

2018-19 ANNUAL REPORT



SUSQUEHANNA WALDORF SCHOOL



Creative critical thinking
starts *here*.



SUSQUEHANNA
WALDORF
SCHOOL

*“Our world could only benefit from an institution
that hosts and ‘births’ such well-rounded,
community-minded and reverent new leaders.”*

- SWS PARENT

STAFF

Kerry Clements, Kindergarten Teacher
Linda Heywood, Kindergarten Teacher
Jessie Whitaker, Kindergarten Teacher
Tabea Steinbeisser-Fitz, Parent Child & Stepping Stone Teacher
Lisa Sweeney and Victoria Hughes, Class One Teachers
Michele Calabretta, Class Two Teacher
Rochelle Dietz, Class Three Teacher
Susan Korsnick, Class Four Teacher
Salvatore Martino, Class Five Teacher
Douglas Wallace, Class Six Teacher
Leilani Richardson, Class Seven Teacher
Melissa McIntyre, Class Eight Teacher
Nina Radanovic, Music Teacher
Hui-Ling Singer, Mandarin Teacher
Michael Cameron, Orchestra Teacher
Katie O'Brien, Eurythmy Teacher
Cary Miller, Spanish Teacher
Lisa Sweeney, Latin Teacher
Barbara Freiberg, Fiber Arts Teacher
Jonathan Colon, Woodworking Teacher
Tim Altieri, School Administrator
Tracie Couch, Administrative Assistant
Deborah Duke, Business Manager
Michelle Wann, Admissions and Marketing Director
Emily Zebel, Communications Coordinator

BOARD MEMBERS

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Vice President | Chris Potter
Secretary | Kyle Grimes
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Faculty Representative | Michele Calabretta
Pedagogical Chair | Rochelle Dietz
Leadership Council Representative | Tim Altieri
Business Manager | Deborah Duke
Members at Large | Erin Darby, Ernie Schaefer &
Jen Shivery

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Chair | Liz Hollcraft
Co-Chair | Jodi Wolgamuth
Secretary | Ken DeNisco
Handwork Coordinator | Sara Miller
Hospitality Coordinator | Gina D'Ambrosio

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MISSION STATEMENT

The Susquehanna Waldorf School is an independent school community rooted in the international movement and philosophy of Waldorf education. We provide a rich and challenging environment that inspires our students to reach the highest levels of intellectual, spiritual, artistic, and physical achievement. Through the integration of these pursuits, we nurture the potential within each child to fully develop his/her unique capacities. Our students acquire a lifelong love of learning and a sense of compassion that benefits them, their community, and the world at large.



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FROM THE BOARD OF TRUSTEES

Greetings Families and Friends of SWS!

On behalf of the Board of Trustees of the Susquehanna Waldorf School, we are pleased to present this annual report and thank you for your continued trust and support. We take the responsibility for the legal, financial and facility welfare of the school very seriously. From the first time we set foot into our beautiful historic building, we embark on a journey – a journey full of twists, turns, ups, downs, but most of all a sense of wonder and beauty nurtured by our wonderful faculty and curriculum. Put simply, the world would be a much poorer place if Waldorf education did not exist.

I am happy to report that our school once again remains in a solid financial position. We have taken steps to restructure the administration with the debut this year of the school administrator, Tim Altieri. We have also begun the important work of creating a robust and institutionalized

development function in our school. The purpose of this will be to gain additional funding to create enhanced stability and greater resources for our school in the coming years. Currently, we remain primarily tuition dependent with fundraising income supplementing that tuition. The next step is to move into a broader pool of resources, which is currently our top priority.

As always, we remain open to input from any and all members of the school community. Feel free to contact any of us individually or attend an open meeting.

Thank you for the privilege of serving as the President of the Board of Trustees.

Ron Pollock
Board President



Treasurer's Report

BY MARIA DICKSON
Board Treasurer

The numbers that you see in the graph on the next page provide a snapshot of where we stood in June of 2018. Though just half a year has passed, it seems that we have traveled far in our outlook since then. This academic year began with 3 full Kindergartens and Grades 1-8; SWS has not had a full complement of classes in 8 years. Our beloved building is full of joyful noise!

While we only present last fiscal year's audited numbers to you here, it is a helpful guide to judge our significant progress to remember that 8 years ago, SWS suffered setbacks in both enrollment and revenue. We have spent these last 8 years rebuilding and renewing our school from top to bottom. We have put a new roof over our heads; we have replaced the gym floor, we have re-painted, re-polished, re-finished and re-furbished. We have revised our organizational and administrative structure to better serve the needs of parents and Faculty. We have increased teacher pay each year since 2015. This rebuilding has led us to a strong place from which to launch our next initiatives.

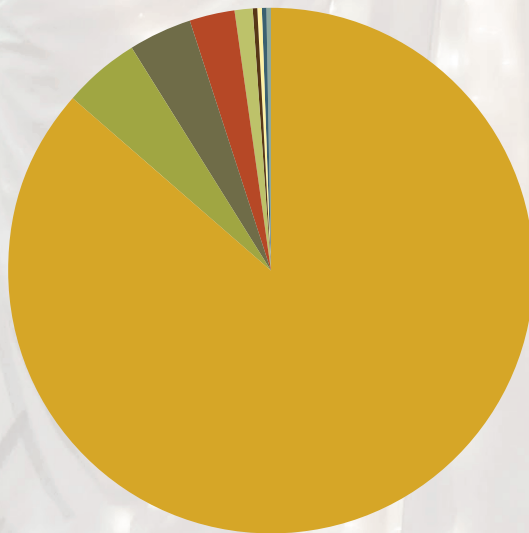
Primary among our initiatives is the renewal of a forward-thinking Development program. While our admirable fundraising and giving efforts have sustained and enriched SWS through the years, a robust Development program will position us for exponential growth in our ability to support the Faculty and curriculum as we all seek to do.

2017-18

Financial Statement

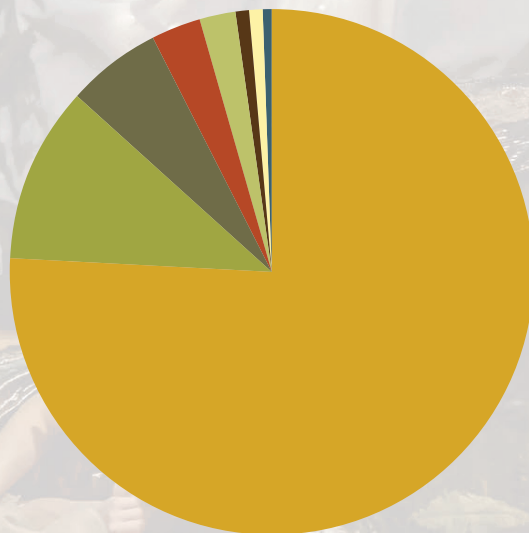
INCOME

	\$	%
Tuition and Fees	950,575.	86.5%
Fundraising - EITC	53,150	4.8%
Fundraising - Auction	41,000	3.7%
Fundraising - Annual Giving	30,250	2.8%
Fundraising - Winter Faire	12,189	1.1%
Fundraising - Grants, %, Scrip	3,903	0.4%
Fundraising - UTST	25,557	0.4%
Fundraising - Endowment Gifts	2,048	0.2%
Rental and Misc. Income	574	0.1%
TOTAL	1,119,247	100.0%



EXPENSE

	\$	%
Employees - Payroll and Benefits	842,289	75.8%
Facility, Utilities and Operations	120,962	10.9%
Financial Services and Insurances	65,861	5.9%
Classroom Supplies	32,766	2.9%
Admissions and Marketing	25,086	2.3%
Fundraising Expenses	4,683	0.8%
AWSNA - Membership expenses	9,242	0.8%
UTST Expenses	31,050	0.5%
TOTAL	1,131,939	100.0%



Extraordinary Gratitude.

We want to extend our gratitude for all of the support for (and energy around) the Extraordinary Give. With stretch pool funds from Lancaster County Community Foundation, WE RAISED OVER \$24,000!

The extraordinary work of our community spread the word of our incredible school and made this year's event one of SWS's most successful Extra Give ever; this accomplishment was only possible because of the energy, dedication, and commitment displayed by each of you. Because of YOUR generosity, we are able to continue the good work we do preparing our students to enrich their communities with creative critical thinking, compassion, and purpose. Our school may be small but the love and community that embraces it goes well beyond these historic walls. For that, we are so honored, and are excited for things to come in 2019!

Special Thanks to

*Heather and Brad Botchlet
Ernie and Jen Schaefer
Sandra Gibson
Ron and Gina Pollock
Kyle and Corrine Grimes
Deb and Jim Long*

Additional Thanks to:

Peer to Peer Fundraising Champions
*Rochelle Dietz
Rachel Sammon
Anyia Mullen*

*Erin Darby
Laura Franklin
Cary Miller
Justin Kramer*

*Allen Clements for the
incredible SWS video*

*Sarah Fiore of Indian Summer Jars
for her live performance
and our generous Flash Prize Donors*

Scott Albert
Tim Altieri
Cynthia Anderson
Doerthe Andrae
Sara Baker
Randon Baum
Ana Bhagavan
Krista Bieniek
Jason Bittle
Brad and Heather Botchlet
Michele Bote
Spike and Jenny Brant
Joana Bugano de Alcantara
Kate and Brian Burger
Michele Calabretta
Laurin and John Castoldi
Nicholas and Wendy Cekovich
Emily Claus
Allen Clements
Karen Collins
Jen Collins
Michael Corradino
Jane Cray
Melissa Crognale
Gina D'Ambrosio
Erin Darby
Kenneth DeNisco
James DeNisco
Maria Dickson
Kate Dickson
Rochelle Dietz
Wendy Dougherty
Donna and Jay Ebersole
Carrie Emich Wallace
Ethel Estep
Darlene Farbo
Jennifer Fischer
Daniel Fisher
Vielka Flored
Deirdre Folkers
Robin Forney



*You know you're an
SWS child when...*
**a simple log is the
greatest toy out
there.**



*You know you're an
SWS child when...*
**your classroom
sometimes looks
like this...**

Linda Forney
Laura Franklin
Becky and Bob Friedrich
Heidi Fuerst
Michelle and Connor Gherardi
Sandra Gibson
KT and Arielle Gieg
Arlene Girvin
Brian Gish
Rachel Good
Esther Goropoulos
Philip Goropoulos
GPJ and Rebecca Graham
Corinne and Kyle Grimes
Laura Gruno
David Hammond
Jamie and Chris Hanlon
Laura Harouz
Katherine Hartman
Vincent Herron III
Ruth Hessong
Gina Heysek
William and Donna Heysek
Erin and Mike Higgins
Jeffrey Hildreth
Patricia Hinds
Zachary and Liz Hollcraft
Steve Houser
Joshua Huber
Cindi and Ed Hughes
Victoria Hughes
Mandi Hurley
Leslie and Jill Jones
Shannon and Lew Jordan
Andrew and Joanne Kachonik
Megan Kelly
Sue Kim/Minnihan Family
Kathy and Tom Kingston
Kimberly Klein
Jennifer Knapp
Linda Koppenhaver

Justin Kramer
Eileen Kruhm
Katerina Kuss
Karen Larson
Deb and Jim Long
Deborah Lord
Katherine Loudermilk
Jasmine Maloney
Justin Mann
Heather and Steven Marchessault
Deborah Mauro
Melissa McIntyre
Janina McNeil
Sam Meckley
Jessica Meyer Family
Lori Michener
Melanie Miller
Linda Morgovnik
Kari Moritz
Richard and Erin Moss
Rita Moss
Anya Mullen
Jim and Kris Mullen
Kevin Mullen Family
Alicia Mumma
Boel Neville
David Nice
E. Pargament
Jackie and Jeff Pargament
Asia Pecora
Kristie Peters
Diana Pitman
Regina and Ron Pollock
Linda and Douglas Potter
Christopher Potter
Brian Rank
William Rank
Victoria Read
Leilani Richardson
Fausto Rivera
David and Mandy Rock

Linda Ross
Timothy Rudowsky
Judith Runne
Lydia Sadauskas
Terry Sammon
Sean and Rachel Sammon
Karen Sattler
Lori Savitch
Ernst Schaefer
Jennifer Schaefer
George Schwartz
Carolyn Shaffer
Lennon Shivery
Jennifer Shivery
Susan Sidler
Gregory Skirboll
Mike Snyder
Nancy and Robert Snyder
Patsy Snyder
Mike Sokolow and Denny Sirotta
Melinda Stauffer
Tabea Steinbeisser-Fitz
Michelle Szpara
Yvonne M Szpara
John and Kathy Thompson
Sharon Trostle Family
Susan Tushingham
Allyson Valentine
Anne Vogt
Sharon Walker
Constance Waltz
Michelle Wann & Bill Laudien
Timothy Warman
Karl and Erin Weaver
Maria and Doug Wherley
Jessica Whitaker
Margaret, Paul and William Willard-Traub
Jodi and Jan Wolgamuth
Lisa Zieleniewski



Accreditation Update

BY TIM ALTIERI
School Administrator

The Susquehanna Waldorf School is proud to have started the process of dual accreditation from the Association of Waldorf Schools of North America (AWSNA) and the Pennsylvania Association of Independent Schools (PAIS). To earn this distinction, representatives of each of our constituent groups will participate in a rigorous self-study to measure how well we operate in accordance with our own policies, procedures, mission and vision. We will determine which operational and philosophical areas conform to the AWSNA's principles and practices for Waldorf schools, and the 25 PAIS standards for accredited independent schools.

During this two-year process, we will collaboratively decide how to update and improve the ways we serve our students, families, employees and the local Waldorf community in order to meet the expectations of both certifying organizations. Guidance will be provided from endorsement experts from both AWSNA and PAIS during site visits and on-line consultations, as well as a week-long peer review and evaluation conducted by a team of representatives from both organizations.

Although the accreditation process is very structured, requiring SWS to meet the high standards of these outside agencies, both AWSNA and PAIS expressly affirm the independence, self-governance and freedom of each of their member schools to practice within their principles and standards. Through this work, AWSNA and PAIS will acknowledge our progress toward an ideal of educational excellence.

SWS Brand Refresh

BY MICHELLE WANN

Admissions & Marketing Director

“Our logo makes a statement about us—our inner and outward expression of the organization’s goals and values. Our logo exists in many places beyond the school website. It has recognition in the market and deep associations with other Waldorf schools. The logo lives soundly with many communities that we serve.” *SWS ALUMNI PARENT*



Years ago, a logo task force (consisting of SWS School Board members and faculty, along with numerous passionate parents) set out to create a logo/brand for the school. Their purposeful work meant identifying the core values of the school—what it stood for then and what they wanted to carry forward into the future. They knew they wanted the logo to show incarnation of our children and to have a presence within nature and to make sure it included our inexhaustible inner light. “We did not want a snappy marketing icon.” The SWS logo carries with it deep and meaningful roots.

The spiral that our logo is known for was found originally as a petroglyph, discovered on Walnut Island (Lancaster County) in our beloved Susquehanna River. Alone, the petroglyph offers a deep, simple, intrinsic truth, a feeling of permanence and longevity, of geological relevance and sacred geometry. The inner coil of light was placed in a square box because of the beauty of its paradox, but also as the expression of the inner and outer community relationship in a continuum.*

Over the last year, SWS has carefully undergone the process of updating our school website. Not only did we want to be more user-friendly and accessible, we also wanted our “brand” and outward messaging to reflect who and where we are as a school. The new website, launched in late October, reflects a maturing school. Through beautiful imagery, the site highlights the work of community and the work of our developing children, while also leading new families through the value of Waldorf education. The gently updated logo is supportive of this as well. Holding to the foundational elements of the spiral and its color, the logo also reflects the colorful, warm energy presently elevating SWS into a bright, prestigious and sustainable future: honoring our school’s past, nurturing the lives of children and families today and looking ahead with united spirit in community.

**Source: “From the Heart of the Task Force: An introduction to our New Logo.” June 1, 2004.*





“Where is the book in which the teacher can read about what teaching is? The children themselves are this book. We should not learn to teach out of any book other than the one lying open before us and consisting of the children themselves.”

RUDOLF STEINER
Founder of Waldorf Education



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