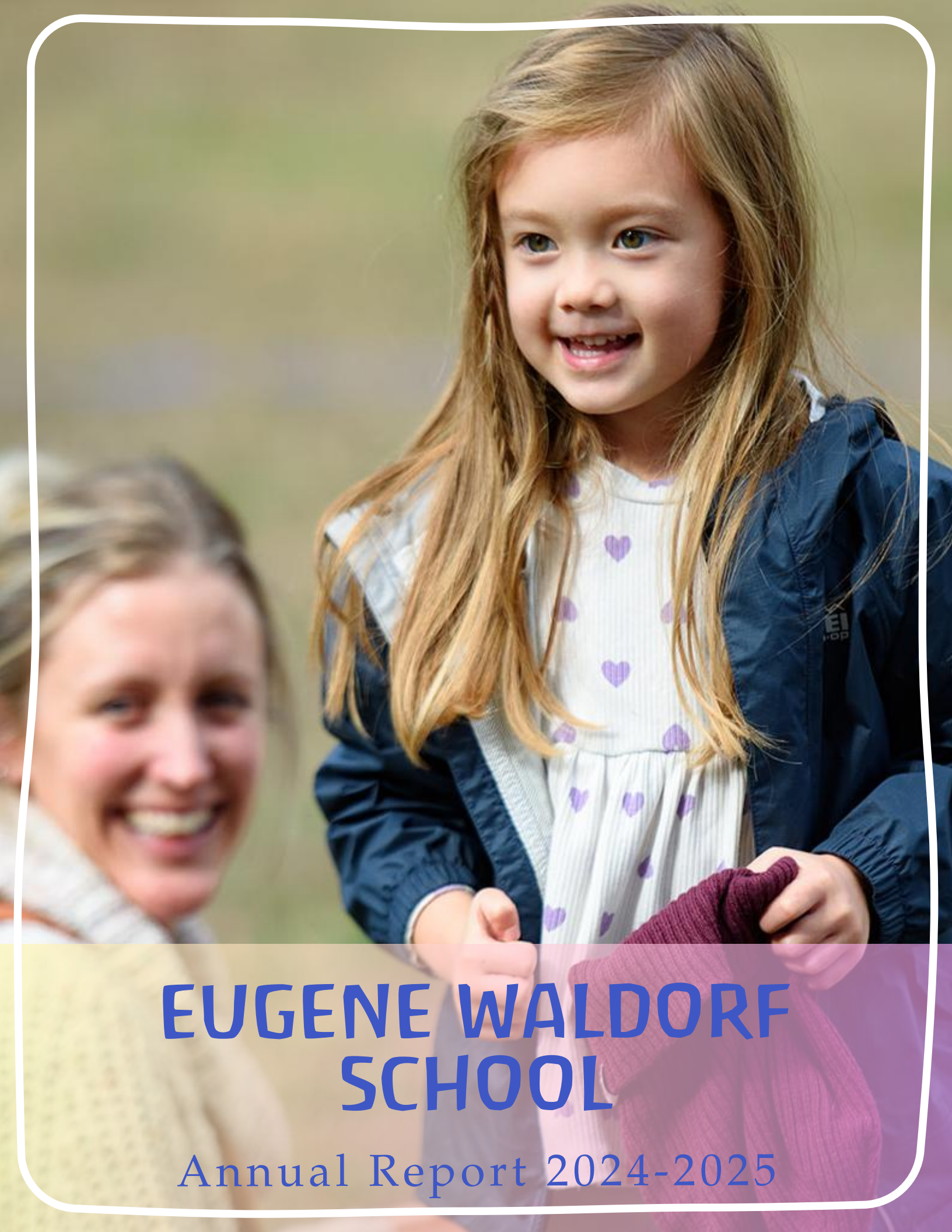




# EUGENE WALDORF SCHOOL

Annual Report 2024-2025



## MESSAGE FROM FIFTH GRADE TEACHER, JELENA JAEHNIG EWS TEACHER 1993-PRESENT

Every day children burst into our school as soon as the doors open, excited to see their friends, and to hear what their teachers prepared for them.

They will soon be carried along by a day that balances meaningful stories and imaginatively crafted lessons with skill-building, hands-on activities, and includes many opportunities for children to feel their bodies through movement. Students trust that their teachers will see each of them as the individuals they are.

The Eugene Waldorf School has been opening its doors to children for 45 years. I have had the honor and privilege to walk through those doors as well for many of those years, and I have seen children find a trusted second home at our school.

Our classical curriculum and hands-on science classes involve students in rigorous academics. At the same time, we value and cultivate reverent moments to mark the rhythms of the day and of the seasons.

As students sing, draw, paint and model about subjects they are studying, they experience tones, colors and textures that nourish their soul experience of the world. Through these activities we practice forming judgements about aesthetic experiences, and thus practice flexible thinking.

The often years-long relationship between students and their teachers provides an opportunity for children to be guided towards balance in their development. Daily and weekly rhythms, and close teacher support, can help children gain strength in their work habits, while rigid qualities may soften into greater flexibility. For years, I have witnessed, many students begin to breathe out and relax into learning at our school, which is wonderfully rewarding for both child and teacher.



As students participate in all activities of our renaissance curriculum, and observe classmates doing the same, they experience both their own and their peers' strengths and struggles. Experiencing a variety of activities firsthand builds individual confidence, while the process of accomplishing the projects with a diverse group of peers fosters cooperation rather than competitiveness. An education that nourishes soul forces, and cultivates independent, creative thinking is essential for today.

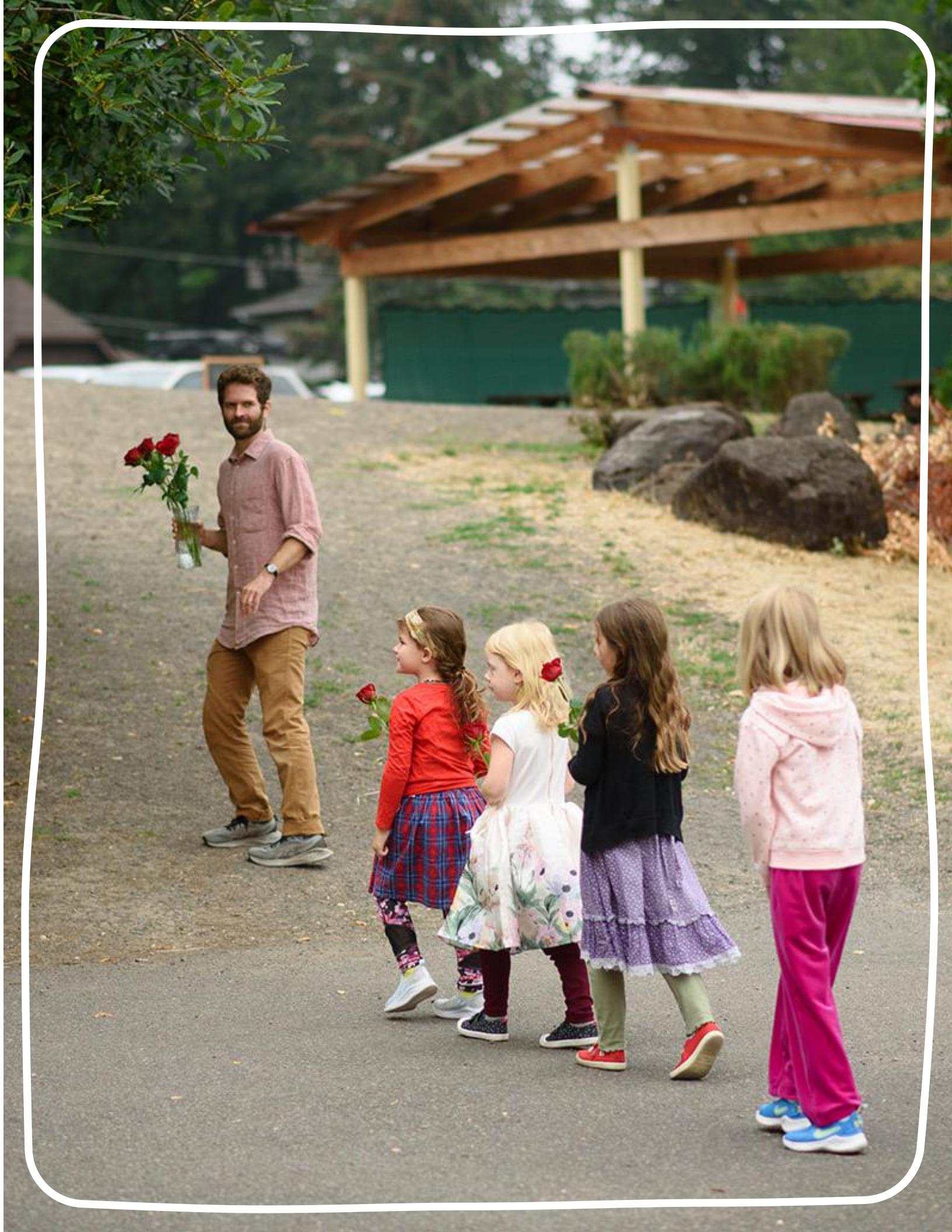
I believe that what this school has to offer children and families is of great value for the educational landscape of Eugene. EWS alumni flow outward and into the greater community and world, carrying with them open-minded, positive influence and an ability to be active participants in the world.

In the last five years, it has become apparent that what we offer is needed more than ever. We see that our business practices from the past are no longer serving us as they once did, and the opportunity to build new tuition models and learning support is deeply exciting. Help support us now as we adjust to the needs of the future. Many important cultural organizations are in danger of closing without the love and care of those who see their value. To continue to fulfill our mission, meeting the needs of today's children, we absolutely need your help.

In the spirit of a reciprocal stream, we are asking you to give what you can to help support an inward momentum. Your monetary donations are a show of the gratitude you feel for the open hearts and hands of the educators who help to make this experience possible. Most importantly, tell others about us so that our doors may continue to burst open with young, eager faces ready to learn about themselves and the world.

The Annual giving Campaign is a critical part of our ability to provide exceptional Waldorf education. We see each donation as a generous expression of shared commitment and support to nurture the next generation of innovators, entrepreneurs, scientists, educators, artists, musicians, and parents.

With gratitude,



# OUR MISSION

The mission of the Eugene Waldorf School is to educate the whole child for the future, equally engaging body, mind and spirit. Our teachers foster a love of learning by enlivening the imagination, strengthening the creative will, deepening understanding and awakening a sense of community. Our academic program integrates the arts, humanities and sciences. We strive to help all children develop their unique physical, emotional, intellectual and spiritual capacities. This enables each individual to responsibly enter in freedom into an ever-changing local and global community.



# OUR VALUES

Eugene Waldorf School Community Values read in part;

**These values are dedicated to building a supportive, inclusive, and sustainable community that recognizes each member and fosters equitable and culturally responsive education.** This commitment includes nurturing our diverse student body emotionally, physically, and socially through trauma-sensitive and relational practices, as well as ensuring safe and respectful environments in all EWS learning and work spaces. These values are guided by ongoing training in resilience and equity systems.



**We value safety and support for all students, faculty, and staff.** We recognize diverse learning styles, ethno-racial backgrounds, sexual orientations, gender expressions, and religious/spiritual faiths in both the classroom and administration. When these differences generate tension, we will employ restorative dialogue to facilitate understanding and build respect for diverse identities and cultural practices.

**We value the process of recognizing our biases so as not to impose them on our school community.** We respect the many differences we each bring with us. We actively promote social justice in our learning and work environments. When there is conflict in our community, we engage in relational practices to reach resolution.

**We value social, physical, and emotional learning that recognizes each student.** We work for equity and inclusion throughout this education by providing: clear classroom agreements that are equitably applied; spaces to learn and work that are safe and calming for all, especially those who have survived trauma; personalized educational support that attends to neurodiversity; and close family involvement throughout our community.



# FACULTY AND STAFF

**Rosebuds Class** - Elizabeth Jarvis

**Sunflower Preschool** - Carolina Plowman & Mariko Korican -Pentagram

**Lilypad Preschool** - Tammy Betzko & Elizabeth Starr Lilly

**Starflower Kindergarten** - Beth Daly, Willow Sat Narayan & Melissa Beard

**Rose Kindergarten** - Lina Meade & Jessica Hin

**EC Roving Teacher**- Judy Li

**Preschool Robin's Nest** - Elizabeth Starr Lilly & Prempreet Wrinkle

**Kindergarten Robin's Nest** - Jessica Hin & Mariko Korican-Pentagram

**First Grade** - Ben Mew & Jen Bosch-Fahl

**Second Grade** - Mario Chavarin

**First and Second Grade Afternoons** - Rachel Hawks & Cricket Clarke

**Third Grade** - Suzanna Didier

**Fourth Grade** - Jelena Jaehnig

**Fifth Grade** - Ian Stearns

**Sixth Grade** - Sarah Sams

**Seventh Grade** - Marina Taylor

**Strings** - Alex Abrams

**Woodworking** - Atta Turck

**Handwork** - Karen Tyler & Karen Clarke

**Spanish** - Cricket Clarke

**Spanish** - Rachel Hawks

**Title One Reading Support** - Susi Sessions

**Enrollment Coordinator** - Theresa Bergman

**Accountant** - Jill Keller

**Business Manager** - Nicole Morrison

**Office & Communications Manager** - Sara Spahn

**Administrative Assistant** - Desirea Stott Rodgers

**Site Coordinator** - Atta Turck



## COLLEGE OF TEACHERS

Suzanna Didier  
Jelena Jaehnig  
Nicole Morrison  
Carolina Plowman  
Sarah Sams  
Sara Spahn  
Ian Stearns  
Marina Taylor  
Atta Turck  
Karen Tyler

## LEADERSHIP RESPONSE TEAM

Nicole Morrison  
Marina Taylor  
Atta Turck

## BOARD OF DIRECTORS

James Holzgraf,  
*President*  
Kelli Williamson,  
*Vice President*  
Nicole Morrison,  
*Secretary*  
Cameron Stearns,  
*Treasurer*  
Kara Huntermoon  
Rebecca Huot  
Sarah Sams  
Peter Sistrom  
Andrew Smith III  
Ian Stearns  
Atta Turck

A photograph of a window with several snowflake-shaped decorations hanging from a string. In the center, there is a large, colorful geometric ornament made of many small triangles in shades of pink, red, orange, yellow, green, and blue. The window looks out onto a residential street with houses and trees.

## LETTER FROM THE COLLEGE OF TEACHERS

The College of Teachers stands at the heart of our school's life, carrying the pedagogical vision and guiding the work with students, teachers, and curriculum. Each autumn, once the rhythm of the year has begun to settle, the College invites new faculty for a warm check-in, a time for reflection, listening, and shared purpose. Last year brought new challenges. Teachers sought guidance in meeting students whose inner storms often disrupted the flow of classroom life. In response, the College and Leadership Response Team (LRT) wove a circle of support, bringing in seasoned mentors, deepening collaboration, and meeting with parents to strengthen understanding. Though this time of transition included the loss of a lead teacher and some students, it also became a turning point for growth and renewal.

This year, all faculty are engaged in a year-long study to strengthen our ability to meet every child through early identification of support needs, practical tools for regulation, and compassionate, coordinated support. We are grateful to walk this path with Rochelle Giametta, Educational Support Coordinator and Teacher from the Portland Waldorf School.

The LRT—Nicole Morrison, Marina Taylor, and Atta Turck—also guided the Self Study for AWSNA, the first step on our re-accreditation journey. Together, we reflected on how our school embodies the living principles of Waldorf education. The visiting team in May affirmed our work and offered three guiding tasks: to review our governance structures, to bring clarity through documented processes, and to form a Board committee to onboard and nurture new board members.

We said tender farewells to teachers Sarah Hilvert, Carolina Plowman, Tammy Beztko, and Alex Abrams, and we joyfully welcomed Lina Meade, Jessica Hin, Mariko Pentagram, Elizabeth Starr-Lily, Rachel McDaid, and Maestra Alicia Mora. With hearts full, we also welcomed our new first-grade teacher, Jen Bosch-Fahl, a longtime parent whose quiet wisdom, Waldorf training, and years of classroom experience now blossom in her own thriving class.

Warmly,  
The College of Teachers



**Working in the spirit of collaboration, and supported by the Board of Directors, the Administration Team works in service of day-to-day operations to support a vibrant and fulfilling Waldorf education.**



# ADMINISTRATION TEAM HIGHLIGHTS

- Participation in the newly formed Equity, Diversity, Inclusion & Belonging Committee
- Participation in the newly formed Funds Development Committee
- Obtained training with the Educational Support Coordinator at the Portland Waldorf School
- General Support for the Parent Collective on projects and events
- Participation in several outreach events in the greater community
- Creation and sales of spirit wear for EWS
- Continued to partnership with the Restorative justice in School Program
- Campus Investments
- Added a support room for students called the “Sky Boat Room”
- Hosted two Site Beautification Days
- Painted a chess board for outdoor play
- Replaced North portion of the roof on the Main building
- Installed two new play domes in our playgrounds



## LETTER FROM THE BOARD OF DIRECTORS

The Board of Directors is the group that holds fiduciary and legal responsibility for the organization as a whole. The board upholds and promotes the mission of the school while holding its long-term health as a priority. The Board of Directors is one of the decision making bodies at the school, and the College of Teachers is the other. The Board's work is strategic in scope and requires the collaborative work of many dedicated people including many community volunteers. At the 2024 Annual General Meeting, four new community board members were elected. Our current board is the largest one the school has had in many years.

One of the top priorities during the 2024-25 school year was fundraising for the Annual Giving campaign. The board hired a part time funds development support person, Cricket Clarke, to assist with this effort. With her help, the school was able to raise more money for the annual giving campaign than we have since 2019.

We were also able to launch a corporate sponsorship program for our school with the intention of partnering with local businesses and diversifying our sources of revenue.

We also applied for some grants that we sadly did not get chosen for. We will continue to seek out grant funding and look for additional ways to bring in revenue other than tuition.

Another focus for the year was increasing enrollment at EWS. We worked to broaden our social media presence and to get out in the local community at many events to make our school more visible.

Some of the events the school participated in were: The Beam Bright Parade, Eugene Pride Festival, Mushroom Festival, Saturday Market, Holiday Market, and the Parenting Now Preschool Fair.

The Board also remains committed to making site improvements at the school and trying to increase the staff compensation to keep up with the cost of living. The Board was able to provide a 6% base salary increase to school staff for the 2024-25 school year.

Over the summer, a new roof was put on the north portion of the main building. Two climbing domes were also installed for the children to play on. One was donated by a generous school family.

At the end of the 2024-25 school year, the Board hired several new Administration Team members. Desirea Stott-Rodgers was hired as the Enrollment & Outreach Coordinator, Negar LoSordo was hired as the Administrative Assistant, and Arlo Howard was hired as the Site Coordinator. The Board is excited to welcome these new Administration Team members aboard as they each bring a host of unique talents and experience to our team.

During the year ahead, the board will continue to focus on fundraising efforts at the school, increasing enrollment, restructuring our indexed tuition program, strategic planning, and recruiting additional board members. There are currently three available board seats.

The mission of the Eugene Waldorf School is to educate the whole child for the future, equally engaging body, mind, and spirit. Our teachers foster a love of learning by enlivening the imagination, strengthening the creative will, deepening understanding, and awakening a sense of community. Our academic program integrates the arts, humanities, and sciences. We strive to help all children develop their unique physical, emotional, intellectual, and spiritual capacities. This enables each individual to responsibly enter in freedom into an ever-changing local and global community. The Board looks forward to continuing to uphold the school's mission this next school year. Our school is a very special place, and we want to ensure it will be available to serve families in Eugene for years to come.

Best regards,  
The Board of Directors



# FINANCIAL OVERVIEW

## Revenue

|                       |             |
|-----------------------|-------------|
| Earned Revenue        | \$1,578,163 |
| Donations, and Grants | \$67,612    |
| Misc Revenue          | \$5,886     |

|               |             |
|---------------|-------------|
| Total Revenue | \$1,651,660 |
|---------------|-------------|

## Expenses

|                    |             |
|--------------------|-------------|
| Operational        | \$207,366   |
| Facilities         | \$125,075   |
| Professional Fees  | \$26,211    |
| Program Expense    | \$70,688    |
| Salaries and Wages | \$1,290,937 |

|               |             |
|---------------|-------------|
| Total Expense | \$1,720,277 |
|---------------|-------------|

### With Heartfelt Gratitude to Cameron Stearns

For many years, Cameron has served our school community with wisdom, dedication, and grace as Board Treasurer. Her thoughtful stewardship and steady presence have been a true gift to Eugene Waldorf School.

Our School is growing!  
We welcomed 37 new students and their families to EWS in 2024-25.

**“RECEIVE THE CHILD IN REVERENCE,  
EDUCATE THEM IN LOVE AND SEND  
THEM FORTH IN FREEDOM.”**

R. Steiner



# *A reflection from Cricket Clarke, Funds Development Support*



At the onset of the 2024-25 school year, a group of parents and staff members met with the goal of diversifying the funding streams that flow towards EWS. We soon became the official Funds Development Committee (FDC).

Working alongside the Board of Directors, the FDC launched the Annual Giving Campaign at the Stone Soup event last fall.



As we entered into the new year, we responded to the need to create a supporter tier packet and other tools to coordinate fundraising efforts. We also had the pleasure of nurturing relationships with philanthropic donors and our school received the gracious support from longtime friends of EWS who offered matching donation funds.

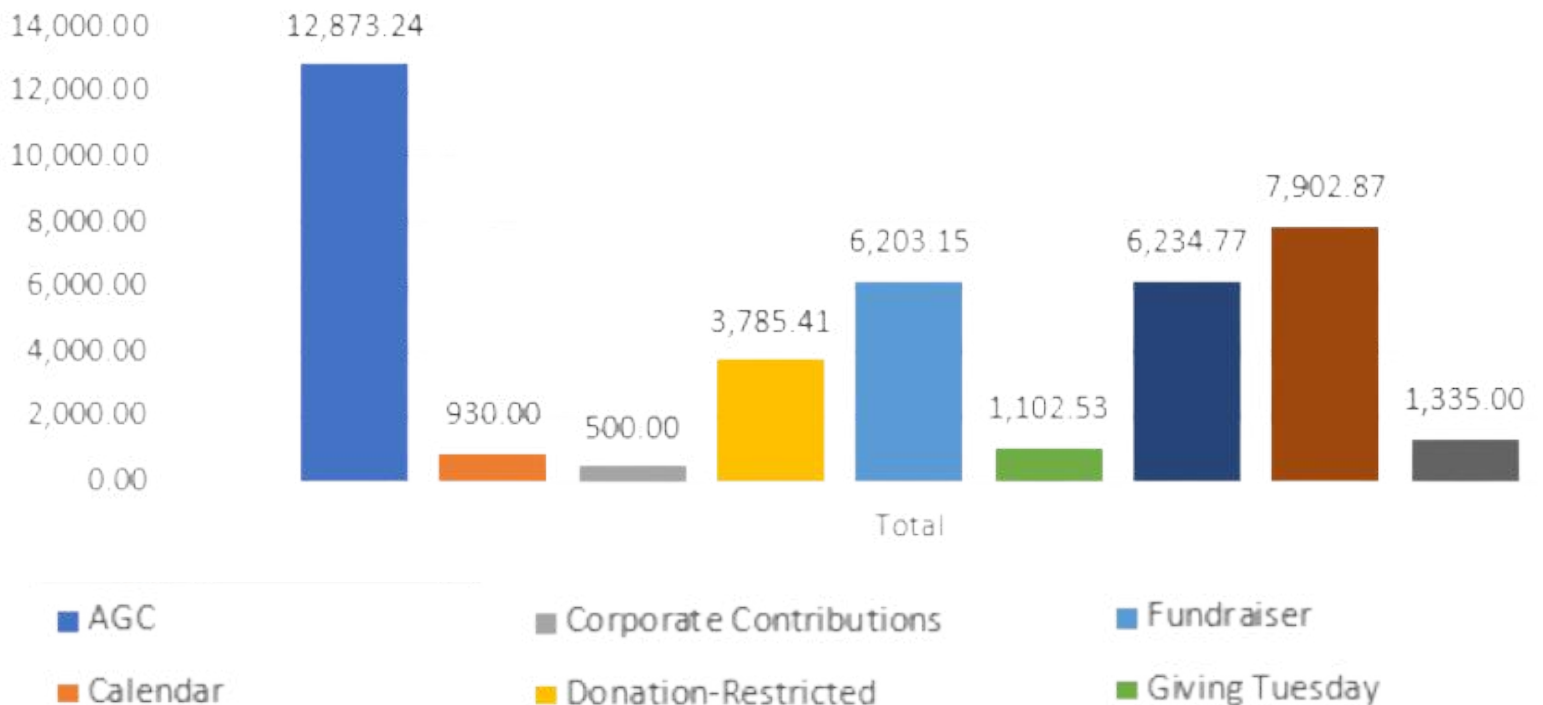
We finished the Annual Giving Campaign and school year with support from 161 donors and a benefit concert offered by world class musicians, Joanne Kong and Christoph Wagner.





KASEJA WILDER  
COUNSELING SERVICES

## FY25 Fundraising and Donations \$40,867



## *A reflection from Meghan Mullin, Parent Collective 2024-25*



This year, the Parent Collective continued its work with a small but mighty group of parents, guided by warmth, dedication, and community spirit.

We are deeply grateful for:

- Emily Hartlerode's steady leadership, holding space with warmth and clarity.
- Susi Sessions's guidance as our faculty liaison—her experience as both teacher and alumni parent was an invaluable gift.

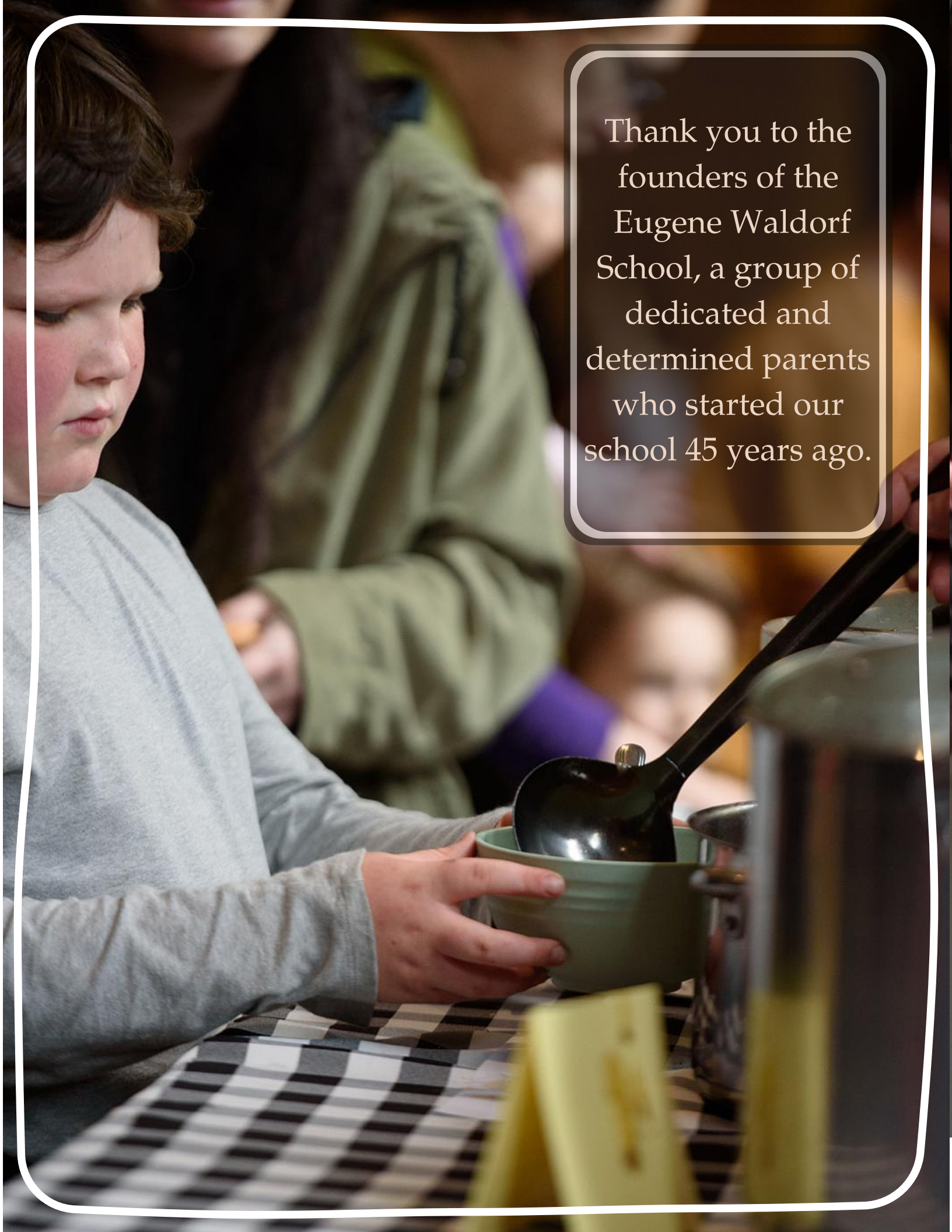
Together, we:

- Continued hosting monthly Community Cafés, offering parents a warm, nourishing space to connect—often with spontaneous live music!
- Offered three Parent & Caregiver Education Evenings, led by WTEE faculty (Jason Yates, Beth Daly, and Erika Finstad) and supported by parents Yasmina Dedijer-Small and Meghan Mullin. These evenings deepened our understanding of child development and the role of digital media.
- Supported All-School events—decorating for Stone Soup and Winter Lights Faire, braiding May Faire crowns, and organizing a beautiful Teacher & Staff Appreciation Feast.
- Helped realize the new Parent Bulletin Board, envisioned to strengthen communication and community connection.



We closed the year with a summer retreat at the home of Negar LoSordo, where we joyfully began shaping a new threefold structure inspired by the soul capacities of Thinking, Feeling, and Willing.

The Parent Collective looks ahead with inspiration and hope—ready to continue nurturing the strong, vibrant community that makes Eugene Waldorf School so special.



Thank you to the  
founders of the  
Eugene Waldorf  
School, a group of  
dedicated and  
determined parents  
who started our  
school 45 years ago.





## SEEDLING SUPPORTER

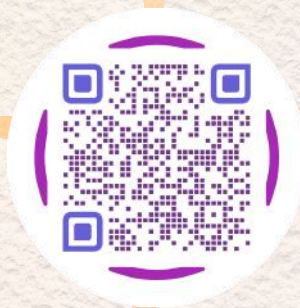
\$250

You sow the very first spark of inspiration. The seedling represents the essential beginnings. As a Seedling Supporter, you ensure the nourishment each child needs on their journey.

## SAPLING SUPPORTER

\$500

You provide steady care. Sapling support nurtures our developing learners as they begin to stand tall and embrace their potential.



## MYCELIUM SUPPORTER

\$1,500

You are the connective tissue of our community, just as mycelium threads weave a vast, network beneath the forest floor—transferring water, nutrients, and wisdom - your support strengthens long term growth.

## CEDAR SUPPORTER

\$5,000

At the heart of our identity, the enduring Grandmother Cedar Tree, found on our school grounds, exemplifies enduring commitment. As a Cedar Supporter, you are sheltering and sustaining the life of the entire school community.

## SHOOTING STAR 20K & BEYOND

You are a beacon of light and possibility. Like a shooting star, your generosity illuminates dreams and guides futures, filling each child's journey with wonder, hope, and endless potential.

# DONATION FORM

SEEDLING

MYCELIUM

SAPLING

CEDAR

## Payment Methods

Online Payment *HERE*

### Check -

Make Payable to: Eugene Waldorf School

Mail Check with this form to:

Eugene Waldorf School

1350 McLean Blvd.

Eugene, OR 97405



- ☐ I request anonymity
- ☐ I would like to make a stock donation
- ☐ My or my spouse's employer will match my gift
- ☐ Check here if you are giving in memory of someone
- ☐ Check here if you are giving as a business sponsor/supporter
- ☐ I am interested in learning more about ways to support EWS. Please contact me.

|                  |                                                                  |
|------------------|------------------------------------------------------------------|
| Business Name    |                                                                  |
| Contact Name     |                                                                  |
| Phone Number     |                                                                  |
| Contact Email    |                                                                  |
| Business Website |                                                                  |
| Address          | Street: _____ City: _____<br>State: _____ Zip/Postal Code: _____ |



**A HEALTHY SOCIAL LIFE ARISES WHEN THE WHOLE  
COMMUNITY FINDS ITS REFLECTION IN THE MIRROR OF  
EACH HUMAN SOUL, AND WHEN THE VIRTUE OF EACH  
ONE LIVES IN THE WHOLE COMMUNITY.**

R. Steiner



Your donation helps keep this  
community strong!