for 2019. Email aplews@mygns.ca if you would like to be put in touch with your grad class.



Calling all Grads of 1998! Your 20-year reunion is being organized for 2019. Join the Facebook group "GNS Class of 98 - 20 yr Reunion" for up to date details.

Alumni News



Congratulations to **Caileigh Filmer '14** (GNS 2006 to 2009), and her rowing partner Hilary Janssens, who won the women's pair 2000m gold medal at the Rowing World Championships in Bulgaria. They finished the race with a posted time of six minutes, 50.67 seconds, beating a 12-year-old Canadian record at the same time!



Congratulations to **Claire Butterfield '09** and the other members of the trio Fox Glove (Renn Madeleine Bibeau and Chelsea Kanstrup) as their debut LP is set for release in February 2019. Hailing from Victoria, BC, this collective is known for their diverse voices and range in sound, and offer everything from sensuous melancholic ballads to spellbindingly strident anthems. A crowd favourite in the BC music scene, last January they headlined famed Alix Goolden Hall, selling out the 800 seat theatre for the second annual "Love In", which is curated and produced in full by Fox Glove.

Congratulations to **Dr. April Killikelly '03** on being included in OpenCanada.org's 2018 Canada's Future Foreign Policymakers list. April—who has a PhD in Molecular Biophysics from New York University—is a Science Policy Analyst in the Office of the Chief Science Operating Officer, of the Canadian Food Inspection Agency, who coordinates a global network of high containment laboratories that optimizes collaboration and knowledge exchange to protect human health, animal health and agriculture resources. Some current GNS students got a chance to meet her at the Canada Wide Science Fair in May 2018.



Congratulations to **Shannon McFerran '91** on the recent launch of her first novel, *Synchro Boy*. The novel is about a 16-year-old athlete who discovers he has a natural talent for synchronized swimming, which puts his masculinity and his own expectations into question. Following the release, Shannon visited with our Grade 11 Language and Literature classes to give a reading and answer any questions students had about writing or publishing. Shannon has been an English teacher for students with a variety of learning differences and has also been working for Open School BC. For more details about her new novel <http://shannonmcferran.ca/index.html>



Congratulations to **Jill Yoneda '92** on completing her record-breaking swim—a double crossing of the Strait of Georgia—and raising over \$16,000 for Canuck Place. Despite having two ribs removed in December 2018 to correct her slipping rib syndrome, she is already planning her next long distance swims, including a potential world-record distance attempt in 2020.



Congratulations to **John G. Courtney '75** on winning a 'Lifetime Achievement Award' from the tech community at The SPARKies in Bristol, England. He was recognized for founding six start-ups in 40 years, being Chair or Non Executive Director for several other start-ups, for mentoring at Microsoft for Start-ups, and for being on the Advisory Board for Oracle Start-up Cloud Accelerator.



Alumni **Roderic Owen-Flood '76** and **Chris Yarrow '76** have combined forces with John St. Clair (graduated from Brentwood with Rod). The three have joined forces to create the company Island Diversified Concrete (IDC). IDC delivers high-quality concrete in small batches and provides specialized concrete and aggregate solutions for a wide range of projects throughout Southern Vancouver Island and most Southern Gulf Islands. For more details visit: <http://www.idconcreteltld.ca/>



Support **Joel Wilson '06** to raise awareness for prostate cancer. Joel and his friends have created an artistic calendar to raise money for prostate cancer and to remove the stigma surrounding prostate examination. They've raised \$13,000 to date and are steadily on track

toward their \$20,000 goal. All proceeds will be donated to the Island Prostate Centre (IPC). For more details visit: <https://www.teamtasty.ca>.



Mrs. **Sally McAuley** (NHS teacher from 1976 to 1998) and her son **Iain McAuley '84** (Glenlyon 1977 to 1981) stopped by the Pemberton Woods Campus in September to say hello while Iain's daughter (**Mary Anne '25**) was enjoying her Grade 6 orientation day as she transitioned from the Junior to Middle School. Mrs. McAuley shared some memories as she visited with former student and current staffer Sarah McQueen '06 (NHS/GNS 1993 to 1999) and toured her old classroom.



The **NHS Class of 1968** alumnae had such a great time in May at their 50th reunion they thought to do it again in July! This time, they were joined by Daphne Trelawny (who couldn't make the May reunion as she was out of town), and Daphne (Houston) Shirling, who came all the way from Australia. The lovely roadster belongs to Anna Rochefort!



Glenlyon Norfolk School is launching its first pilot Mentorship Program. GNS is dedicated to having aspiring students learn from the wealth of knowledge available within our prized Alumni community.

The time requirement to volunteer is for just a few phone calls or a chats over Skype. The time you take out of your schedule is short, but will have a huge impact on a student's life. Imagine the immense sense of personal achievement and satisfaction you can get from supporting another Gryphon on their professional journey. To be included in our pilot program, please email aplews@mygns.ca.



Chad Holtum, Deputy Head of School, and Chris Denford, old boy and director on the GNS Foundation, enjoyed catching up with a great group of Gryphons at the B Restaurant and Bar in San Francisco in January. Thanks for coming out! 🦁



It is with great sadness that we inform you of the passing of **Larry Borgerson** on Sunday, January 6, 2019, from multiple myeloma. Larry was a beloved bus driver for many years at GNS and was well respected by students, faculty and staff, and parents. Many of you may also know how this led to his meeting of his wife Eileen Menheer,

our also beloved now-retired receptionist. Our thoughts are with Eileen and Larry's family through this difficult time.



Calling all Grads of 1969! Your 50-year reunion is being organized for 2019. Email aplews@mygns.ca if you would like to be put in touch with your grad class.



Calling all Grads of 1964! Your 55-year reunion is being organized for 2019. Email aplews@mygns.ca if you would like to be put in touch with your grad class.

Got some news you want to share? Email alumni@mygns.ca or fill out the update form on our website:
<https://www.mygns.ca/alumni/alumni-update>





Congratulations to the Class of 2018! This amazing group of individuals has earned an average of three offers of acceptance from post-secondary institutions across Canada, the United States, Europe and Asia. They have chosen to attend schools as nearby as the University of Victoria, and as far away as Yokohama University in Japan. And collectively, these **67 Gryphons** have earned offers of over **\$660,000** in scholarships. We are so proud of all of you and look forward to hearing about your ongoing life adventures.

Class of 2018: where are they going?*

Thomas Allan UBC-O
Philipp Baeurer European Business School
Giulia Baseggio Concordia University
Garrett Beattie GAP
Madeline Berry University of Victoria
Jessye Calvert Dalhousie University
Artidtaya Chaithanayot University of Leeds
Ella Chan UBC
Anna Ciceri UBC
Lucas Darke University of Victoria
Andrea DeMeo UBC
Bronte Denford University of Victoria
Madeleine DesBrisay UBC
Adrienne Descamps GAP
Ben Djukastein University of Victoria
Long Do University of Victoria
Andrea Egan UBC-O
Caitlin Forster-Coull Western University
Jane Glowicki University of Victoria
Anna Harama-Bedard Yokohama National University
Lucas Hoelscher University of Victoria
Tracy Huynh York University
Risa Ishiguro Sophia University

Drew Jackson University of Waterloo
Kin Jiengphattanakit University of Alberta
Brian Kim University of Southern California
Krystyna Klimczuk-Massion Mount Allison University
Jeffery Ko UBC
Chloe Korol-Filbey Queen's University
Natasha Kruger UBC
Marvick Lee McMaster University
Camden Leith University of Victoria
Suphakorn Lertruchtkul University of California – Berkeley
Leo Livora Canadian College of Performing Arts
Arianna Loy University of Victoria
Ming Him (Janet) Ma University of Toronto
Niki Marriott Dalhousie University
Stella McCaig GAP
Danae McCulloch University of Victoria
Jenna Miller University of Victoria
Kristopher Neilson UBC
Jamaica Ngo Carleton University
Micheal Norris University of Victoria
Renee Rathwell Western University
Chelsea Roberts GAP

Hannah Salomon Western University
Dylan Samphire University of Victoria
Angeline Silman University of Victoria
Angus Silver UBC
Millar Smith University of Victoria
Marissa Smithson University of King's College
Jasmyne Storm University of Victoria
Bjorn Svorkdal GAP
Isobel Sweeney University of Victoria
Bella Szwender Carleton University
Ian Tam University of Toronto
Takahiro Tanaka University of Calgary
Paige Thompson University of Victoria
Nina Thomson Queen's University
Hamish Vaughan-Wimmer Ryerson University
Cameron Wallace Queen's University
Runze Wang GAP
Victoria (Tori) Windle Carleton University
Shota Yamamoto Queen's University
Marissa Young Western University
Angela Yu University of Toronto
Christy Yu UBC
Daniel Yvorchuk University of Victoria

**As reported at Closing 2018.*



W O N D E R

COMING OCTOBER 2019

