

GOVERNING BOARD OF KNOX COLLEGE

To the Venerable, the 149th General Assembly:

MISSION AND STRATEGIC PLANNING

Our Identity

Knox College is a Christian theological school in the Reformed Protestant tradition which offers academic degree programs at the post-baccalaureate level. A seminary of The Presbyterian Church in Canada, Knox is a federated college of the University of Toronto and a founding member of the Toronto School of Theology. Knox College is accredited by the Association of Theological Schools in the United States and Canada.

Knox College wants to serve the congregations and presbyteries of The Presbyterian Church in Canada by educating, equipping and empowering followers of Jesus in the Reformed tradition for visionary Christ-centred leadership that is faithful and prophetic. This is our core mandate. As part of this mandate, we also offer an M.P.S. program that prepares students to be practitioners in spiritual care and spiritually integrated psychotherapy. We do this through our teaching, mentoring, research and global partnerships.

Our Mission

Knox College educates people to think deeply about God, live authentically in the Christian faith and lead courageously in shifting spiritual and social landscapes.

Our Vision

A world where people of faith build vibrant communities of God's love and hope.

Our Role

- Knox College provokes by challenging followers of Jesus to embrace their call to key responsibilities in the life and witness of Christian communities and to devote themselves to effective service.
- Knox College guides accompanying students on journeys of personal assessment and discovery. The Knox experience creates vital self-awareness, fosters personal growth and healing and leads students to grasp how they will respond to the challenges of various forms of ministry.
- Knox College teaches by deepening students' knowledge of scripture, theology and ministry, sharpening their skills to use that knowledge, elevate their understanding of both the church and the world and foster in them a desire to act in the Spirit of Christ.
- Knox College interprets by cultivating the rich life of Presbyterian-Reformed intellectual, theological and devotional traditions and we bring Reformed strengths and insights to bear on the work of students, ministry professionals and scholars.

Our Outcomes

Through teaching, research and global partnerships, Knox College prepares its graduates to serve in diverse ministries, including:

- Preparing students for ministry in The Presbyterian Church in Canada. We also welcome students from other churches, as well as students from other denominations and traditions. Students preparing for ordained ministry within The Presbyterian Church in Canada can study among people of diverse Christian traditions and minority communities, within Knox and in the Toronto School of Theology.
- Congregational leadership and renewal, nurturing and empowering faith communities.
- In addition to its core mandate of educating ministers, Knox College also educates people of faith for spiritual care and psychotherapy, counselling and chaplaincy, which foster healing and wellness.
- Teaching, research and scholarship, deepening theological knowledge, in the church and the academic community.
- Specialized forms of ministry in church and society, locally and globally, in church-related, parachurch, mission and non-profit sectors.

Through its newly established Centre for Lifelong Learning, Knox College seeks to be in service of the church, clergy, laity and community through its varied offerings that touch on Christian education, ministries of service and development, practical skills and equipping lay people for leadership in the church today. This centre will, amongst others, focus on providing tangible support for ministry leaders through fostering intentional communities of practice and sharing resources. At its essence, it aspires to empower ministry leaders to thrive and be assured that they are not alone as they serve.

These are times of great change in our denomination and our Christian faith. Knox is listening closely to the needs of our church and the community and is working on programs to equip our students ordained ministers and lay leaders, to respond to the challenges and opportunities before us.

BOARD OF GOVERNORS

The Board of Governors consists of 18 members, 15 members appointed at large by the General Assembly, the principal, one faculty representative and one Knox-Ewart Graduate Association (KEGA) representative. The board held four regular meetings (August, November, March and May) during the past reporting year to conduct the business of the college. The board, from a governance point of view, is responsible for fiduciary, strategic and generative work on behalf of the General Assembly.

THE 180TH CONVOCATION

The 2024 graduation ceremony is planned for Saturday, May 25, 2024 in the chapel of the college. At the time of writing, 28 students are candidates for conferral of degrees. Pending successful completion of program requirements in the 2023/2024 academic year, Knox College will confer the following degrees upon the graduands: 3 Master of Divinity, 12 Master of Pastoral Studies, 3 Master of Theological Studies, 1 Certificate in Theological Studies, 1 Master of Arts, 2 Master of Theology, 4 Doctor of Philosophy, 1 Doctor of Theology and 1 Doctor of Ministry.

The Rev. Marty Molengraaf and John Terpstra will receive honorary doctorates for their longstanding, faithful and creative ministry and service to the church and community.

Prof. Kirsteen Kim will be the guest speaker. Prof. Kim, a British theologian, is the Professor Paul E. Pierson Chair in World Christianity and Associate Dean for the Center for Missiological Research at Fuller Theological Seminary, in Pasadena, USA. Her research interests are Korean Christianity, pneumatology and world Christianity. She also serves as the series editor of *Theology and Mission in World Christianity*, published by Brill Publishers. Knox College is privileged to have her as our guest speaker this year.

FACULTY

The faculty of Knox College meets once a month on Wednesday afternoon, while the other Wednesdays are used for faculty planning and curriculum, faculty committees (Basic Degree Committee and Graduate Degree Committee) and faculty colloquium meetings.

The following appointments have been made in the past year:

- Dr. Mi-Weon Yang was appointed as Professor of Pastoral Theology and Intercultural Counselling, effective July 1, 2023.
- The Rev. Dr. Sarah Travis was appointed as the Ewart Chair in Practice of Ministry and Faith Formation on the level of Associate Professor, effective January 1, 2024. Dr. Travis has been granted the position of full graduate status by the Graduate Centre for Theological Studies (GCTS) at the Toronto School of Theology (TST), meaning that Knox is once again able to provide supervision to graduate students in worship and homiletics.
- The Rev. Dr. Glenn McCullough was jointly appointed as Assistant Professor of Practical Theology and Spiritual Care at Emmanuel College and Knox College. In this first-ever joint-appointment at the Toronto School of Theology (TST), Dr. McCullough will divide his time equally between the two colleges in this tenure-track role.
- As a result of the retirement of the Rev. Dr. Charles Fensham, the position of Professor of Systematic Theology is vacant. This position will be filled effective August 2, 2024 by the Rev. Dr. John Vissers, currently Professor of Historical Theology.

Core teaching Faculty

- Dr. Brian Irwin, Associate Professor of Old Testament/Hebrew Scriptures
- The Rev. Dr. Stuart Macdonald, Professor of Church and Society
- The Rev. Dr. Glenn McCullough, Assistant Professor of Practical Theology and Spiritual Care
- Dr. Bradley McLean, Professor of New Testament Language and Literature
- Dr. Christine Mitchell, Academic Dean and Professor of Hebrew Bible
- Dr. Angela Schmidt, Director of Experiential Learning and Associate Professor of Spiritual Care
- The Rev. Dr. Sarah Travis, Associate Professor, Ewart Chair in Practice of Ministry and Faith Formation
- The Rev. Dr. Ernest van Eck, Principal and Professor of New Testament
- The Rev. Dr. John Vissers, Professor of Historical Theology
- The Rev. Dr. Mi-Weon Yang, Professor of Pastoral Theology and Intercultural Counselling

Visiting Professors

- The Rev. Dr. Stephen Farris – Visiting Professor of Preaching

Sessional instructors

Summer 2023

- The Rev. Dr. Brad Shoemaker – Chaplaincy in Corrections

Fall 2023

- Rabbi Dr. Geoffrey Haber – Interfaith Leadership in a Multi-Faith Context
- The Rev. Dr. Hye Heo – Christian Ethics
- The Rev. Don Muir – The Presbyterian Church in Canada Polity
- Dr. Amanda Pullan – Global History of Christianity
- The Rev. Dr. Tori Smit – Human Growth and Spiritual Journey
- The Rev. Konnie Vissers – Theological Field Education

Winter 2024

- The Rev. Dr. Emily Bisset – Preaching Practicum
- Rabbi Dr. Geoffrey Haber – Psycho-spiritual Assessment and Therapy
- The Rev. Dr. Jonathan Schmidt – Practicum in Mission
- The Rev. Konnie Vissers – Theological Field Education

Summer 2024

- The Rev. Dr. Brad Shoemaker – Wrestling with Addictions

Reviews

The following reviews were scheduled for 2023–2024:

- The Rev. Dr. Stuart Macdonald (fall 2023)
- Dr. Brian Irwin (fall 2023)

Sabbaticals

The following sabbaticals were taken in 2023–2024:

- Dr. Angela Schmidt (fall 2023)
- The Rev. Dr. John Vissers (fall 2023–winter 2024)

The following sabbaticals are scheduled for 2024–2025:

- Dr. Brian Irwin (fall 2024)
- Dr. Bradley McLean (winter 2025 term)

PUBLICATIONS AND CONGRATULATIONS

Knox College congratulates:

- Prof. Sarah Travis, for the publication of a monograph titled *Unsettling Worship: Reforming Liturgy for Right Relations with Indigenous Communities* (Wipf and Stock)

- Prof. Chares Fensham, for the publication of a monograph *Mission as Penance: Essays on Theology of Mission from a Canadian Context* (Pickwick Publications); and
- Prof. John Vissers, for being awarded \$5,000 from the Priscilla and Stanford Reid Trust for Reformed and Presbyterian Theological Education in Canada. This grant will support Dr. Vissers' sabbatical research project on Calvin and the Reformed tradition at the H. Henry Meeter Center for Calvin Studies at Calvin University (Grand Rapids, Michigan) in April 2024 and the Aberdeen Centre for Protestant Theology at the University of Aberdeen (Scotland) in May 2024.

COLLEGE ADMINISTRATION

We are pleased to recognize that since the previous report, Knox has appointed the Rev. John Borthwick as the Director of Lifelong Learning and Sach Prashad as the Communications Coordinator in the Department of Advancement and Alumni Relations. Sach has experience in video production, social media channel growth, project leadership and community engagement. Jennilee Psarologos has been promoted to Manager of Advancement and Alumni Relations and Daniela D'Aniello was promoted to Facilities Manager & Chapel/Photography Permit Coordinator.

The executive staff of Knox consists of the Rev. Dr. Ernest van Eck, Principal; Toyin Fambege, Director of Finance and Administration; Dr. Christine Mitchell, Academic Dean; Shawn Stovell, Registrar and Director of Enrolment Management; Joan Pries, Director of Library Services and Information Technology; the Rev. John Borthwick, Director of Lifelong Learning; Jennilee Psarologos, Manager of Advancement and Alumni Relations; and Daniela D'Aniello, Manager of Facilities & Chapel/Photography Permit Coordinator.

These individuals make up the Senior Leadership Team of the college and serve as resource staff to the Board of Governors. The principal's office is supported by Melia Bennett, Executive Assistant to the Principal and Administrative Manager. Melia plays a crucial role in the day-to-day functioning of the college.

STUDENTS

Recruitment

As we look to the future, we recognize the challenging work of recruiting well-qualified students for all our programs. We continue to rely on our graduates, sessions, congregations and presbyteries to identify prospective students for Christian ministry and leadership. Nicole Hulme, Admissions Counsellor and Recruitment Coordinator, continues to serve our inquirers, applicants and their primary influencers.

Bursaries

Since September 2018, Knox College has been able to offer full tuition bursaries for all qualified full-time students in the Master of Divinity program who are certified by a presbytery of The Presbyterian Church in Canada and plan to serve as congregational ministers after graduation. In addition, all part-time M.Div. students who are certified candidates of The Presbyterian Church in Canada are eligible to receive 50 percent tuition bursaries. Starting in the fall 2024, Knox will be offering a tuition bursary and stipend package totaling \$28,000 per year for two students studying full-time in the M.Div. program who plan to serve in The Presbyterian Church in Canada.

Knox has furthermore just announced an attractive new Ph.D. Fellowship program to increase student enrollment in the this doctoral. program offered by Knox.

Enrolment

In 2023–2024 Knox College has a total of 115 students in degree programs: 86 in basic degree programs (primarily professional masters' programs) and 29 students in graduate degree programs (academic masters and doctoral programs).

THE PRESBYTERIAN CHURCH IN CANADA

Theological Education Liaison Group (TELG) includes the principals, dean and conveners of the Boards of Knox College, the Presbyterian College and St. Andrew's Hall as well as the Management Team at the national office. We met twice in the past year to share information and discuss common areas of concern.

Knox College is committed to collaboration with the other theological colleges as we together address challenges that are currently before the church and their implications for theological education. We share a common mission in educating Presbyterians for ministry and leadership. Together we are exploring new ways of serving the church.

Knox College continues to be grateful for the support it receives from the whole Presbyterian Church in Canada, through Presbyterians Sharing and we recommit ourselves to building strong congregations, serving vulnerable people, walking with Indigenous people, seeking justice and sharing God's love around the world.

THE TORONTO SCHOOL OF THEOLOGY (TST)

Knox College delivers a robust and diverse program of theological education through its membership in the Toronto School of Theology. TST is an ecumenical consortium of seven theological schools from four Christian traditions (Anglican, Presbyterian, United Church and Roman Catholic).

The Rev. George Smith currently chairs the Board of TST and on which the principal of Knox College serves. The TST colleges collaborate in many areas, including the administration and implementation of the Memorandum of Agreement between UofT and the colleges of TST.

TST provides a context for the colleges to work together as an ecumenical community of faith and learning within one of Canada's major public universities. We study together, we worship together and we seek to bear public witness to the gospel together.

ACADEMIC AFFAIRS

Administration

The Academic Office is headed by Dr. Christine Mitchell who serves as Academic Dean (including Director of Basic Degrees and Director of Graduate Studies). Shawn Stovell is the Registrar and Director of Enrolment Management. Dr. Angela Schmidt oversees Theological Field Education (TFE) as Director of Experiential Learning.

Academic Plan

Since 1844, the academic programs of Knox College have prepared people for leadership and service in church and society. In 2016, the faculty and board adopted an academic plan that guides the college as it advances what we believe to be God's plan for the church and theological education in Canadian society. The Institutional Vocation adopted by the board in 2019 incorporates this academic plan. The plan affirms that faith matters in an increasingly pluralistic and secular age and that the faith tradition and educational model represented by Knox College has a unique contribution to make. The academic plan emphasizes five academic outcomes: congregational leadership, teaching and research, spiritual care and psychotherapy, social service and development and intercultural, and interfaith ministries. The plan commits the college to the core theological disciplines (Bible, theology, church history, pastoral theology), while exploring new areas of study and new methods for delivery and accessibility.

To energize congregations towards vitality and growth, we are in the final stages of completely redeveloping the Master of Divinity degree program to reflect the current and expected future realities of post-Christendom Canada and the globe, within the Reformed theological framework. This program will include more theological field education and an additional counselling course while maintaining the high level of education in Bible, theology and history that grounds the Reformed tradition. Individual courses will be reworked to address themes such as eco-theology, ministry in post-Christendom, commitments to the Calls to Action of the Truth and Reconciliation Commission (TRC), ecumenism and gender/sexuality: all pressing issues for the church and Canadian society as a whole. Knox graduates will be prepared to lead congregations in grappling with changing times.

The Master of Divinity degree program, also approved by the Toronto School of Theology and the University of Toronto, is to be offered in a hybrid format. Approximately half of the courses taken for the degree are offered online, with the courses most connected to effective congregational leadership being offered in person or with in-person field experiences.

Degree and Certificate Programs

Knox College currently offers seven degree programs, three at the basic degree (professional masters) and four at the graduate degree (advanced academic and professional). Basic degrees include: Master of Divinity, Master of Pastoral Studies (with an optional Certificate in Spiritual Care and Psychotherapy), Master of Theological Studies. Graduate

degrees include: Master of Arts, Master of Theology, Doctor of Ministry and Doctor of Philosophy in Theological Studies. Knox College also offers a non-degree certificate in theological studies. All of these programs are offered conjointly with the University of Toronto.

PARTNERSHIP AGREEMENTS

The principal visited Korea and Taiwan in September–October, 2023, and renewed Knox College’s memoranda of understanding with the Taiwan Graduate School of Theology (TGST), Tainan Theological College and Seminary (TTCS), Seoul Theological University (STU) and Youngnam Theological University and Seminary (YTUS). The purpose of these MOUs is to foster an international exchange of students and faculty between Knox College and the colleges and a better understanding of our respective heritages.

During the visit, the principal preached at Hansomang Presbyterian Church in Gangnam-gu (Seoul), at the Che-Lam Presbyterian Church (Taipei) and led worship during the chapel services of the Presbyterian University and Theological Seminary in Seoul, Korea (PUTS), the TGST (Hualien, Taiwan) and YTUS (Daegu, Taiwan). Lectures were given at PUTS, TGST and YTUS.

The principal also met with the General Secretaries of the Korean Presbyterian Church, the Presbyterian Church in Taiwan and Knox College alumni in Seoul, Taipei, Tainan and Daegu.

The visit opened several opportunities for the exchange of students and faculty, as well as the possibility of intercultural exchange visits with churches in Taipei. Knox College already received applications from a student from PUTS and TGST for exchange studies. The application received from the TGST student is the first-ever application from a Taiwanese student.

ASSOCIATION OF THEOLOGICAL SCHOOLS (ATS)

In October 2022, Knox College underwent the regularly scheduled ten-year re-accreditation visit by the Association of Theological Schools in the United States and Canada. ATS is the major accrediting body for theological schools in North America and Knox College has held an uninterrupted accreditation since the 1940s.

CHAPEL AND COMMUNITY LIFE

The Rev. Dr. Sarah Travis serves as Chapel Coordinator and is doing a sterling job. Weekly chapel services take place on Tuesdays at 1:15 pm and our weekly community lunch takes place on Wednesdays at 1:15 pm.

ADVANCEMENT AND ALUMNI RELATIONS

Like many academic institutions, we face a difficult challenge as funding from the government and our church has declined over time, making us more reliant on support from donors to help fill the gaps in funding and support new initiatives. We are overwhelmed by your generosity. We are pleased to say that our annual campaign exceeded its objectives this year and we were able to provide substantial support for our new Lifelong Learning initiative and our upcoming Counselling Centre. In the coming year, we will be launching our new Thrive campaign to support major programs that develop leaders to support vibrant church communities and programs that address the growing need for spiritual and mental health needs across Canada. We would like to thank our Presbyterian church community again for its generous support of our work.

LIBRARY SERVICES

Since our inception, Caven Library has provided the resources that our students need to excel in their academic work. As our students leave Knox and take leadership roles in church communities, we want to do whatever we can to continue supporting them.

For many years the library has provided Knox alumni with access to Atlas for Alums, a database of electronic articles in the areas of theology and religion. However, due to licensing restrictions, we have been unable to provide access to theological e-books. Recently, though, a possible solution has been found. We plan to conduct a pilot project in the fall which will provide e-resources at a subsidized rate to our alumni through a site called The Seminary Bookshelf. If the response is positive, the library will continue to subsidize these resources annually.

Information technology and equipment also fall under the supervision of the Director of Library Services, who has overseen the implementation of a more robust cybersecurity system for the college’s computers. With the college’s

limited ability to keep abreast of cyber security issues, the senior leadership agreed that we would be better served to make use of the UofT's cyber security for a fair annual fee. It is reassuring to know that we have the same protection as the rest of the university, which has a whole department of IT professionals focusing on cyber security.

FACILITIES

The safety of our students, staff and faculty and the security of our teaching facilities and library collection is a priority for us. With the sale of the building, the University of Toronto (UofT) became responsible for building repairs and maintenance, with Knox paying its share of operational expenses. The UofT is taking measures to improve the security of the premises with the installation of an exterior access control (FOB) to operate the door at the north entrance (parking lot door) and the mounting of a camera at this doorway monitored by Campus Safety. Access to the parking lot will be limited to only those with registered access cards to activate the gate arm. The recommendations from a safety audit of the academic side of the building, conducted in October 2024 by Campus Safety, have been implemented.

Weddings in the chapel and photo shoots in the Rotunda continue to generate a steady and much-needed source of revenue for Knox College. The months of May, June, July, September and October 2024 are fully booked with three weddings per available Saturday at Knox College.

CENTRE FOR LIFELONG LEARNING

The Centre for Lifelong Learning at Knox College was established in August 2023. The mission of the centre is to empower ministry leaders to thrive. At its heart, the centre, led by its Director, the Rev. John Borthwick, seeks to ensure that no ministry leader feels alone in their journey. In its first few months, the centre created a space for dialogue and exchange through its social media channels (Facebook and Instagram), its mostly weekly email and its engaging website ministryforum.ca. The growth of the community has been exponential and very encouraging. Early feedback praises the college for investing in this much-needed support for ministry leaders.

Ministry Forum, the centre's virtual platform, is being described as a welcome dialogue partner and engagement continues to exceed expectations. The centre's director is actively connecting with the church at large through visits to congregations on Sunday mornings, hosting focus groups and one-on-one conversations with ministry leaders. Relationships are being built with other theological seminaries and other practitioners who are seeking to support leaders in their calling. Several webinars have been offered to date as well as an intentional outreach to newer ministers that happens monthly online. Ministry Forum also sponsored a pastors' retreat in collaboration with Crieff Hills Retreat Centre and other partners like St. Andrew's Hall. There are plans for a 'pre-Assembly' conference to be held on June 1 on the Laurier Campus where the focus will be on creative ways of being church today.

The centre signed a partnership agreement with CHURCHx.ca in February. CHURCHx is an ecumenical learning management system used extensively by The United Church of Canada and other partners. Ministry Forum is working hard with content creators and instructional designers to create content offerings based on what ministry leaders are reporting would be helpful. There will be an area for building confidence and resourcing lay worship and preaching. Other spaces in progress include leadership development, social media basics and engaging bible study.

The centre is supported by its advisory committee made up of the Principal, the Academic Dean, the Ewart Chair of the Practice of Ministry and Faith Formation, the Director and four members external to the college. To be responsive to changing needs within the church and to hear from various voices, the advisory committee decided to be nimble by allowing for its representative membership to be drawn from different groups/roles/individuals as needed. It is expected that this will aid in the centre's desire to listen to diverse stakeholders in the church and respond effectively.

If you have not subscribed to the Ministry Forum's regular emails, you are encouraged to do so through its website, ministryforum.ca.

KNOX COLLEGE COUNSELLING CENTRE

To enable Knox College to increase enrollment in our M.P.S. program, it was decided in 2023 to establish and support a counselling centre and supervision lab at Knox College to provide clinical experience for students in the Master of Pastoral Studies program with a Certificate in Spiritual Care and Psychotherapy. With the proposed counselling centre, Knox College envisions creating a centre of excellence to ensure quality practicum education at Knox College. The Knox counselling centre will address the need for more psychospiritual therapy-oriented practicums for our students. The centre will offer online/in-person counselling to community/students provided by our M.P.S. students supervised

by CASC/CRPO supervisors. For online counselling, Zoom will be used as the platform. In addition, the Knox College counselling centre will become a flagship for research in psycho-spiritual therapy in Canada.

To finance the initial development of the centre, Knox College successfully applied for an InTrust grant. Dr. Mi-Weon Yang is taking responsibility for the project. The centre will be situated in the Knox College building and as a start, two soundproof booths will be installed in the spring of 2024 and one room will be furnished to be used for group supervision.

To ensure quality counselling is provided, senior students enrolled in the Knox M.P.S. program who have completed the first basic practicum unit will be used as counsellors. Supervision will be done by faculty who are registered with CASC and CRPO. The interest in the centre is such that we will have more than enough students to provide the counselling.

A website is currently being created for the centre and the plan is to reach out to potential clients soon. The services to be provided by the centre will be advertised widely and the plan is to initially provide supervised therapy to UofT students free of charge. As soon as there is interest from the public, a minimal fee, where applicable, will be charged. The centre will collaborate with the ecumenical chaplains at Knox/Emmanuel (ECUT), the UofT Health and Wellness Centre, local communities and the national church.

A soft opening of the centre will take place on September 16, 2024 and the official opening will be held in early November 2024.

RAINBOW COMMUNION

The 2021 General Assembly affirmed that all people whatever their sexual orientation or gender identity are equally beloved by God. The General Assembly adopted the report of the Rainbow Communion Committee, which had the responsibility of listening to the harm that had been done to LGBTQ+ people in the church. This report has several recommendations that are relevant to Knox College. By implementing some of the recommendations in the report, there have already been positive changes around the college. The wedding policy has been updated, we have begun to use more inclusive language during chapel and the addition of gender-neutral washrooms can be seen as a positive step. However, there is more to be done. For example, faculty and staff will need to reflect on the language we use to describe ourselves and our alignment with The Presbyterian Church in Canada's position. To move the recommendations forward, the Rev. Ian Ross-McDonald was invited to address the faculty during our annual retreat that took place on August 27–28, 2023. After a discussion, it was decided that a small Equity Group would be created by the principal to determine the next steps for working through the Rainbow Communion report.

EQUITY, DIVERSITY AND INCLUSION ASSESSMENT AND ACCOMPANYING RECOMMENDATIONS

Knox has acquired the services of an external consultant to support Knox with an Equity, Diversity and Inclusion (EDI) assessment and accompanying recommendations to assist the college with moving forward with an EDI Strategy. The project will consist of three phases: The first phase will launch the project, the second phase will focus on reviewing Knox's policies, programs and procedures and how they impact those Knox employs, engages and serves and the third phase on recommendations, providing Knox with the tools and insights needed to develop an actionable EDI strategy. The findings of the assessment will be presented in a manner that will give voice to those who participated in the process, as well as create organizational buy-in.

FINANCE AND ADMINISTRATION

The Board of Governors and the administration have been diligent and delivered balanced annual budgets in the most recent year. However, as Knox seeks to fulfill its mission while maintaining economic equilibrium, there has been an increasing challenge as a result of a decline in tuition revenue, the declining The Presbyterian Church in Canada grant to colleges and a decline in government subsidy. Currently, the 2024–2025 budget is being finalized with the goal of a balanced budget.

Consistent with this, Knox is doing whatever it can to reduce spending that does not directly support our mission. Last year the difficult decision was made to sell our properties to save the cost of operating our building and avoid \$30 million of deferred maintenance costs. We have invested the proceeds of the sale to provide a continued home for Knox and minimize future costs in this area. This ensures that more of our funds can be used to support our mission of training leaders for the church.

Despite the challenges faced by colleges and universities across Canada, Knox College projects to finish its fiscal year in line with budget. The board is committed to utilizing our resources to enhance the sustainability and impact of our educational mission by ensuring the preservation of capital assets through strategic investments in program growth.

MINUTE OF APPRECIATION FOR THE REV. DR. CHARLES FENSHAM

It is almost hard to believe that Professor Charles Fensham retired on December 31, 2023, as Professor of Systematic Theology after serving Knox College with distinction for 21 years. Prof. Fensham was appointed as Assistant Professor in 2002 and was tenured and promoted to Associate Professor in 2007. In 2012, he was promoted to Full Professor.

Prof. Fensham had an impressive career in academic life and service to the church. During his tenure at Knox, he published four monographs (*Emerging from the Dark Age Ahead: The Future of the North American Church* in 2008, *To the Nations for the Earth: A Missional Spirituality Toronto* in 2013, *Misguided Love: Christians and the Rupture of LGBTQI2+ People* in 2019 and *Mission as Penance: Essays on Theology of Mission from a Canadian Context* in 2023), 14 articles in peer-reviewed journals, eight chapters in multi-author volumes and presented 20 papers at scholarly meetings and symposia. Prof. Fensham supervised 17 Ph.D. and five Th.M. students.

Prof. Fensham served The Presbyterian Church in Canada with great devotion and enthusiasm. He often mentioned how proud he was to be a minister in The Presbyterian Church in Canada. The church has benefited especially from his contributions made as a member of the Committee on Church Doctrine. He was the lead author of several commissioned study documents and reports. One of his reports, “What the Bible teaches on covenanted monogamous same-sex relationships,” played an important role in The Presbyterian Church in Canada’s understanding of marriage.

The students at Knox College have the utmost respect for the quality of Prof. Fensham’s teaching, his supervision, how he supported students as their advisor, as well as his general support to students. His kindness, uprightness, thoughtfulness and authenticity will be remembered and his sermons and prophetic voice will be missed. Prof. Fensham’s faith and witness at Knox, on campus and in the broader church have made a tremendous difference in the lives of his students and colleagues.

Upon his retirement, Prof. Fensham has been given the status of Emeritus Professor and the college is in the process of publishing a Festschrift for Prof. Fensham to celebrate his remarkable contributions to the fields of missiology, systematic theology and especially his advocacy for the rights of the LGBTQIA2S+ community.

This minute of appreciation for the Rev. Dr. Charles Fensham is for his remarkable career, his dedicated service to our Church and his contributions to creating a just society. We are forever in his debt.

Recommendation KNX-001 adopted/defeated/amended
That the above minute of appreciation for the Rev. Dr. Charles Fensham be adopted.

APPRECIATION

Four members of the Board of Governors have completed two three-year terms for a total of six years: Randal Phillips, Richard Fee, Linda Patton-Cowie and Jonathan Tait. Knox College is deeply grateful to God and to them for their dedication to the ministry of theological education and their service to the board.

Knox College gives thanks to all those who have left a gift to Knox College in their wills. The following are a few notable bequests that have been made to Knox College this past year.

Together with Presbyterian College and St. Andrew’s Hall, Knox College gives thanks for the life and legacy of Dr. Donald McLean (1926–2022) and his wife Mrs. Joyce McLean (1927–2018). Donald and Joyce attended Fairview Church, Vancouver for many years, and Donald served as an elder in that congregation. He served as a Professor of Medical Microbiology at UBC and Joyce was a nurse for many years at the Vancouver Children’s Hospital. Together they were committed to the support of theological education and, in 2023, each of the colleges of The Presbyterian Church in Canada received a significant bequest from the estate of Dr. McLean. The colleges give thanks for Dr. and Mrs. McLean’s generosity and for their lifelong devotion to Jesus Christ.

In April 2023, the Centre for Asian-Canadian Theology and Ministry at Knox College was notified of an impending donation from the Rowena Van Seters estate. Rowena Van Seters, the surviving spouse of the late Dr. Art Van Seters, passed away on February 23, 2023. He was Knox College Principal from 1992–1999 and therefore was a part of the

inauguration of the Centre for Asian-Canadian Theology and Ministry in 1995. The support of the Van Seters and others over the years and now this legacy gift, are testimonies to our prayers for the Asian Centre's continuing work.

The estate of Susan and Paul White, residents of Ancaster, Ontario had been steadfast supporters of Knox College for many years. Following his retirement, Paul completed Knox's lay education program. Even after Paul's passing in 2009, Susan remained dedicated, continuing to make annual donations to the college. When Susan passed away in 2021, she left a generous legacy donation to Knox College's Caven Library which was received by Knox in late 2023. Staff are very grateful for the Whites' generosity, which will allow the library to invest in some important projects. Some of the funds will be endowed to sustain long-term endeavours; others will be put to work immediately.

The Principal and the Board of Governors also express gratitude to the faculty and staff of the college who work diligently daily to ensure that the mission of the college is fulfilled and its resources stewarded in the service of our students and to the glory of God. Finally, the Board of Governors expresses its appreciation to the General Assembly for its support in the work of educating and equipping faithful Christian leaders for our time.

Randal Phillips
Convener

Ernest van Eck
Principal