



EUGENE WALDORF SCHOOL

Annual Report 2023-2024



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 - Sarah Hilvert & Jessica Hin

EC Roving Teachers - Lina Meade & 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

Nadja Kranites (2023-24)

Susi Sessions (2023-24)

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

Alten Fu (2023-24)

James Holzgraf,

President

Kelli Williamson,

Vice President

Nicole Morrison,

Secretary

Cameron Stearns,

Treasurer

Kara Huntermoon

Rebecca Huot

Sarah Sams

Peter Sstrom

Andrew Smith III

Ian Stearns

Atta Turck



LETTER FROM THE BOARD OF DIRECTORS

Within the Eugene Waldorf School, it is the role of the board to ensure the financial wellness and legal compliance of the school. We work to support funding and monitor the school's programs and services. As we prioritize our work, we collaborate with the other bodies of our school such as the College of Teachers and Parent Collective.

Last spring, the board was facing a cash flow challenge, due to a delay in receiving pandemic-related federal funding. Board members showed their resourcefulness with creative suggestions that were implemented successfully. This included the option for additional discounts for tuition prepayments which allowed the school to navigate this challenging time. The majority of incoming federal funding has been received which has been helpful for the school's post-pandemic recovery.

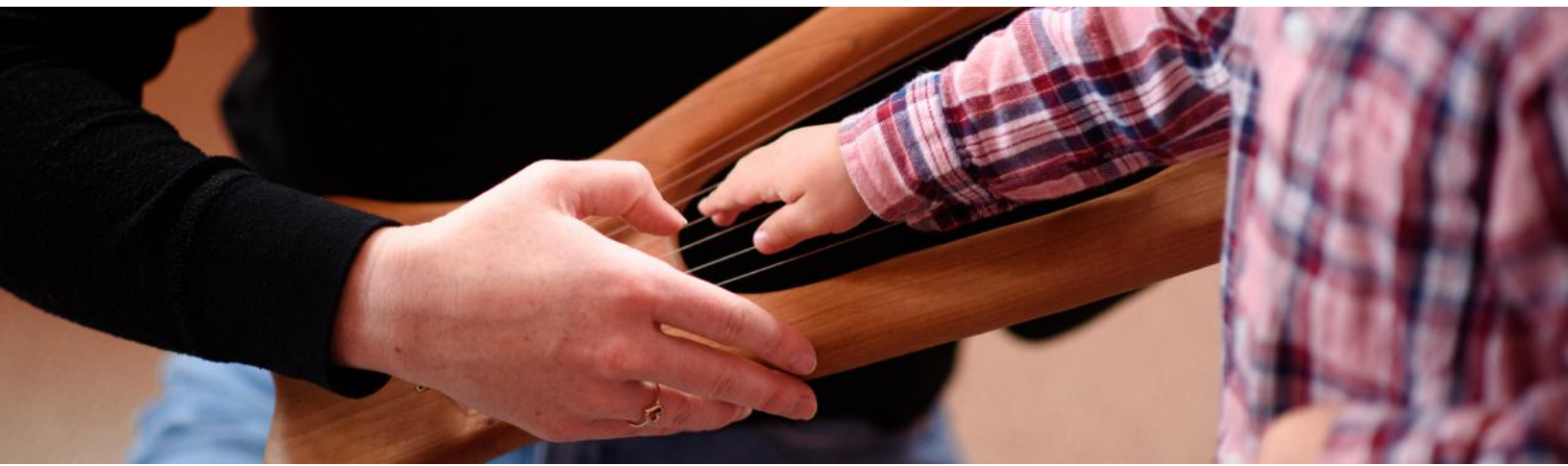
In 2024, we reflect on many celebrations including the growth of our board which is comprised of many new parents. We celebrated the highest annual giving since the 2019-2020 school year and graciously received a donation from anonymous donors working through Waldorf Teacher Education Eugene (WTEE) that assisted our school in paying off our mortgage. We prioritized hiring a Funds Development Support person to assist the school in diversifying sources of income while strengthening events and gatherings that embrace a culture of giving.

Moving forward, the EWS school board will prioritize conversations around re-establishing key faculty positions such as a eurythmy teacher, sustainable wages for staff, accessible education through indexed tuition, site updates, and more. We acknowledge and are committed to our responsibilities to ensure the long-term fiscal, legal, and structural health of the school.

Above all, we move in gratitude toward a human-centered education that supports creativity, knowing oneself, and collective care. We look forward to the continued opportunities that allow us to celebrate, learn, and grow within this community.

Pictured below - 2024-25 Board of Directors





LETTER FROM THE COLLEGE OF TEACHERS

Together with our colleagues, we are grateful to offer our reflections and look toward the future in this Annual Report. We are excited to work alongside the Board on the important work of decision making for EWS; re-enlivening committee work; long-term planning and embarking on the AWSNA self-study.

As the fiscal year for 2023/24 began in August, the College made the complex decision to postpone moving forward with our second accreditation as a full member school of AWSNA. This decision hinged on two factors—avoiding the financial risk associated with the cost of the accreditation process and lessening the burden on faculty and staff after the difficult Covid years. By utilizing creative solutions, we maintained a full faculty despite low enrollment. EWS is excited to now work on a partial self study as an associate member of AWSNA.

As the school year came to a close, we said a fond farewell to Nadja Kranites, Faculty Chair and Erika Finstad, long time teacher. We also ended the school year knowing we wouldn't be able to offer an eighth grade class for the 2024/25 school year.

We are thrilled this year to have opened the doors to eighteen first grade children and their families and new students in many of the Grades classes. Ben Mew, last year's seventh grade teacher, was hired as our first grade teacher. Our early Childhood classes continue to be robust including our family-child classes.

Teachers have been working steadily to bring study in Equity, Diversity, Inclusion and Belonging (EDIB) work to inspire curriculum revisions for all ages and grade levels. Together with Alma Partners (EDIB consultants), the College wrote a mandate for an EDIB Committee and this group is now comprised of parents, teachers and administrative staff.

The College also began an in-depth study on collaborative leadership in Waldorf schools based on the vision of Rudolf Steiner for the role of education in a process of social renewal. Our study led us to picture the strong involvement of active teachers, not only in the classroom, but also in the school governance, and how that is paramount in teaching social values.

The Leadership Response Team was created at the beginning of the 24-25 school year to support the college with administrative tasks and help the process of collaborative leadership at EWS work more smoothly.

In closing, we want to thank you for supporting our efforts to serve children today and into the future as we ensure and share the gifts of Waldorf education.

The College of Teachers is the pedagogical leadership body at our school. In 2023-24, it was composed of a group of nine faculty members, the Faculty chair, and two members of the administrative team. This group meets weekly and makes all decisions in the pedagogical realm.

Pictured below - 2024-25 College



Using a collaborative model, the Administration Team is committed to providing a vibrant and fulfilling Waldorf education and an abiding appreciation for the value of service. The Administration Team is under the auspices of the Board of Directors and is responsible for the day to day operation of the school.



ADMINISTRATION TEAM HIGHLIGHTS

- Added a Funds Development Support position
- Grew the Administrative Assistant position
- Represented EWS at summer events: Saturday Market and Art in the Vineyard
- Permaculture focused grounds keeping support
- Received Title IA, IIA, and IVA federal programming funds

Campus Investments

- Restoration of gaga ball pit
- Construction of raised garden beds
- Updated faculty lounge restroom
- Updated school office furniture



FINANCIAL OVERVIEW

Revenue

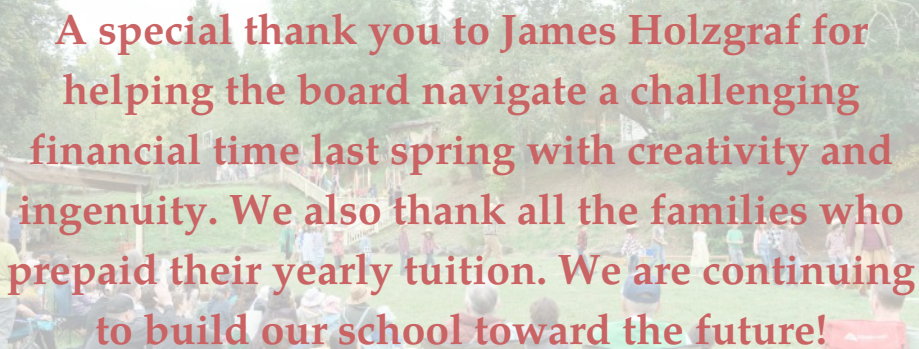
Earned Revenue	\$1,202,650
Donations, and Grants	\$95,149
Misc Revenue	\$241

Total Revenue	\$1,298,040
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Expenses

Operational	\$125,695
Facilities	\$85,618
Professional Fees	\$17,515
Program Expense	\$43,362
Salaries and Wages	\$1,270,727

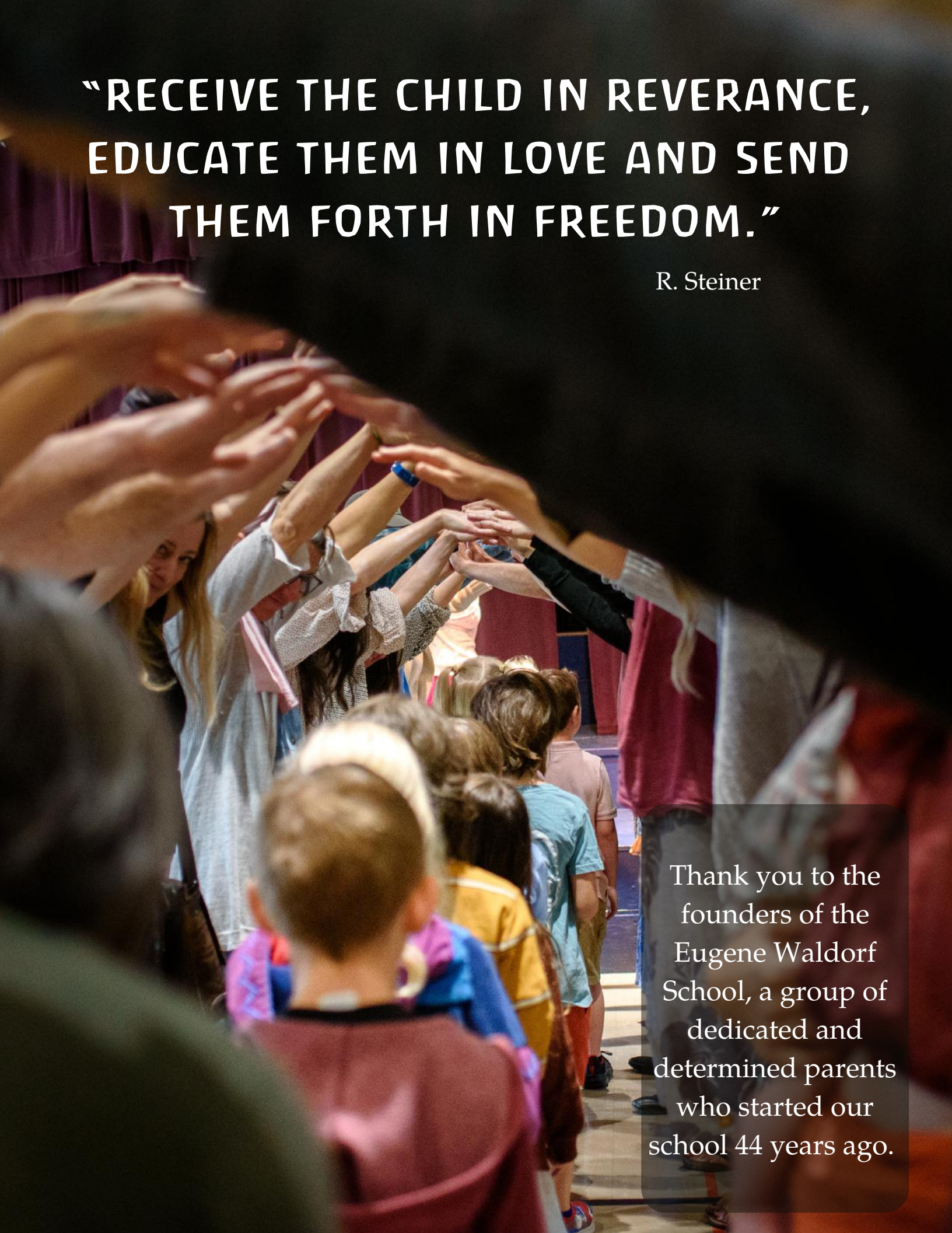
Total Expense	\$1,542,917
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A special thank you to James Holzgraf for helping the board navigate a challenging financial time last spring with creativity and ingenuity. We also thank all the families who prepaid their yearly tuition. We are continuing to build our school toward the future!

9.7%

Our School is growing!
We saw a 9.7% increase
in enrollment.

A group of people, including children and adults, are forming a human pyramid. They are standing in a circle, with their hands raised and stacked on top of each other. The scene is set in a room with a red curtain in the background. The lighting is warm and focused on the group.

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

R. Steiner

Thank you to the
founders of the
Eugene Waldorf
School, a group of
dedicated and
determined parents
who started our
school 44 years ago.



COMMITTEES AND WORK GROUPS

2023-2024

EDIB COMMITTEE

Ben Mew
Suzanna Didier
Sara Spahn
Emily Go
Emily
Hartlerode

FINANCE CIRCLE

Jill Keller
Nicole
Morrison
Sarah Sams
Cameron
Stearns
Ian Stearns

FUNDS DEVELOPEMENT COMMITTEE

Nicole
Morrison
Andrea Staffl
Kelli
Williamson
Yuquan Fu

RESTORATIVE SUPPORT COMMITTEE

Theresa
Bergman
Alex Abrams
Marina Taylor
Atta Turck
Nadja Kranites



HR COMMITTEE

Jill Keller
Nicole
Morrison
Sara Spahn
Nadja Kranites

EVENTS AND FAIRES WORK GROUP

Theresa
Bergman
Karen Tyler
Catherine
Bonomi-Smith
Rachel McDaid
Kimberly
Mainwaring

SITE SUPPORT

Atta Turck
Cricket Clarke

PARENT COLLECTIVE

Many
Wonderful
Parents!

MENTORING SUPPORT COMMITTEE

Carolina
Plowman
Sarah Sams
Sara Spahn
Nadja Kranites

A reflection from Cricket Clarke, Funds Development Support



In the realm of funds development, we are working up a plan to diversify our school's income. The wish for Waldorf education to be obtainable to more of the broader community, without compromising how we do things is a conversation which has spanned generations. Continuing our strong partnerships with so many supportive community members is the weft of our school. In-kind, skilled service and volunteer hours are a huge donation to our campus and classrooms each year. There is excitement for reinstating the Funds Development Committee which will help kick-off our Annual Giving Campaign with our community celebration of Stone Soup. EWS garners strength from many relationships including our sister organization, Waldorf Teacher Education Eugene with whom we share our campus. With creativity, strategy and community we are weaving new strands to fund our school. Through diversified income streams, we are attending to thread-bare patches and creating a vibrant tapestry of our time.

*A reflection from Emily Hartlerode,
Parent Collective member*

Parent Collective (PC) is a valuable way for caregivers to deepen involvement with EWS, at their own pace, while making important contributions to the vitality of the school community through the school year.

In 2023-24, through short-term work groups and year-long planning, a small but dedicated group of PC members supported these offerings:

- Monthly Community Cafés
- Back-To-School Picnic
- Stone Soup Gathering
- New Family Welcome Bags
- Parent Education Event
- Teacher & Staff Appreciation Lunch

With deep gratitude for service as PC Chair and Co-Chair, Rachel McDaid and Maya Washizu were thanked last fall for their unwavering commitment to the Parent Collective.

Starting last year, PC adopted a cooperative leadership approach, and the PC successfully coordinated meetings and happenings that are part of the PC calendar. This sets up the PC for our 2024-25 goals to increase caregiver participation and make involvement easier to access.

We look forward to another year together!



DONORS

We extend our gratitude to everyone that has helped to sustain Eugene Waldorf School.

IN-KIND

The Center for Dialogue and
Resolution
Autumn McMichael
Organically Grown
Jeff with
Sewing Maching Repair Co
Gene Biboux
Kathy Reardon
Claire Alderson
Jerry's
Negar Losordo
Heather Swift



EVENT SUPPORT

Friendly Market
Za Pizza
Cafe Mam
Groundwork Organics
Christoph Wagner
Joanne King

EDUCATIONAL GRANT

4J and the Title IA, IIA
and IVA programs

HEAD, HEART AND HAND GIFTS

Levi Johnson
Cole Haltom
Dennis Clarke
Dan Hanson
Kristin Lee
Hillside Heights
Desirea Stott-Rodgers
Kara Huntermoon
Rebecca Huot
Sandra Lee
Yasmina Dedijer - Small
Jim Bonomini
Lisa MacGregor
Taiyo King
Florence Price
Aldersong Family
Just Family
James Holzgraf
Leo Langendoen
Riley Keller

While every effort is made to record the names of donors accurately, we apologize for any omission or error in this listing and welcome corrections.



