

WALDORF
SCHOOL OF BALTIMORE

2014-2015 Annual Report

The Waldorf School of Baltimore educates and
inspires children to think, feel, and act with
depth, imagination, and purpose.

WALDORF



“...building a foundation for lifelong learning”

Message from the Board

Unity and Growth! Our dedication and resiliency carried us through the challenges of 2014-15. Under the extraordinary guidance of our new Executive Director, Pat Whitehead, we ended this year with a clear leadership structure, new visions in both the administrative and pedagogical realms, increased enrollment, inspiration to mold into future endeavors, equaling progress toward our goal of financial security.

Successes: A shining accreditation report from AWSNA (the Association of Waldorf Schools of North America) reflected well on the work done in recent years. Other measures of success included fine testing results of our 4th & 5th Graders’ academic skills, as well as the affirmation that comes when all members of the graduating 8th Grade are accepted to their first choice high schools. Our annual fund drive showed a notable increase in donations and the school community seems more confident in our future.

Administrative Progress: Achievements include:

- Strategic planning in the areas of finances, development, communications and admissions led to solid gains. The 5 year Strategic Plan, and Employee and Parent Handbooks were updated;
- A ‘Central Team’ made up of administrative, faculty, board and parents leaders, was reestablished to ensure parent input, improve communication and overall coordination. It hosted 3 Community Circle events.
- Strides were made in providing professional development opportunities for teachers and in improving systems for identifying and tracking parents’ needs;
- Program enhancements included mentoring from the Director of Student Life, Coyote Mentoring, extra academic support, and Extra Lesson work;
- A data-driven analysis of current families (donated by 2 parents) helped to guide communications and admissions efforts;
- Communications improved, especially with the new parent portal and in social media – including a #Why Waldorf testimonies campaign spurred on by parents.

Parent Engagement: Strong direction from Dave Freitag and his PA leadership circle focused on developing a volunteer crew system, improving communication, raising funds, and community building - including support of the Student Council.

Growth: The Board of Trustees held a steady hand on analysis and new endeavors to increase sustainability. The school is poised to launch at least 3 new efforts next fall: targeted outreach and growth in the Children’s Garden; plans to replace the city-owned multi-purpose room; and plans to take exploratory steps to establishing an adult education center.

The board-led *Windows Into Waldorf* committee generated 20 tours this year. Thank you to all – teachers, staff, parents, students, volunteers, donors and friends - for all you did this year to give us an abundance of goodness to show visitors and to proudly appreciate!

Chaddie Hughes
President of the Board, 2013-2015



What’s Inside

page one
Message from the Board
President of the Board of Trustees

page three
Financial Highlights

page four & five
2014-2015 Donors
Ways to Give

page six & seven
Our School Community

page nine
Life at Waldorf
Festival Highlight

page ten & eleven
2015 Tower of Power

page twelve
Class of 2015



“...intellectual curiosity, imagination, and a love of learning.”

2014-2015 Financial Highlights

Statement of Financial Position

| | |
|--|--------------------|
| ASSETS | |
| Cash and cash equivalents | \$1,115,709 |
| Receivables | \$29,847 |
| Capital Campaign pledges receivable | \$11,216 |
| Prepaid expenses | \$14,703 |
| Inventory | \$16,674 |
| Investments | \$1,000,914 |
| Property, buildings and equipment, net | \$3,880,095 |
| TOTAL ASSETS | \$6,069,158 |

Liabilities and Net Assets

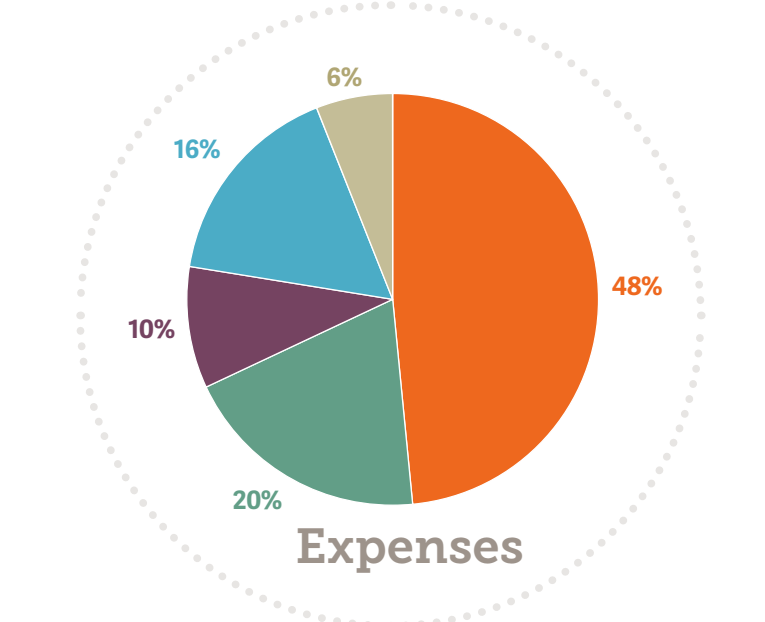
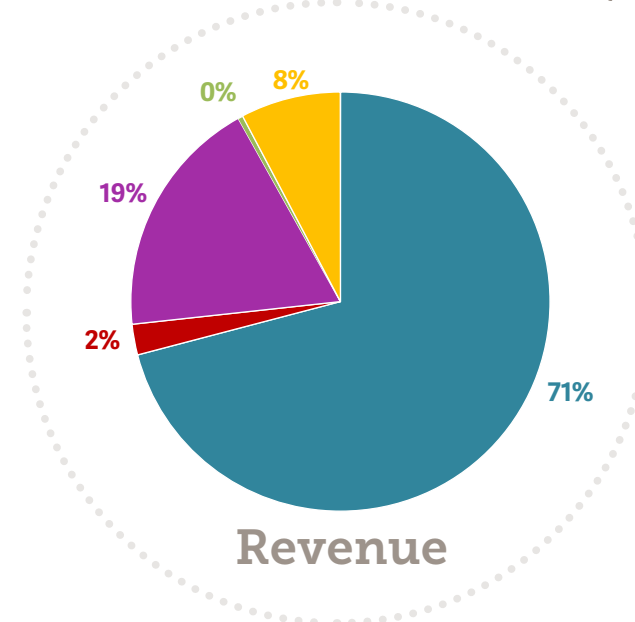
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|---|--------------------|
| LIABILITIES | |
| Long-term debt | \$28,640 |
| Accounts payable | \$152,362 |
| Enrollment deposits and tuition received in advance | \$546,636 |
| TOTAL LIABILITIES | \$727,638 |
| NET ASSETS | |
| Unrestricted: | |
| Operating | \$201,146 |
| Net investment in plant | \$3,846,301 |
| Board designated | \$622,671 |
| Restricted | \$671,402 |
| Total net assets | \$5,341,520 |
| TOTAL LIABILITIES AND NET ASSETS | \$6,069,158 |

Audited financial statements are available for review upon request.

Revenue and Expenses

| | |
|--|--------------------|
| REVENUE | |
| Tuition | \$2,195,264 |
| Programs | \$72,838 |
| Gifts, Grants, Fundraising Activities | \$576,730 |
| Other | \$12,079 |
| Other Restricted Funds Released for Operations | \$238,891 |
| TOTAL | \$3,095,802 |

| | |
|--------------------------------|--------------------|
| EXPENSES | |
| Instruction | \$1,410,076 |
| Financial Aid and Scholarships | \$568,816 |
| Physical Plant | \$277,814 |
| General and Administrative | \$477,731 |
| Fundraising | \$175,219 |
| TOTAL | \$2,909,656 |



2014-2015 Donors

Restricted Giving

We are grateful to those who have funded specific projects such as Scholarships, Events, and Capital Projects.

Lesley Malin and Scott Helm
Jessica Hughes ('98)
Chaddie and Patrick Hughes
Laura Williams and
Dan Goldstein
The J.S. Plank &
D.M. DiCarlo Family Foundation, Inc.
The Prentice Foundation, Inc.
The Ettinger Foundation, Inc.
Fredye and Adam Gross
Campbell Foundation
Hellmut Bauer
The Jack Frederick Memorial Fund of
InFaith Community Foundation

Annual Fund Donors

Circle of Light

It is with deep appreciation and gratitude that we thank the following donors for their long-term commitment to our school.

Joyful Light: 5 year annual commitment of \$10,000 and up:

Lesley Malin and Scott Helm
Chaddie and Patrick Hughes
Dana DiCarlo and
Scott Plank

Shining Light: 5 year annual commitment of \$5,000 and up:

Hellmut D. Bauer
Fredye and Adam Gross
ORGANIC INDIA

Radiant Light: 5 year annual commitment of \$1,000 and up:

Anonymous
Barbara Bradshaw
Gina Campbell
Laura and David Freitag
Noris and Avi Friedman
Jessica Hughes ('98)

Jonathan Hyde
Dana Johns
Mary and David Johns
Sherry and
James Macdonald
Tyson Macdonald
Nina Jones and
John McCauley
Kelly Emerson and
Earle Pratt
Susan H. Pratt
Margaret Rawle
Jane and Paul Robinson
Kelly Ennis and
Ari Rosenberg
Tia and David Thompson
Dr. Susan Townsend
Lauren and Morey Zuskin

Others who have pledged over 5 years:

Julie Albrecht
Laurie and Will Anderson
Jen and Joel Baumgartner
Sylvia Bookoff
Margaret Meyer and
Arthur Boyd
Jaana Myllyluoma and
Jim Burns
Elizabeth Whitner and
Larry Canner
Melanie Carrera
Nancy and
Doug Carrey-Beaver
Jennifer Downs
Jane and John Emory
Joanna Frederick
Carolyn and Gilbert Freitag
Pat Whitehead and
Phil Gallagher
Bonny Eisenbise and
Peter Hinderberger
Jeanne Deignan-Kosmides
and George Kosmides
Gail and Mike Kurek
Rebecca Hanson and
Reid LaClair
Lynnette Locke
Lauren O'Brien

Pam and Kevin O'Brien
Rosemarie and Evans Paull
Judith Geller and
Michael Raitzyk
Jane Wolfrum
T. Michael Wright

Annual Giving

\$2,000+

Mr. and Mrs. Joseph E. Baumgartner, III
Charlton Friedberg
Laura Williams and
Daniel Goldstein
Charleen and Don Roberts

\$1,000-\$1,999

Marc P and Leonor T Blum
Susan Henry
Carol and Robert Lightstone
Jayne Plank

\$500-999

Joan and Clopper Almon
The Boeing Company
Sherilyn Brinkley and
Jeff Brotman
Susanne and Clay Emory
Jane and Richard Hardy
Jack and Nancy Lewin
The Macadoo Family Foundation Inc
Cate Mulvihill
Diane and Eric Orlinsky
Jan and Michael Prenger
Michael Stone ('87)

\$250-499

Charstar, Inc
David Clissold
Tisha S Edwards
Derryck and
TeEasha Holston
Pace R. Kessenich
Mackenzie Paull Kisiel ('00)
Jon Manekin
Andrea Naft
Roots Farm
Janet Henry and
Andres Vergara
Brenda Stone and

Dan Watson
Karin and Wallace Wolff
Renee Blanding and
Benjamin Wright

\$100-249

Tabitha Atkins
Christina Beliveau
Jean Brackins
Virginia Bridges
Denise Briscoe
Lynn and Donald Bufano
Gregg Campbell
Yan Jiang and Guozhang Cheng
Mary Lotspeich and Charles Confer
Kimberly and Christopher Field
Jessica Dibb
Anne and John Finnegan
Meera Gittelsohn
Jeri Forman
Carolyn and Gilbert Freitag
Celia Friedman ('05)
Sheila Garrity
Elizabeth Hall
Lee and Taryn Haselhuhn
Kathy Hedge
Michelle Bailey-Hedgepeth and
Warren Hedgepeth
Gary Hemphill
Lisa Hodges
Richard E and Taber Hook
Mary Ann and Gene Jackman
Richard and Susan Jones
Willis and Felisco Keeling
Kirikos Family
Hannah Levin ('97)
Douglass List
Lori Rombro and Ben Mann
Maryland Charity Campaign
William Mayer
Patricia Deuster and Gregory Mueller
Patricia A Novak
Mary Claire O'Brien ('03)
Jo-Ann Orlinsky
John Pierce
Mary-Ann Pinkard
Judith Geller and Michael Raitzyk
Brooke and Graham Redgrave
Virginia Richardson
Nancy Rombro
Amina Ross
Elizabeth Lewis and Thomas Saunders
Claude and Georgia Smith
Charlotte and Lawrence Snyder
Emlyn Stancill
Regina and Terry Stancill
William and Mildred Testa
Anne Townsend
Troy and Rita Walters
Jean and Paul Whitin

Stephanie O'Neal-Whyte and Bryan Whyte
Carol and Chris Yoder
Linda and Richard Zandler

Under \$100

Michel P. Anderson
Jennifer Andiorio
Sharon Barkhouser
Inge Bechmann
Barbie Bedell
Victoria Brusaferrero
Lauren Buerger
Alejandra Lorenzo-Chang and
James Chang
Jane and Lawrence Cione
Tyler Cole-Rubin ('03)
Laura Connelly ('00)
Leyan and Robert Darlington
Fay Mesenbrink-Day and Steven Day
Joan Denzler
Carol and John Devecka
Carol Thomas Downing
Danielle Emmet ('00)
Jean Fiumara
Jeri Forman
Leslie Burchell-Fox and Larry Fox
Diane Frederick
Sherry and Kevin Frick
Andrea Gambardella
Rachel and Mark Garner
Joyce Overbeck Geller and Max Geller
Betsey Gilbert
Shoshana Goldberg
Ruby Eleanore Hamm
Lynn and Richard Hanson
John Harrington
Latonia Harris
Emily Heinlein
Pat Herling
Jeanne Howe
Choo Choo Hu
Christa A. Hunter
Joanne Karp
Ariane Kelly
BettyLou Koffel
Yelena and Joseph Kostakis
Charlotte Landgraf
Katherine Lewis
Cecilia and Michael Liss
Brian and Meredith Lorenzen
Thomas Lynn
Kathy and Jim MacMillan
Neema and Seif Matumla
Teresa May
Kathleen Breen and
Joseph McClintock
Colleen McGlory
Martha and Hugh McLaughlin
Hannah Morehead

Molly Moores
M'Lissa and Michael Moss
Wayne and Tara Mundell
Michael Nardolilli
Graciela and Jose Pasion
James Pollitt
Nate Pretl ('98)
Lorraine and David Rawle
Nikiea Redmond
Helen and William Reichel
Chloe Ringer
Luz and Robelay Roque
Brian Schienberg
Vera and Gregory Seekins
Paul Sevigny
Eileen and Marc Silverman
Barbara and George Snead
Elisabeth Sommerfelt
Brenda Wolf Smith and Jeffrey Smith
Carol Steil
Megan Steinbeck
Saiyda Strongheart Stone
Gavi Swerling ('03)
Lorraine Treger
Julie Tucker
Willie Tyler
Verizon Foundation
Sharon and Steve Walker
Brett and Ronald Welch
Jean Engelke and Richard White
Paul Whitin
Stephanie O'Neal-Whyte and
Bryan Whyte
Terry Williams
Jane Wolfrum
Zippora and Carl Zimmerman

Ways to Give

Online Giving

One-time or ongoing monthly gifts can be made securely and easily via PayPal and on the school's website at waldorfschoolofbaltimore.org.

Giving by Mail

You can also mail your gift by sending a check made payable to the Waldorf School of Baltimore:

Waldorf School of Baltimore
4801 Tamarind Rd. Baltimore, MD 21209



Our School Community

BOARD OF TRUSTEES

The mission of the Board of Trustees is to develop a vision and implement short and long range plans, conceived jointly with the Executive Director and Collegium, to ensure the existence of quality Waldorf education in Baltimore metropolitan area. The Board is legally and fiscally responsible for the School, ensuring that there is effective leadership working with sound business practices and processes. It works actively to build all resources needed to support the School's mission.

COLLEGIUM

The Collegium provides Anthroposophical leadership and consciousness throughout the School, ensuring that the social health of the school community and the spiritual being of the school are nurtured. The Collegium oversees the development and delivery of the curriculum, addressing the pedagogical and developmental needs of our students.

ADMINISTRATION

The Administration develops, manages, and maintains the resources and infrastructure that support the school, including physical plant, community coordination, fundraising, communications and promotion, admissions, finance, personnel resources, record-keeping, IT, insurance, reception, health and safety, and compliance. From the first greeting as one walks through the door to the overall responsibility for the management of the whole school, the administration works with faculty, parents, and the broader community to keep the school functioning smoothly.

PARENTS ASSOCIATION

The Parents Association is the community of parents of WSB students advocating for their children's education and supporting the activities of the school. Our goal is to help build the school, enhance school excellence and create an effective parent community.

CENTRAL TEAM

The Central Team is made up of the leaders from different groups of the school – the Board of Trustees, the Parents Association, the Collegium, the full Faculty, and the Administration. Their job is to make sure the goals and priorities of each group are coordinated, to hear any concerns, to ensure that communication flows consistently, and to hold one another accountable in a way that all constituencies of the school community are well served.

Board of Directors

Mike Allen
Will Anderson
Alexandrea Arnold
Larry Canner
Kelly Emerson
John Emory
Noris Friedman, *Collegium Representative*
Laura Freitag, *Treasurer*
Fredye Gross, *Vice President for Development*
Chaddie Hughes, *President*
Dana Johns, *Secretary*
Asaf Keller
Mackenzie Kiesel ('00)
Charlotte Landgraf
Tyson Macdonald
John McCauley
Geri Lynn Peak
Margaret Rawle
Mike Stone ('87)
Pat Whitehead, *Ex Officio*

Collegium

Graciela Pasion
Brooke Redgrave
Lisa Bechmann
Cate Mulvihill
Noris Friedman
Donald Bufano
Christina Harris
Pat Whitehead
Andrea Naft

Parents Association Leadership

David Freitag, *President*
Laurie Anderson, *Treasurer*
Mav Vaughan, *Secretary*
Maria Trois, *VP Children's Garden*
Jen Baumgartner, *VP Lower School*
John Emory, *VP Middle School*
Mark Garner, *Waldorf Fair/Citrus*



Faculty & Staff

Administration

Pat Whitehead, *Executive Director*
Andrea Naft, *Director of Academics*
Carol Deveck, *Receptionist & School Store Manager*
Cate Mulvihill, *Director of Student Life*
Hayley Rose, *Nurse*
James Pollitt, *Crossing Guard*
Jo Keller, *Development & Community Coordinator*
Katherine Lewis, *Finance & Development Assistant*
Lawrence Cione, *Assistant Music Director*
Linda Zandler, *Finance Director*
Lynn Bufano, *Admissions Manager*
Marian Smith, *Executive Assistant*
Nikiea Redmond, *Communications Coordinator*
Terry Williams, *Facilities Manager*

Children's Garden

Lisa Bechmann, *Butterfly Nursery Teacher, Children's Garden Chair*
Sharon Elder, *Butterfly Nursery Assistant*
Rose Collins, *Butterfly Nursery Assistant, & Substitute Teacher*
Charlotte Landgraf, *Sunflower Kindergarten Teacher*
Hannah Morehead, *Sunflower Kindergarten Assistant*
Brooke Redgrave, *Violet Transitional Nursery & Parent Child Teacher*
Jean Fiumara, *Aftercare*
Colleen McGlory, *CG Assistant & Aftercare*
Kathleen Breen, *Violet Assistant*

Class Teachers

Sharon Barkhouser, *1st grade*
Kate Schrufer/Carol Steil, *2nd grade*
Brenda Wolf Smith, *3rd grade*
Claire Jerram, *4th grade*
Christina Harris, *5th grade*
Alexandrea Arnold, *6th grade*
Donald Bufano, *7th grade & 8th grade Math*
Nina Jones, *8th grade & 7th grade Language Arts*

Subject Teachers

Michel Anderson, *Ecoliteracy, Games, & Student Council Advisor*
Kathleen Breen, *Mathematics*
Katlyn DeGraw, *Cello*
Edna Emmet, *Art & Woodworking*
Noris Friedman, *Eurythmy & Elementary Faculty Chair*
Ruby Fulton, *Violin/Viola*
Ismar Gomes, *Cello*
Joshua Le Bar, *Double Bass*
John Harrington, *Physical Education*
Choo Choo Hu, *Eurythmy Accompanist*
Willis Keeling, *Orchestra*
Martha McLaughlin, *Tutor*
Cate Mulvihill, *Handwork & Games*
Graciela Pasion, *Spanish*
Charlotte Snyder, *Library*
Kim Weisheit, *Music/Chorus*





Life at Waldorf

Michaelmas-Festival of Courage

At autumn time, as the life forces of nature recede, toward a winter sleep, the inner life of the human soul is awakening. It is a time of conscious selfhood, a time when we celebrate the building and strengthening of our inner life. In many cultures, autumn marks the beginning of a new year. The forces of nature are transitioning with the autumnal equinox, as the relationship of light and darkness changes the world around us. On September 29th the autumn festival traditionally known as Michaelmas is celebrated.

This festival is named for the Archangel Michael, conqueror of the powers of darkness, the harvester of the deeds of human souls. It is at this time that the image of Michael with the dragon appears before us as a mighty imagination challenging us to develop strong, brave, free wills to overcome love of ease, anxiety, and fear. This demands inner activity, a renewal of the soul, which is brought to consciousness in the Michaelmas festival, the festival of the will, the festival of courage.

Michael is often portrayed as the angel warrior, astride a powerful steed carrying a sword of light.

The children hear stories about St. George, a brave knight, who with the help of the Archangel Michael, slays or tames the dragon. Michael is the angel who hurled Lucifer down from heaven for his evil workings against God. Archangel Michael, warrior of courage, fighter against evil, rules the heavenly spheres and guides and inspires us to take courage against darkness. St. George symbolizes the human aspect of this conflict; he is the knight who looks to Michael for strength.

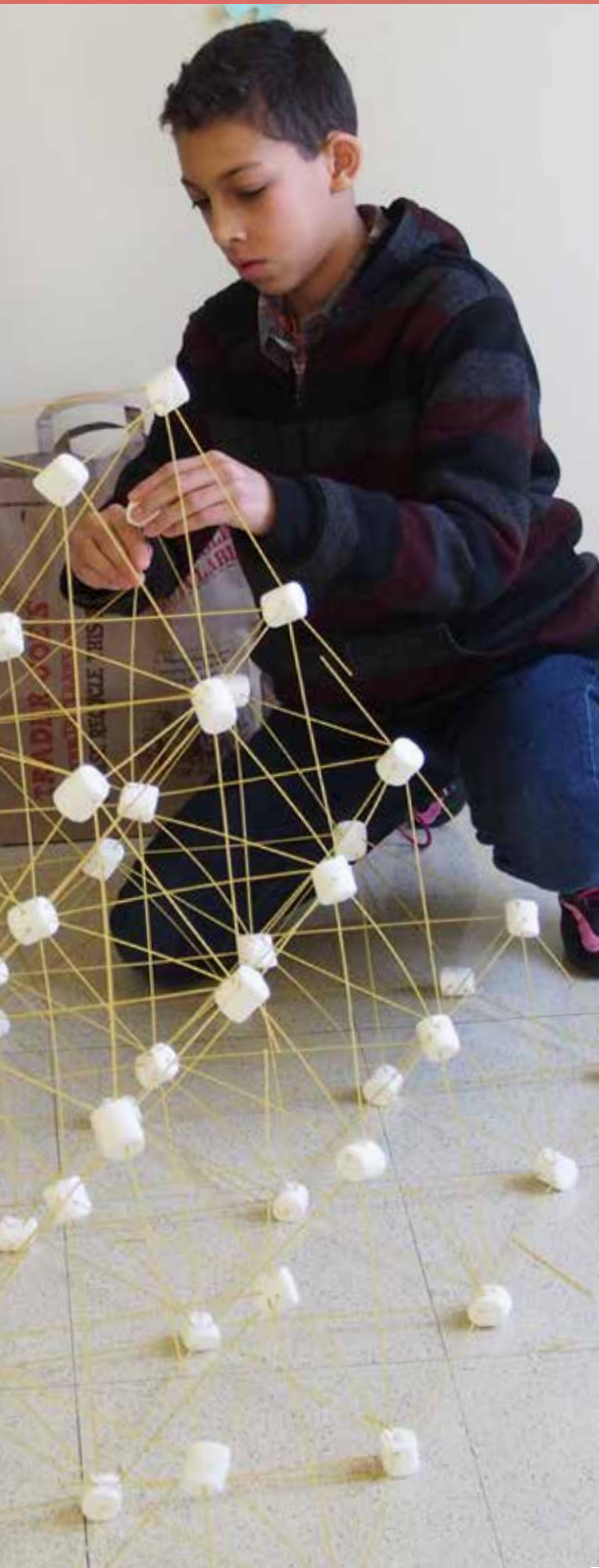
These images symbolize the challenge we face in the autumn season. They speak to our deep need to carry an inner light of wisdom and courage when the outer light is diminishing.

Through strength of will, inner activity of selfless consciousness, we bring light to the darkening time. These are very challenging times; the anti-social forces are emerging everywhere. May we gain insight, courage, and truth at this Michaelmas time, to bring light to our inner life, our community, and the world.

"...We live in a time of hard tests for humanity, of hard tests which must become still harder. We live in a time in which a whole host of old forms of civilization to which humankind still erroneously clings, are sinking into the abyss, a time in which the claim insistently arises that we must find our way to something new."

Rudolf Steiner





6 Years, 6 Wins!

2015 Hopkins Tower of Power Winners

A look at how winners are made at the Waldorf School of Baltimore.

By Kathleen Breen

For the sixth year in a row the Waldorf School of Baltimore's middle school students have participated in the Johns Hopkins University Center for Educational Outreach, Tower of Power competition. For six years WSB students have won, besting other middle schoolers as well as Hopkins engineering undergraduates! The success is due to our students' diligence, our staff's passion and commitment, and the academic and hands-on learning they get at the Waldorf School.

"The secret is Waldorf education," says platonic solids teacher, Kathleen Breen. **"If you visit the Children's Garden you'll see the foundations of working together and creative building from the start, ...children building structures together in imaginative free play and the structured rhythm of the day which helps build executive function."**

How do Waldorf students grow to be creative and impactful, academically and in the world? Students here develop critical thinking, intellectual awareness and creativity, through a rich and rigorous curriculum. The Waldorf School of Baltimore educates children to think, feel, and act with depth, imagination, and purpose.

For Kathleen Breen, teaching mathematical concepts at WSB has been a 12 year passion; evident through displays of student replicas of octahedrons and tetrahedrons made from varied materials, including clay, plywood, playing cards, straw, and pipe cleaners. She observed, "There's the art work and Eurythmy, students really get the value of working in 3 dimensions from all of these."

Ms. Breen, in collaboration with the middle school teachers, is committed to inspiring student growth year after year. **"Students know how to work with their hands, how to work with materials, and how to work with people."** Working with their hands is fundamentally encouraged throughout the growth of a Waldorf student. WSB students' success in the Tower of Power competition is connected to student's awareness of touch--the actual feel and make-up of materials, whether they are beeswax, yarn, copper rods, or spaghetti and marshmallows.



From Kindergarten on, students experience the flexible or brittle nature of natural and man-made materials through work and play. Students learn how to use and manipulate fragile materials with confidence and understanding. By seventh and eighth grade, students are naturally drawn to basic geometrical forms, using their own hands and imagination.

A five-year winning streak has again propelled our students into winning the 2015 Johns Hopkins Tower of Power Middle School competition. We are excited to announce 7th graders Falon Gustin and Eva Kaplan, and 6th grader Braden Morrison, are this year's winning team. They constructed their spaghetti and marshmallow tower to a height of 170 centimeters. This year's competition was close. Many schools ranked only two or three centimeters apart. View the chart below for a full list of the results.

2015 Tower of Power Competition Results

| School | Height (in cm) |
|------------------------------------|----------------|
| Waldorf School of Baltimore | 170 |
| Bryn Mawr School | 169 |
| Dundalk Middle School | 138 |
| Sparrows Point Middle School | 126 |
| Notre Dame Preparatory School | 120 |
| The Summit School | 120 |
| Park School | 118 |
| Cockeysville Middle School | 104 |
| Perry Hall Middle School | 102 |
| Stemmers Run Middle School | 100 |
| St. Michael the Archangel School | 99 |
| Redland Middle School | 86 |
| Gilman School | 80 |
| McDonogh School | 70 |

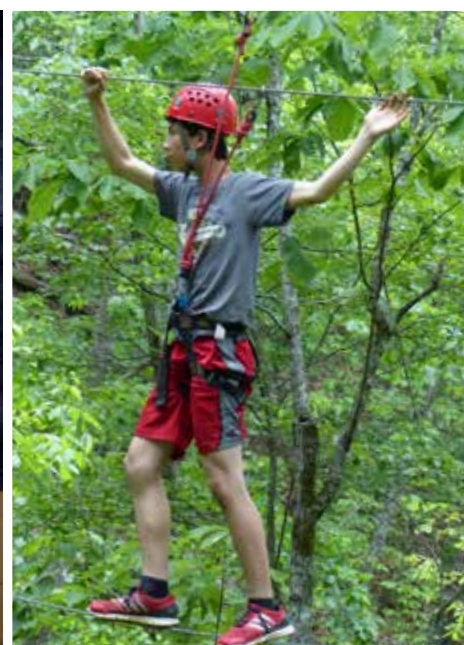


Kathleen Breen earned a BS in Geomechanics from the University of Rochester. She worked for Martin Marietta for five years doing analytical work on aluminum surfaces, silicon nitride, and lunar rocks. She earned a PhD from The Johns Hopkins University in Materials Science and Engineering. She began working for the Waldorf School of Baltimore in 2002 as a tutor and substitute teacher, eventually teaching math classes in 6th through 8th grade. She also teaches math main lessons in such areas as algebra, coordinate geometry and platonic solids. She brought the annual tower of power STEM contest to our school, at which our students have excelled. She has attended Waldorf classes in making math meaningful, projective geometry, and sensible science. In the summer of 2014, she attended a NASA course in atmospheric science called GLOBE. She is a member of the National Council of Mathematics Teachers.

Congratulations Class of 2015

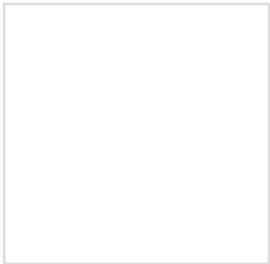
Our school will remember the eighth grade class of 2015 as strong and independent. Students excelled academically while pursuing individual passions that ranged from the sublime (astronomy) to the ridiculous (politics ... and comedy). On the eighth-grade trip the class really distinguished themselves. Each of them attacked rock climbing, high-ropes challenges, caving, and mountain biking with remarkable gusto, and supported each other like champions.

Class of 2015: Alexander Jones, Amanda Lucini, Jack VanderHeyden, Brinton Arnold, Emma Arnold, Rachael Stetina, Owen Anderson, Alexander Jones, Rachael Devecka, Nicholas Chang



The **vision** of the Waldorf School of Baltimore is to build a foundation for success and integrity.

We seek to send into the world confident young people who will lead a life of purpose and direction.



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4801 TAMARIND RD
BALTIMORE, MD 21209

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