

GAZETTE

GUIDO DE BRÈS CHRISTIAN HIGH SCHOOL

"Everything in Christ."

JUNE 2023 ISSUE

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PRINCIPAL

REPORT FROM THE

JASON HEEMSKERK



Have you ever had it where you learn something that you find fascinating, but you can't remember where you picked up the information? Some would say that this is one of the signs of the times, where we have so much information coming at us, it is hard to track or remember its origins. Others would, probably rightly, say it has more to do with the aging of the white matter between one's ever-growing ears.

Of course, it could be only me – everyone else seems to age more gracefully.

Regardless, not so long ago, but in a time and space I cannot seem to recall, it was pointed out that in 2023, a scripture adhering follower of Christ now speaks truth like a foreign language. When engaging in our society, even when speaking with others who claim a Christian moniker, God's word is not understood. That is all I can remember clearly, but the thought has been resonating ever since because, if true, it has implications for the work that we are doing at Guido.

That someone who is steeped in God's word looks at the world in a way that is set apart from society, is nothing new. Nor is the idea that different Christian denominations have differing views on various things. What is new(ish) and growing is that the use of God's word as the normative, inerrant, and complete source of truth (moral or otherwise), can no longer be counted on as a baseline of discussion amongst those who claim the Christian identity.

How is that possible? CARDUS and Angus Reid researchers may be able to shed some light on why that is. Their findings show that only 41% of Christians say that they have read or engaged with the Bible in the past 12 months. For those who have a physical bible in their homes (63% of the respondents) only 28% state that they read at least once a month and only 8% read it daily. It may be that people are reading the bible in a digital format more, but the research found that of all those who stated that they engaged with the Bible at all, 65% engage with only a physical copy, and the stats surrounding those who used a digital copy did not improve matters. These stats are sobering, because they speak to biblical literacy among those who want to be counted as belonging to Christ. God's people seem to have once again entered a time when they may be destroyed by their lack of knowledge (Hosea 4:6). And, if these numbers are this low, one can only imagine how biblically illiterate those who do not wish to know Christ are.

Just to be clear, these stats are not listed so that the Guido community can quote the Pharisee's prayer in Luke 18 and thank the Lord that we are not sinners like those other Christians. Rather, it shows the work we, as committed followers of Christ, are going to have to do to share the good news of the gospel in a biblically illiterate world. It won't matter if we are welding pipes in the Yukon, acting as a CEO of a Fortune 500 company, or, equally and perhaps more importantly, when we are working in our own homes and raising our own children. Regardless of where the Lord places us, this task of shining the light of God's grace is going to take work. We need to engage with God's word deeply, personally, and in all areas of life so that His truth flows from us in all areas of life with a deeply rich and yet understandable simplicity.

Assisting parents in equipping their children to accomplish this task is a primary purpose of our school. That is why we focus on infusing our

Not only are we able to open the doors of this building everyday, but we are also able to dream big with a new campus

curriculum with the Word in all subject areas and learning to do that better is a staple in our professional development. How else will our children be able to speak this rich simplicity to the people they meet if we are not infusing it into all of our subjects?

As the school year comes to an end a level of anticipation begins to creep into the school. The weeks are peeling away to the summer holidays like pumice stone sheers away callouses. With the passing of every week, we are one layer closer to a fresh new start. For most, this will be a pause before the work of the new school year picks up again. For some it will be the start of something completely new. This will be the case especially for two staff members. Mrs. Emily Alaimo has requested a leave of absence for a year so she can shift her focus onto other important areas of her life. We hope and pray that we will see Mrs. Alaimo back in the school in the Lord's time. The other staff member who is leaving is Mr. Ronn VanAndel. Mr. VanAndel is retiring after dedicating 40 years of service to the school. While we do spend a fair bit of time pestering him about how he may be spending his retirement time – he would make a great greeter at a local big box store – we do so only because we will miss having him around. The Lord has gifted Mr. VanAndel not only with the ability to teach, but also with the ability to set students straight while simultaneously building solid relationships with them and their parents. As a staff we certainly wish Mr. VanAndel (and his wife) the Lord's blessing on their retirement years.

As you will read in the Chairman's report, we have also been blessed with some new staff members. We feel blessed that the Lord has led them to join our team. We pray that they too will come to witness the impact of their gifts and talents on the next generation.

Given the challenges of enacting the responsibility given to staff at the school in a world that is ignorant of, and hostile to the true Gospel message, it is a wonder we can do the task year after year. One of the most beautiful things about working

in this school is the knowledge that we are not alone. We have a loving Father and he provides us with a wider Guido community, whose support is truly a wonder. Not only are we able to open the doors of this building everyday, but we are also able to dream big with a new campus. As staff we are looking forward to being in the new facility in many ways. Though it will be an adjustment, it will also open up many avenues for teaching the coming generations what it means to fear the Lord, so that in the end, they can explain clearly what it means to belong to a loving Saviour, even when many they meet will have little understanding of what it means to be bought and paid for with the blood of the lamb – Lord willing, they will have the tools they need to explain the rich simplicity of that image to the ones the Lord has called.



BOARD

REPORT FROM THE

BERT KNOL



What emotion do you experience when you see a rainbow in the sky? Do you find yourself marveling at the creative power of our Heavenly Father?

The rainbow as the symbol of “Colours of Creation” was the theme for the recent Arts Alive Event at Guido de Brès Christian High School. Highlighting the vivid variety of shades in the rainbow formed an effective backdrop to showcase the incredible array of musical talents of the current Guido students. Instrumental and voice soloists performed a wide repertoire of compositions and songs, both modern and classical. In addition, the audience enjoyed a broad collection of paintings and drawings which were creatively displayed along the walls of the Guido gym. In a world which has completely and purposely distorted God’s meaning of the rainbow, this symbol reminded the audience that our talents should be used to bring glory and praise to our Creator. He purposefully paints the array of colours in the sky to remind us of who He is, what He has promised, and whom we are to adore! It was clear that the performers and artists who displayed their talents at Arts Alive recognized God as the giver and receiver of their artistry. We want to thank Jonathan Kingma and the Guido bands, Rich Tomlin and the stage crew, as well as Jodie Hart and Stephanie Sikma and the Art Club for two beautiful evenings which were thoroughly enjoyed by all who were able to attend.

As Guido community, we experience God’s kindness and provision in so many other ways as well. Each day the buses bring students to school and back home in safety. There is a huge army of volunteers who work unselfishly behind the ‘scenes’ to support the operation of the school. Teachers, education assistants, and staff give of their talents and time to point the students to consider God’s creative power, and awesome grace. This team will

be augmented in the coming school year with three new teachers, Nicole Vis, Mikah Feunekes, and Nathan Kok. These hires were necessitated because of the large Grade 9 group starting in September, Ronn VanAnandel’s retirement, and Emily Alaimo’s request for a one year personal leave of absence. We are also welcoming Sarah Bartels as the newest addition to the educational assistant team. She will be joining us on a part-time basis to fill the space left because Melanie Heemskerk requested that she move to half-days next year. We look forward to welcoming them all to the school in September. With the shortage of Reformed Christian teachers in Canada we are thankful each year again when we have a full complement of professionals to start the 2023-24 year at Guido.

Speaking of talents, as community we want to thank the current Vice Principal, Ronn VanAnandel, for his decades of dedication to Guido. Many of the readers will have a personal connection or experience with him as he welcomed them first when they were Grade 8 students at their feeder schools, and later as he personally helped many on their journey to maturity through their high school years. We thank God for his energy and wisdom in his role as teacher and Vice Principal of Student Services over the past 40 years. As he transitions into retirement from Guido, we wish him God’s blessings with health and safety in travel and we hope to perhaps see him around the halls of the new Guido Campus as relief teacher from time to time.

On May 12th the talents of some of Guido Staff were recognized when the Guido Boys’ soccer program was inducted into the Hamilton Soccer Hall of Fame. During the 2009-2019 seasons, Coaches Tim Wildeboer and James Lof won successive Hamilton City and provincial championships. Being honoured and celebrated by their peers in athletics in the Hamilton region is quite an achievement for Tim and James, and we congratulate them and past team members with this milestone!

The Guido 2.0 Project has made big strides in progress for which we want to extend a big thank you to our project manager, Duomax, all the trades, and the Guido

committees. Elsewhere in the magazine you can read a more detailed account of what has been accomplished on this Project. From the outset the timeline was aggressive for the scope of the work to be performed and, if had not been for the fact that the City of Hamilton required us to apply for a zoning change to update the building from an elementary to a high school, the September opening target could have been reached. Though we were somewhat disappointed with this setback, we know that this is not 'our' project, but that our Heavenly Father has been directing and orchestrating all of our efforts. That fact was even more evident in the sale of the current Guido campus to a charity who will be converting the building to a community centre. They purchased the Guido building for \$13M which is a great result since the Ford government recently opened a lot of development land. This group is also willing to extend us a flexible closing date which is very beneficial now that we need to stay longer in the current building. We stand in awe again and again at how God provides in rich abundance for the operation of Guido de Brès Christian High school, and we look forward to moving into the new building just before Christmas.

While the Guido 2.0 Project requires about half of the time at the monthly Board meetings, we also focus on both ensuring the current school year is completed successfully as well as considering future planning. Three years ago, the Guido community identified opportunities for growth and improvement during a strategic visioning process and, since then, an ad hoc Committee has further developed those ideas into a number of recommendations. Guido's organizational structure of having representatives from supporting churches (local boards) meet at a "regional" level to make decisions on behalf of the membership is a unique set up which ensures grassroots involvement. Your Board is working on ways to improve the participation of these locals to eliminate duplicated efforts and enhance the communication within the overall structure. You can expect to learn more on this initiative at the Fall Membership Meeting.

Meanwhile, as we soon close the 48th year of education at Guido, we can marvel once again at God's goodness. While in the society around us we see increasing anxiety, God blesses us with a school where our hope and future is fully secured in Jesus Christ. When sunshine follows rain and we see the rainbow in the sky, we are reminded of what God told Noah about His faithfulness, as recorded in Genesis 9:13, "I have placed my rainbow in the clouds. It is a sign of my covenant with you and with all the earth."

Have a great summer break, and see you in September, DV.



ARTS ALIVE

The Colours of Creation was the title of our program this year. The staff and students involved in the program did a beautiful job putting the Lord's gifts to them on display.





THE WORLD OF CO-OP AND SKILLED TRADES

BY RONN VANANDEL

If you work in a skilled trade, you know that the work force is stretched these days. Many things seem to have contributed to this - the pandemic, an aging population, people's different work focus, differing values, immigration, and more! Add to this that over the next several years, Ontario alone will face a need to fill 72,000 skilled trades positions – many focused in the field of home construction. The result is, there are many openings in many fields. It makes one wonder why there is such a demand? Will this, too, change over the next years? Will we continue to have real shortages in the skilled trades?

“Co-op helped me find out what career path I wanted to pursue and gave me a great head start in my apprenticeship. It helped me gain a basic understanding of components and procedures in the trade.”

So, how does any high school deal with such a demand? How do we make sure the programs offered at Guido assist our students to enter the work force, prepare them for life and work, and “equip them for service in this world” - even to the point that “Man may serve his God”, as the plaque inside our front door reminds us?

Our students have several opportunities to continue their education in a field of their choosing. Some continue studies at college or university, while others find fields of work and study through some very practical channels. Increasingly, our students find that beginning their journey with a co-op placement in Gr. 11 or 12, followed by an apprenticeship program - is a fantastic avenue to begin a career in a field they love to do - and as you'll read, in a field that is often begging for the participation of young men and women. So, it's a win-win situation for all. The experiences of several recent grads are really helpful to show their journey to where they are today, and to show the opportunities that exist for many of our students and graduates.

JAMIE BARTELS graduated seven years ago, and today he is a heavy diesel mechanic. He began this journey by taking a Gr. 12 full day co-op in a heavy equipment shop, thinking he would enjoy this work, but not sure what he wanted to do for a career. He notes *“co-op helped me find out what career path I wanted to pursue and gave me a great head start in my apprenticeship. It helped me gain a basic understanding of components and procedures in the trade”*.

TODD KOMDEUR, now out of high school for six years, is a fully certified construction and maintenance electrician. He says *“when I was going through high school, I didn't totally know what career path I was going to choose. Discussion with my parents and co-op teacher led me to think this was the best path for me. My co-op placement taught me the basic principles of electrical and just how much there is to learn. I bounced around on a lot of crews for my co-op and that gave me a big chance to get to know and respect a lot of my superiors.”*

Guido has had a well-functioning and flexible co-op program for more than 20 years. Provided that all compulsory credits are still realized in the classroom, students may apply to attend a half day co-op in Gr. 11 and a full day or half day co-op (during second semester) in Gr. 12. Attending co-op allows students to get all the elective credits they would need to graduate Gr. 12, AND it prepares them for continuing their work/skills preparation later - they can even start in on their apprenticeship hours if they sign up for a the Ontario Youth Apprenticeship Program. Let me share a few more words of our two tradesmen:

“Once my co-op was completed, I started my apprenticeship in the same trade, but at a different shop. For 3 years, I apprenticed at Stoney Creek Mack and got my license there. I learned to work alongside others in the trade and was able to build my knowledge working with

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them. As an apprentice, you can also claim almost all of your tool purchases each year for tax credits.” (Jamie B)

“Once the school year ended, it felt like I didn’t skip a beat. I was back in the shop the next Monday as part of the team. I’ve been at Feenstra Electric for just over 6 years now. I went to Mohawk college in Stoney Creek for 2 terms and am waiting for the third term. Each term is an average of 10 weeks so that’s great if you, like me, can’t sit in a desk for a long time. I found it interesting when you are in class learning about something new for some people but you have seen it out in the field already. For electrical apprenticeship, you also have a couple classes where you have to wire motors, light switches, panels etc.” (Todd K)

You can see how important that co-op start was in allowing these young men to get a solid head-start on their future. And isn’t that what education is - preparing our students for service in this world - whatever that “service” might involve?

Our co-op program not only allows students to participate in a work program in almost any field, but our co-op students are also trained in WHMIS, workplace laws and regulations, how to deal with harassment in the workplace, how to write a resume, prepare for interviews and just general appropriate behaviour in the workplace. So, our students are given some solid work and “people skill” tools before they even set foot in the workplace.

You might be wondering whether all co-op students have great job prospects. Well, there are no guarantees of anything when it comes to work, but again, let me share some words of well-spoken graduates as they speak of their last few years. It’s an instructive talk about the value in persistence and training:

“For anyone who wants to get into the automotive repair industry, especially the heavy duty automotive/commercial industry there’s endless possibilities and job opportunities. If you work hard, and are motivated and ambitious, you can



If you work hard, and are motivated and ambitious, you can work your way into a fantastic career in no time. The industry is in need of hard working people to supply good services to customers.

work your way into a fantastic career in no time. The industry is in need of hard working people to supply good services to customers.

The pay is good and keeps rising each day. Almost all shops supply employees with benefits and/ or RSPs and will compensate you for tools. In no time you will have experience and knowledge of vehicles and how they work and you can start fixing your own. As a mechanic you often get involved with electrical, metal fabrication and welding, A/C systems, and engines and transmissions. This is fantastic as you get a lot of variety and experience in different fields of work.” (Jamie B)

And

“If you are a hands on, quick learning teen, then any trade is great for you but especially electrical. One day you can be in a house, the next day in a barn or 30

feet in the air working on hydro poles. Almost all the customers I interact with say, ‘Good on ya for starting so young in the trades. Trades are where it’s at!’

If you gain the trust and respect from your boss and coworkers then the pay is also a great bonus.” (Todd K)

Encouraging, isn’t it? As we indicated at the beginning of this article, there are many, many opportunities for our young women and men to find satisfying work - even full careers in so many areas of work life. As you read these first-hand experiences of several of our grads, we hope it can be a stimulus for our grads today and in the future. A high school co-op program as a good stepping stone to a future career. Here’s hoping this inspires many of our present and even future students to consider a good career in the skilled trades.

SLT

REPORT FROM THE

BY ZOË AND JULIANA

Hello from the SLT! We have been busy with a lot of events here at Guido, and there are a number of exciting things coming up.

Promote Your Neighbour week passed successfully in March. Students wrote and received prayer requests from others in the student body and supported each other through prayer. Chocolates were distributed one morning as students came in from the buses, and encouraging Bible verses were put on all the lockers. The theme verse for the week was Luke 10:27, “Love the Lord your God with all your heart, and with all your soul, and with all your strength, and with all your mind, and love your neighbour as yourself.”

Mr. Nathan Kok was the guest speaker at our Chapel Assembly. Overall, students enjoyed the message about how the Lord calls us to be meek (defined as having strength under control) and hearing about the ministry of River’s Edge. We hope to have a devotional assembly next school year as well, as expectations are high!

There are several events coming up soon. Following our successful 80’s dress up day we plan to finish off the year with a future career day, and we hope to see lots of participation.

A final peer mentorship activity has been planned for the middle of May, to wrap up those sessions with a competition between groups. The morale boosters committee has been overseeing the “Sticker Assassin” game, in which students and staff metaphorically murder their assigned target with a sticker. The last person standing was Karlyn Wildeboer; thus she has been named queen of the sticker assassins.

Barbeque days have started back up with the warmer weather and this committee hopes to have several of these days before the end of the year.

Springfest is coming up which means lots of fun and excitement surrounding the activities we have planned. Springfest will take place over two days in which there will be a barbeque, lawn games, a dress-up day, and animals! As students, make sure to participate in this exciting event! We can’t wait to see you there!

We look forward to seeing how the Lord works in the student body as the school year comes to a close!



CO-OP PLACEMENT

These are just a few examples of the work our current co-op students are doing. It is wonderful to see these young people developing new talents as they serve in different places.

TREASURER

REPORT FROM THE

MIKE KRIKKE

About this time last year my Treasurer Report spoke of inflation and the uncertainty of the impact it may have on the 2022-2023 budget. The now realized inflation, coupled with a historic Capital Drive for Guido de Brès Christian Highschool has shown both how richly blessed we are financially as a community, and how we still need to trust in God with respect to the operating budget. You'll see in the table on this page, that as of March 31st we're about 9.5% behind budget and are trending to end off the fiscal year about 8% behind overall.

CONSOLIDATED STATEMENT OF REVENUE AND EXPENSES (YTD as of March 31st 2023)

There are two key drivers leading to this shortfall in target:

REVENUE	ACTUAL	BUDGET	BUDGET VARIANCE
DONATION & TUITION	3,489,000	3,769,000	(280,000)
HARVEST FOUNDATION	80,000	100,000	(20,000)
OTHER REVENUE	38,000	76,000	(38,000)
TOTAL REVENUE	3,607,000	3,945,000	(338,000)
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EXPENSES	ACTUAL	BUDGET	BUDGET VARIANCE
WAGES & BENEFITS	2,731,000	2,717,000	14,000
EDUCATIONAL EXPENSES	59,000	98,000	(39,000)
ADMINISTRATION	164,000	191,000	(27,000)
REPAIRS & MAINTENANCE	210,000	242,000	(32,000)
TRANSPORTATION	699,000	571,000	128,000
CAPITAL EXPENDITURES	48,000	52,000	(4,000)
TOTAL EXPENSES	3,911,000	3,871,000	40,000
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REVENUE / EXPENDITURES	(304,000)	74,000	(378,000)

1. As anticipated our general donations this past year (not considering Leap Campaign donations) have been less than in prior years, to the tune of about 8% behind target. On a 'normal' year our donations would be around 4-5% short of target (or 95-96% of target if you prefer an optimistic lens). The answer for this one is easy in the fact that over \$11.5m was raised for the Taking a Leap Campaign!
2. The tougher, more unexpected hit to the budget this year was the impact of inflation on our Transportation budget. You'll see an overage YTD of \$128k or 22%, which is largely driven by the incredible spike in fuel costs since March 2022 (about 24% from last year and 80% from two years ago) and rising salaries for bus drivers across the province due to driver shortages.

We have so much to be thankful for this year as a broader school community with how the LORD has continued to bless us both financially and strategically as we plan for the move to the Albright property. We continue to have a healthy and strong bank balance and a surplus in cash-flow monthly

We have experienced God's grace and love during the past year and we may continue to trust that he will provide all we will need in the coming school year as well.

overall that will continue to allow us to operate and renovate as we move towards another large capital injection when we close on the 420 Crerar property later this year.

Last article I thanked the many volunteers who led the tactical side of the Taking a Leap Campaign. This time I'd like to especially thank (in no particular order) those contributing in traditional and non-standard methods:

1. Thanks to those in the community who contributed to the capital campaign in pledge form or in the form of one-time donations and I encourage you as you plan your budget into 2024 to continue to think of donation opportunities for the school.
2. Thanks to the businesses who have and continue to donate labour and materials to reduce renovation expenses.
3. Thanks to the individuals and businesses who have offered interest-free loans to the school to help reduce carrying costs of two properties.

I encourage you to pray continually for the operation of the school, and that those in the broader community are motivated to continue to support financially the education of Christian young adults. Setting up a monthly or bi-weekly PAPs, irrespective of the amount, helps us tremendously as administration, board and finance teams to plan and manage our cash flow month-to-month.

May the LORD continue to bless our school in whichever plan he has set for us.



CAREER DAY

Our Grade 10 students were blessed by presenters representing over 20 different career opportunities during Career day. Many thanks to those who took the time from their regular work to lead them.



goal to express our Christian faith by learning and teaching about God and vibrant service in His kingdom. We can't view these schools as if we are consumers (what's in it for me?) but must regard them from the perspective of a member of our Father's family (how can I help?) That will look different for each one of us as the Lord allows. That's understandable and realistic. One can give generously financially, while another only has a little money to give. One can volunteer to serve at the school while another spends more time in prayer for the school. One is enrolled to learn and others endeavour to teach. But we are all working toward the same goal, as each other's brothers and sisters, to help each other grow in the knowledge of what it means to have everything in Christ.

The Taking A Leap Forward Campaign continues to make amazing progress under God's blessing. We are over the \$11.5 million mark, heading rapidly towards \$12 million. That is just over 70% of our goal! Thank you to all who have already given and/or pledged to give. If you haven't donated yet, please seriously consider your opportunity to do so. Every gift is needed. Fill out a pledge form and/or pre-approved payment form online today at leapingforward.ca, for any amount, save the form, and then attach and send it to takingaleapforward@guidodebres.com. If you've already given, could you share this request with someone who might not have done so yet? Talk to your kids, your friends, your neighbours. The broader the base of donors, the quicker and more easily we will reach our goal! All gifts are welcome!

A heartfelt thank you to all our sponsors and donors who purchased tickets and gave generously at the Handel's Messiah Benefit Concert as well as the Organ and Pan flute Concert. Both events together raised just shy of \$14,500! Just a reminder, if you are still looking for some work boots, don't forget to check out our fundraiser at Tatra.ca and use the promo code 'GDB2023'

Finally, we are still looking to hear from more of our community members about ideas for a creative and meaningful display in the new school building which would capture Guido de Brès High School's story yesterday, today and tomorrow Send your thoughts and ideas to promotion@guidodebres.com. We would love to hear from you!

WE ARE FAMILY

FROM THE PR COMMITTEE

BY ERICA HOLTVLÜWER

Were you at the recent Guido Alumni vs. the current Guido Soccer team event on May 4th? As I stood among the cheering and jovial crowds that late afternoon, I was struck again by what a beautiful community we have.

Small infants were being pushed in strollers, toddlers scrambled on and off their parents' laps, dashing precariously close to the field sidelines. Boys and girls who daily attend Guido's feeder schools could be seen racing after one another through the crowds of fans on the back patio and reaching out to shake the mascot's hand. Current Guido students piled on to the bleachers and boisterously cheered for their 'home' team. Alumni students and their parents who are now in their fifties and sixties greeted each other enthusiastically and reminisced about their 'soccer days', cheering for the 'Gryphs' from the sidelines.

The comment was made that for some it felt to them like a homecoming of sorts. Teachers and staff chatted with former students and the coaches indulged in a few moments of relishing the Gryphons 'glory days' when some of the alumni on the field still played on the school team. It was a good vibe, a family feeling.

'Our' schools as we sometimes call them, are based on that sense of community. We are all so different, but we are united in a common



◀ BELIZE BEARD FUNDRAISER

Through a combination of events such as soup days, a trivia night, euchre tournaments, and the beard shaving fundraiser, the students exceeded their goal of \$45,000 for the Edu Deo project.



BELIZE MISSION TRIP ▶

The Guido team helped prepare and plaster a new classroom and office space, as well as paint several existing classrooms at Presbyterian Day School. They also had the opportunity to spend time in and out of the classrooms with the Belize students enjoying singing, soccer and giving piggy back rides.





CURLING ►

The Gr. 12 Physics class put a number of theories about motion and friction to the test while enjoying the sport of curling.



▲ BADMINTON

Badminton is one of our more popular sports teams, with over 45 students participating in multiple divisions.

TRACK AND FIELD PRACTICE ►

The track and field season has begun and our students are working hard to beat their personal bests. Many have succeeded in this, and also broke some long standing Guido records.





◀ CHAPEL ASSEMBLY

The whole school stood to sing God's praises during out recent devotional assembly, that was led by Mr. Nathan Kok, from Rivers Edge Haven of Hope.

ROCK PAPER SCISSORS ▶

How do you become a the Rock-Paper-Scissors champion? If it is not immediately obvious, you can ask Emma - she seems to have a knack for it.



▲ ROBOTICS CLUB CHAMP

Congratulations to Emma who won the in house VEX robotics competition this year, showing that she is multi-talented!

SEWING ▶

Kathryn and Erin show off the pajama pants creations that they made in sewing class.



HUMAN RESOURCES AT GUIDO

BRENT SIPKEMA

In a nutshell, what are human resources other than the teaching staff and other employees that make up the workforce of the school. They are a resource because they are invaluable to the education of our covenant children.

What does it look like to manage human resources? In this brief overview I will provide some information on the Human Resource Committee (referred to hereafter as HR Committee), who we are and the roles of the HR Committee and hopefully everyone will have a better understanding of what we do.

The HR Committee is one of the standing committees of the Board. The HR committee consists of 2 Board members, 2 teacher representatives and 2 members in good standing of the Guido School society. This group of members brings different perspectives to the table and allows the HR Committee to bring informed recommendations to the Board that will benefit all those involved in the school. The primary purpose of the HR Committee is to recommend appropriate salary and benefits for employees not covered by

This group of members brings different perspectives to the table and allows the HR Committee to bring informed recommendations to the Board that will benefit all those involved in the school.

other committees and review and recommend changes to procedures as they relate to HR administration. The HR Committee works on a 3-year rotational schedule, reviewing salaries, benefits package and other benefits, salary formulas and qualification allowances (the compensation teachers receive from additional education or serving as department heads). At Guido, any HR issues in regard to hiring, performance evaluation, professional development, discipline and dismissal are dealt with by the Education Committee.

Perhaps this doesn't sound as exciting as say, the Promotions Committee, or the Building Committee, but it is really interesting work and it has a direct benefit to the staff and greater supporting community. As is the work of all Guido's committees, the time spent at the HR level is invaluable to Guido running well and smoothly.



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