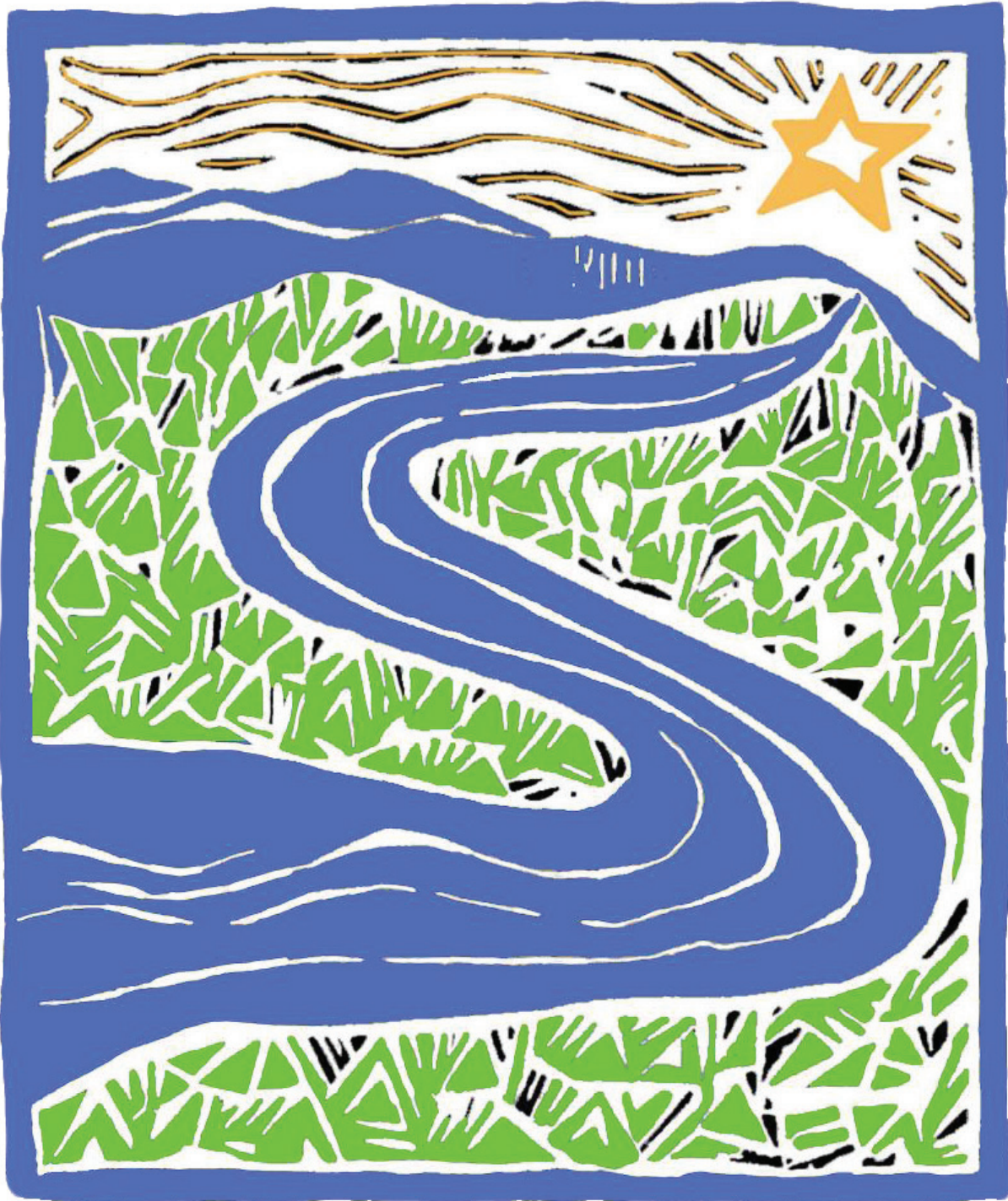


2020/21

Annual Report

Susquehanna Waldorf School





STAFF

Jessie Whitaker, Early Childhood Teacher
Tabea Fitz, Early Childhood Teacher
Wendy Dougherty, Class One Teacher
Melissa McIntyre, Class Two Teacher
Jennifer Larson, Class Three Teacher
Michele Calabretta, Class Four Teacher
Rochelle Dietz, Class Five Teacher
Lisa Sweeney, Class Six Co-Teacher
Summer Tucker, Class Six Co-Teacher
Nina Radanovic, with Marina McGrew
and Rich Turnerr, Class Seven Teacher
Katie O'Brien, Class Eight Teacher
Nina Radanovic, Music Teacher
Hui-Ling Singer, Mandarin Teacher
Michael Cameron, Orchestra Teacher
Lisa Sweeney, Latin Teacher
Tina Quintana, Fiber Arts Teacher
Nathan Stichler, Woodworking Teacher
Krista Bieniek, Educational Support Director
Erin Darby, Receptionist
Deborah Duke, Business Manager
Michelle Wann, Admissions & Marketing Director
Courtney Kokus, Communications Coordinator

BOARD MEMBERS

President | CJ Potter
Vice President | Jen Shivery
Secretary | Open
Treasurer | Maria Dickson
Administration Representative | Michelle Wann
Faculty Representative | Nina Radanovic
Business Manager | Deborah Duke
Leadership Council Representative | Rochelle Deitz
Member At Large | Ernie Schaefer

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OUR MISSION

The Susquehanna Waldorf School inspires resilience and compassion for others, awakens our students' capacities for innovative thinking, and prepares them to engage with purpose in the world.

OUR VISION

The Susquehanna Waldorf School educates children out of a strong anthroposophical understanding of the developing child, so that they may go forth with resilience, compassion, purpose and capacities for innovative thinking.

LETTER FROM THE BOARD



In the year of the pandemic, the Susquehanna Waldorf School has doubtlessly proven correct the Roman poet, Horace, who offered that adversity reveals talents, which in more prosperous times may have lain dormant. Of course, schools everywhere faced extreme adversity in 2020. Unlike many, though, we have ably met the challenges. We have found new gears and capacities, cultivated opportunities for growth and made deft moves of efficiency and sustainability. In many ways the school has proven itself to

itself—its constituent parts—Students, Parents, Faculty, Staff. Without each part pulling its weight we would not be so ably poised for the future. Indeed, we might not be here at all. Together we've weathered a great storm. Certainly, much work remains, recovery is still afoot. But just now, for a moment, wink at a student, fist bump your teacher, give a savvy glance to your colleague or fellow parent: I'm with you; you're one of us. We're the Susquehanna Waldorf School.



Who hears the rippling
of rivers will not utterly
despair of anything.



- Henry David Thoreau

The Board of Trustees would like to thank the parents of our school for your trust, commitment, cooperation, and patience. Our faculty for your resilience and dedication. And our staff for your skill and expertise. We stand with you all in community, humility and gratitude. So much gratitude. We are honored to serve you, our community. This is the annual report, a look back in numbers at the year of great challenge which you all have made remarkable. Please reach out any time, or come join us.

Blessings on all of you and our school.

BY CJ POTTER
Board President



TREASURER'S REPORT

BY MARIA DICKSON
Board Treasurer

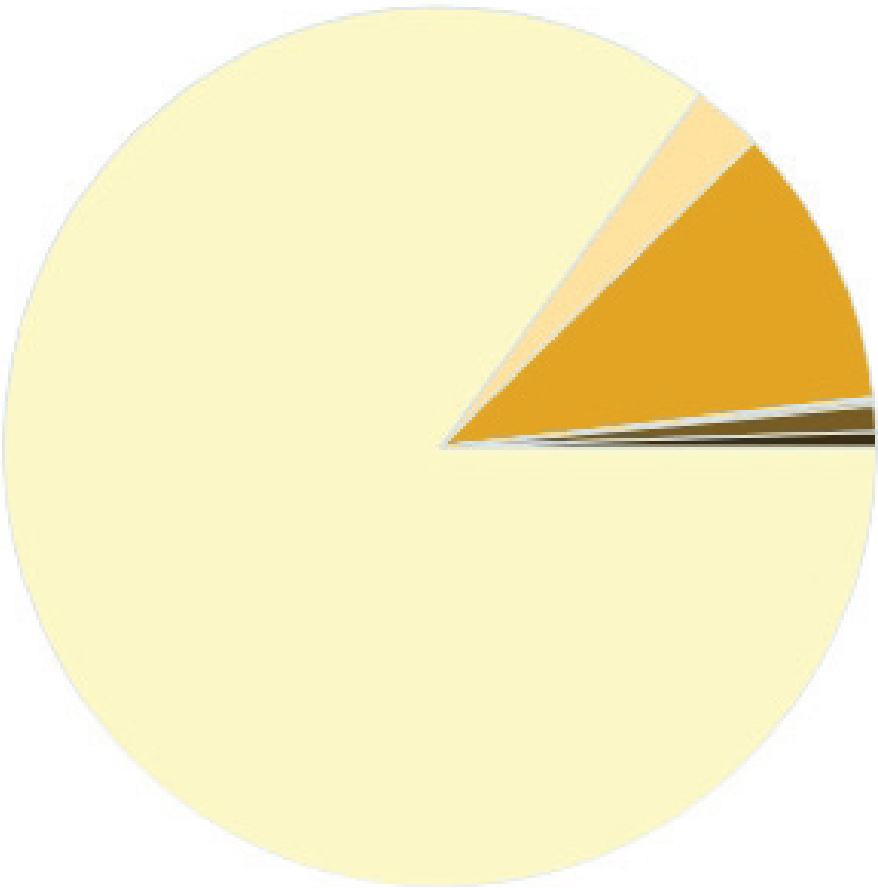
I'm sure that we are all tired of reading or trying to create our own summations of the events of the past year. We have lived it together but separate and are still struggling to fully process it. Covid and 2020 will be the inflection point in our stories for the rest of our lives. It is no different with the financial story of SWS. The graphs that you will see on the following pages also have the same inflection point. July 2019 to March 2020 is one story; March 2020 to July 2020 is another. The sum total was that we ended Fiscal 2020 in the black thanks in large part to the first PPP loan and the incredible dedication and agility of our staff who held the children remotely when the world was topsy-turvy.

Looking forward, we were able to continue on in Fiscal 2021 with a second PPP loan and a well-timed refinance. A return to full programming and an increase in teacher pay are on the horizon. The outline is in place, our pencils are sharpened and we are looking forward to a chapter of renewal and replenishment in the story of SWS.

*The need for imagination, a
sense of truth, and a feeling of
responsibility these three forces
are the very nerve of education.
~ Rudolf Steiner*



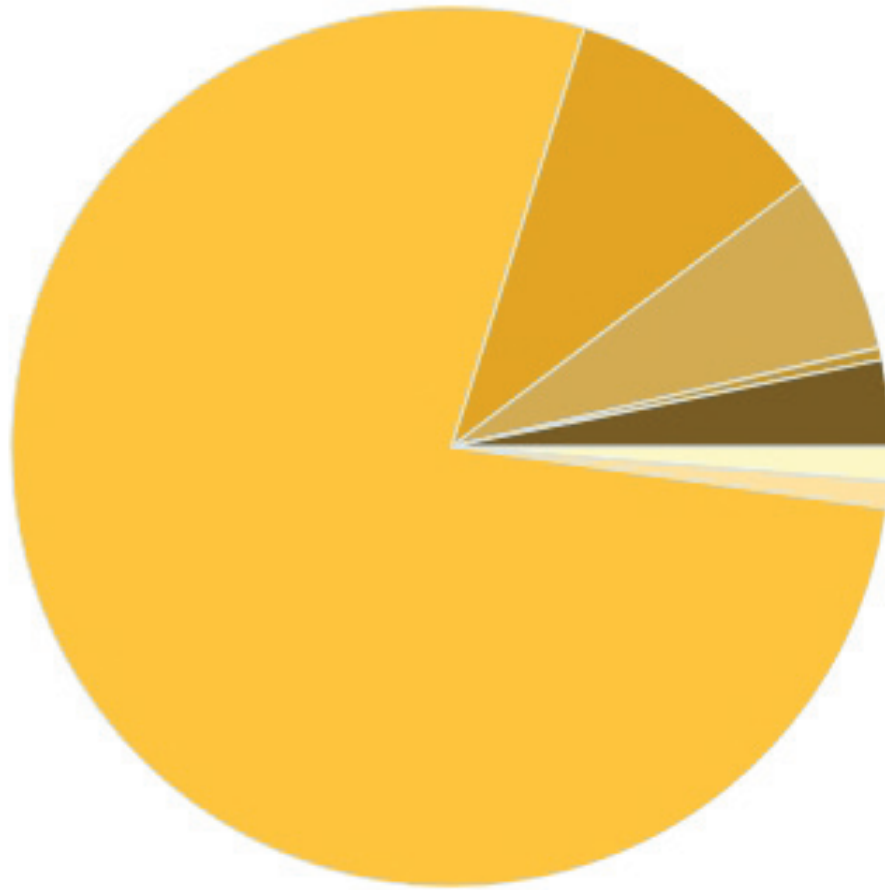
FINANCIAL REPORT



INCOME

Enrollment and Program Revenue	996,122	85.17%
Fundraising - Annual Giving	30,734	2.63%
Fundraising - Auction	-	0.00%
Fundraising - EITC	121,750	10.41%
Fundraising - Endowment	1,407	0.12%
Fundraising - Grants, %, Scrip	2,156	0.18%
Fundraising - Winter Fair	10,818	0.92%
Miscellaneous Income	6,731	0.58%
Total	\$1,169,528.35	100%

An investment in knowledge pays the best interest. -Benjamin Franklin



EXPENSE

Admissions and Marketing	14,598	1.27%
AWSNA/ WECAN - Membership Expenses	11,215	0.98%
Employees - Payroll and Benefits	892,997	77.66%
Facility, Utilities and Operations	113,018	9.83%
Financial Services and Insurances	76,359	6.64%
Fund-Raising Expenses	5,169	0.45%
Classroom Supplies	36,505	3.17%
Total	\$1,149,861.27	100%

EXTRAORDINARY GRATITUDE

BY COURTNEY KOKUS
Communications Coordinator

We are blown away by the support we received during this year's Extra Give. Through the hard work of every parent, grandparent, teacher, staff, and friend SWS was able to have our most successful Extra Give ever and raised over \$40,000! We thank everyone who made this possible! Extra Give is a unique event for our school. It's not only a fundraiser but a chance to engage our community and promote the mission of SWS. We were blown away by the large matching donors who stepped in to support us while many were affected by the pandemic. Because of YOUR commitment, we are able to continue the good work we do preparing our students to enrich their communities with creative critical thinking, compassion, and purpose. Thank you again and we look forward to continuing to grow in 2022.

Special Thanks To The Matching Donors: Kyle and Corrine Grimes, SWS Board, and The Anonymous Families & Grandparents

Additional Thanks To The Prize Donors: Buddha Board, Sarah's Silks, Jen Fischer, Sophia Says, Gina D'ambrosio, Mercurius



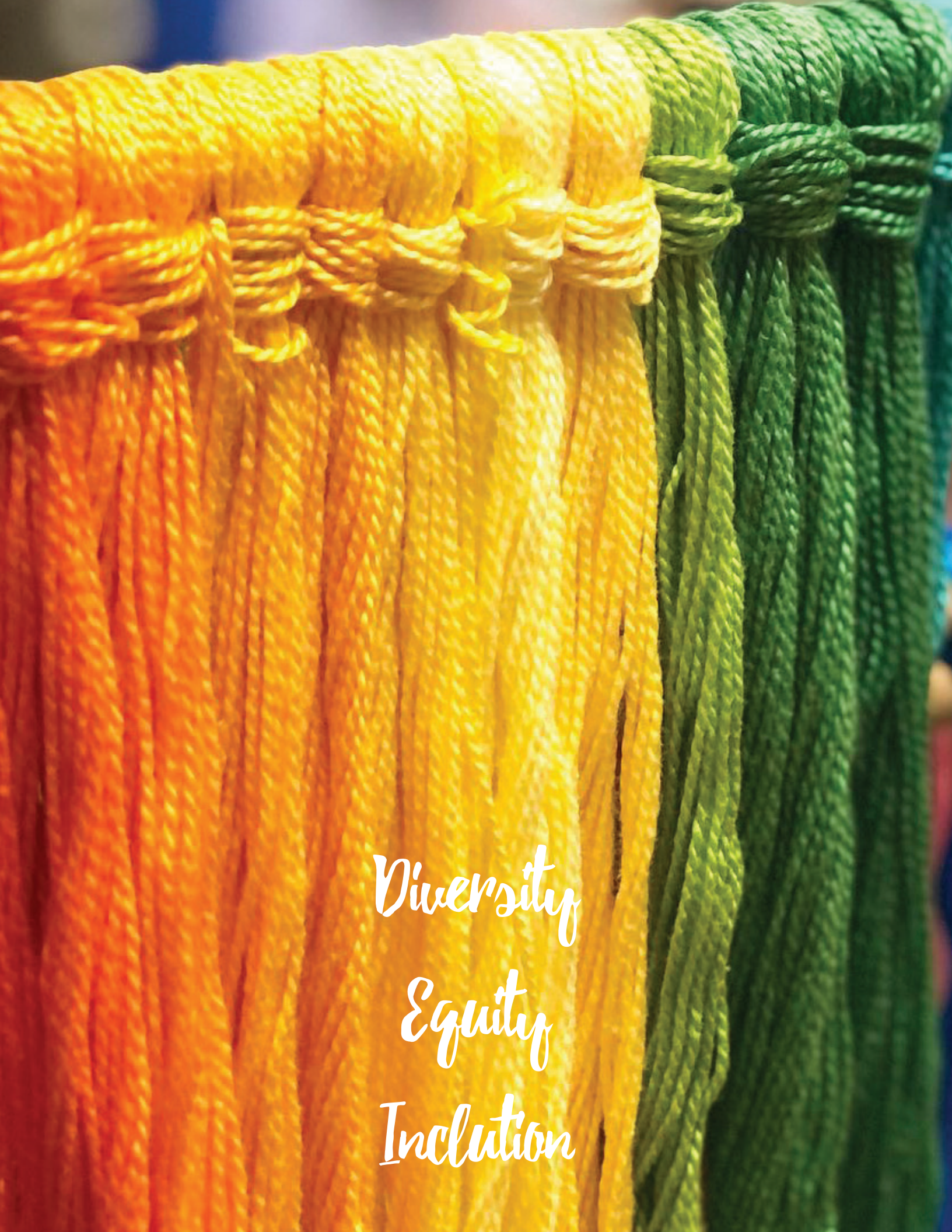
The need for imagination, a sense of truth, and a feeling of responsibility; these are the very nerve of education.
~ Rudolf Steiner

Joana Alcantara
Tim Altieri
Randon Baum
Anne Beegle
Krista Bieniek
Bryan Bieniek
Kristine Bittle
Nancy Bull
Drue Bullington
Michele Calabretta
Megan Carnice
Carnice Family
John, Laurin, Lucy & Gus Castoldi
Neal Cavanaugh
Katherine Cook
Sandy Cooley
Bill and Sandra Cooley
Michael and Sharon Corradino
Lori, Mike, Emily and Riley Corradino
Gina D'Ambrosio
Darby Family
Kenneth DeNisco
Karen & Jim DeNisco
Kate and Jim Dickson
Andrew and Maria Dickson
Rochelle Dietz
Wendy Dougherty
Douglas, Ezra and Deborah Duke
Jay and Donna Ebersole
Ethel Estep
Jennifer Fischer
Christopher Fitz
Deirdre Folkers
Leah Fox
Sean Frailey
Terrie & John Frailey
Duane and Laura Franklin
Freiberg Family
Rebecca Friedrich
Jennifer Frye
Heidi Fuerst
Debra Fusselman
Holly Galvez
Tom Getz
KT Gieg
Jeffrey Gipe
Esther Goropoulos
Phil, Amy, Elena and Maya Goropoulos
Laura Gruno
Jan and Arl Haas

David Hammond
Doreen & Michael Heider
Bill and Donna Heysek
Gina Heysek
Beckett Hofer
Christy Hoover
Shannon and Lew Jordan
Megan Kelly
Thomas Kingston
Michelle Kingston Wann
Kimberly Klein
Luke Kline
Jennifer Knapp
Kathryn Kochel
Courtney Kokus
Jon Kokus
Kathy & Nick Kokus
Lauren Sophia and Phil Kreider
Heather Kreider
William Laudien
Andrea Laycock
Ted and Cecilia Leigh
Jaime Lynn Lewis
Long Family
Deborah Lord
Kate Loudermilk
Martinelli Family
Judith H Maurice
Deborah Mauro
Melissa McIntyre
Thomas McIntyre
Max McIntyre
Colin McIntyre
David McMahan
Sam Meckley
Alice Meckley
Samuel Meckley
Kathryn Meyer
Jessica Meyer
Frank Meyer
Mary Miller
Jacqlyn Mori
Anyia Mullen
Alicia Mumma
Boel Neville
Larry Newcomer
Joshua Nice
Lilia Nice
David Nice
Alexander Nice

Rebekah O'Brien
Liz Pargament
Nancy Pearce
Kathryn Pearce
Pecora Family
Dennis Peters
Diana Pitman
Ron & Gina Pollock
Quintana Family
Nina Radanovic
Brian Rank
William Rank
Jesse Reich
Alene Reich
Leilani Richardson
Rebecca Rudowsky
Judy Runne
Lydia Sadauskas
Karen Sattler
Ernie Schaefer
Jennifer Schaefer
George & Nicole Schwartz
Krystle Seitz
Carolyn Shaffer
Jen Shivery
Susan Sidler
David Sieglitz
Denise Sirota
Tabea Steinbeisser Fitz
Maureen Sullivan
Lisa Sweeney
Michelle Szpara
Christina Takahashi
Robert Taylor
Brandon and Abby Tennis
Kathy & John Thompson
Sharon & Noah Trostle
Summer Tucker
Jane Tushingham
Sue Tushingham
Sharon Walker
Connie Waltz
Bernadette Warman
Jim Weber
Jessica Whitaker
Steven Witter
Jodi Wolgamuth
Nancy & Jan Wolgamuth
Peg Zimmerman

Thank you!



Diversity
Equity
Inclusion



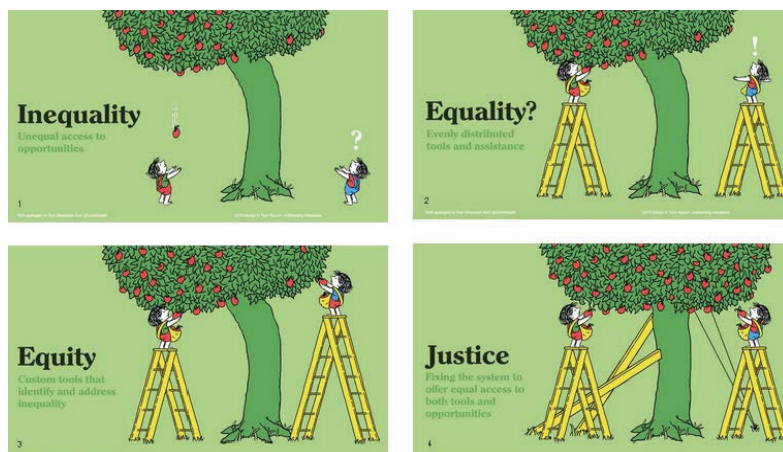
DEI Work

BY COURTNEY KOKUS
DEI Chair

In the 2020-2021 school year, Susquehanna Waldorf School has put an intentional focus on DEI work (diversity, equity, inclusion). To approach this work with honesty and transparency, a committee was formed with willing staff, teachers, and parents. The DEI Committee has been busy with multiple projects, including developing a DEI statement which is the foundation of the work done in this space. They held a workshop to review the admissions application to add mindfulness of inclusivity and anti-bias and are conducting a self-work study with the book *White Fragility*. DEI work is extremely important to SWS and this committee is humbly approaching a multitude of projects and priorities with the full support of the SWS Board, Faculty, and Staff.

Our Commitment to Diversity, Equity, and Inclusion

The Susquehanna Waldorf School actively encourages its students to understand, respect and appreciate diversity as defined by a range of racial identifications, ancestries, nationalities, native languages, socioeconomic backgrounds, family structures, ages, belief systems, gender, sexual identities, abilities, appearances, and occupations. We are dedicated to the ongoing process of furthering diversity in our student body, faculty, staff, administration, and trustees. Our commitment to diversity, equity, inclusion and social justice is reflected in both our curriculum and in our community strivings, as we seek to ever deepen our empathy for one another and the world in which we live.





BY MELISSA MCINTYRE
Accreditation Liaison

ACCREDITATION

After almost two years of preparation and hard work, the Susquehanna Waldorf School is excited to welcome the dual accreditation site visitors from PAIS and AWSNA on April 18th. This accreditation work came to a near halt as all attention shifted towards running a school during a pandemic. However, by late summer, the Accreditation Steering Committee (ASC) was more determined than ever to complete the work. With the addition of Wendy Dougherty as our writer, ASC successfully submitted the 160-page self-study document, including an updated All Subjects Curriculum Guide, in mid-February.

From April 18th to April 21st, we will host the visiting team of five PAIS and AWSNA representatives. Safety protocols will be followed throughout all meetings and observations as the team evaluates every aspect of our school and our programs. Afterwards we will receive a review of the full site visit, noted standards to work on for the continued development of our school, and the approval of full membership with both accrediting bodies.

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COMMUNICATIONS DURING A PANDEMIC

BY MICHELLE WANN

Admissions & Marketing Director

Each year, in late February, eager rising first grade parents gather in the first-grade classroom, sit at the children's desks and garnish a peek into the life of a Waldorf grade student. We shake hands, we share snacks, we stomp and sing in a sample morning circle and we certainly ask a lot of questions- without masks and without being six feet apart from one another.

Enter the Covid-19 virus. How do schools effectively create the experience of a First-Grade Sampler when we can't see the soft pink walls, gentle lighting and beautiful chalk drawings? How do we have intimate conversations about the monumental decision of schooling, when we can't see each other's mouths?

Likewise, how do we celebrate quintessential events like GLO (Grandparents and Loved Ones) Day and Graduation online- to properly and wholly convey the sentiments of our students to our teachers and loved ones, and vice versa?

Like just about everything else, Communication, Marketing and Outreach had to be reinvented in the year of the Coronavirus. Good news is- Waldorf folks are creative. All over the world, we saw virtual tours and events start popping up. Zoom became a household name as school events transitioned to virtual platforms. At SWS, we felt it important to maintain our school culture as best as we could despite the remote environment. To that end, we began weekly Candlelight Gatherings last March. We met on Zoom nearly every Friday once the pandemic hit, until the end of the school year. We honored our Grandparents and Loved Ones, mourned loss, shared student work and celebrated our graduates. Candelights kept us connected with each other and many of us treasured the final departing moments when we could "unmute" and say hello and good night to our friends and teachers.

The Class of 2020's graduation ceremony was as intimate as we've had in years. Students and their immediate families gathered in a grandparent's backyard with only the class teacher. The ceremony

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21





COMMUNICATIONS DURING A PANDEMIC CONTINUED...

was videotaped to send to loved ones. Afterwards, families drove to a church parking lot to find all our class teachers and Subject teachers spread out celebrating the graduates through music, signs, horns, dancing and more! What could've been a disappointing day or a sterile online event became a beautiful, community-centered celebration.

As we entered the school year this past fall, uncertainty remained. Six outdoor classrooms became integral in providing safe spaces for our students to be on campus. This innovative approach, along with small class sizes that could easily distance, was a huge "selling point" of our school- yet, out of a responsibility to protect our students and teachers, we chose not to widely market these outdoor spaces. As well, the question of supporting our Festival life provided challenges. Creative problem-solving was key, as was the notion of embracing and adapting to technology: Sharing our stories through pictures on our social media outlets, utilizing "live" events online, and even connecting parents and remote students to our Valentine's Day exchange over Zoom. Though somewhat counter to our low/no-tech educational philosophy, the digital world opened our channels of communication this year, and we're grateful for that.

This spring, all our Open Houses are virtual. What seemed impossible became intimate, lively virtual conversations and presentations of our classrooms and curriculum. Though not ideal- it works! Private in-person tours are happening and it's truly remarkable to share the adaptability of Susquehanna Waldorf School. with prospective families. Waldorf schools are also combining their resources to expand their reach to new families. Nearly two dozen Waldorf schools around the country, including ours, are participating in a collaborative Facebook ad campaign, whereby we are distributing unique but consistent messaging about Waldorf education through our social media pages, tying in supportive news articles.

We are deeply grateful for the resourcefulness, creativity, flexibility and steadfastness of our Waldorf colleagues, our Board of Trustees, our teachers, and of course- you, our parents and friends of the school during this unusual and challenging year. Together we remain connected and cohesive when we need it most.





Never give up, for that
is just the place and
time the tide will turn.
- Harriet Beecher Stowe

*Blessings
on all of
you and
our school*



SUSQUEHANNA
WALDORF
SCHOOL