

FINANCIAL YEAR ENDING 2024

# AWSNA Annual Report



Detroit Waldorf School, Great Lakes-Ontario

# Dear AWSNA Community,

I am pleased to share The AWSNA FY 2024 Annual Report, which highlights several achievements from the final year of our 2019-2024 strategic plan, Innovating for the Next 100 Years. It's remarkable to realize that Waldorf100 was celebrated five years ago! Since then, we have adapted to a post-pandemic world and worked diligently to rebuild and strengthen our community.

Together again in 2024, we hosted our first in-person conference since 2018: Radiant Self, Resilient Students, Robust Schools: Caring for Ourselves, Our Students, and Our Communities. The event was attended by 279 participants and featured three keynote speakers: Dr. Constanza Kaliks, Leader of the General Anthroposophical Society and co-leader of the Pedagogical Section at the Goetheanum; Nkem Ndefo, founder of Lumos Transforms and creator of The Resilience Toolkit; and Simone Shurney, Waldorf alum, class teacher at Detroit Waldorf School, and teacher educator. Each speaker brought inspiring messages that nourished us through the summer and beyond.

In 2024, we transitioned three teacher lifecycle pilot programs into full circulation. The Blended Currently Practicing Teacher Education Certificate Prototype (PITEP), hosted by Great Lakes Waldorf Institute, began with 20 students in September 2023. The first offering of a newly designed mentoring course was hosted by Center for Anthroposophy, with a second session planned for February 2025. The Waldorf Teacher Professional Development Path, which includes a professional development management tool and a recognition path for Waldorf educators, is now available to all AWSNA members.

Looking ahead, three leadership lifecycle pilot projects are set to launch in 2025, with the overarching goal of positively impacting organizational culture, leadership, and governance in AWSNA member schools. The Effective Leadership Practices Toolkit includes a framework, guiding questions, and practical tools to support leadership, governance, and decision-making processes. Additionally, a Governance/Leadership Foundations Research Paper, to be distributed in the coming months, will provide a cohesive picture of how anthroposophy inspires leadership and governance in AWSNA schools and institutes. A leadership development path will also be introduced at our June conference for those interested in building new leadership skills.

This past June, after two years of discussion at regional delegate meetings, AWSNA Principle for Waldorf Schools #8—Waldorf schools honor and embrace human diversity and dignity—was approved by a consensus of all full member schools.

I extend my heartfelt gratitude to everyone who contributed to these initiatives and to our community for its unwavering support of AWSNA and Waldorf education.

With sincere appreciation,

**Beverly Amico**

Interim Executive Director, Advancement

# Governance/Staff

## BOARD OF TRUSTEES

Valerie Colis, President; Colleen Everhart-Massie, Vice President; Jeffrey Barth, Treasurer; Catherine Foote, Secretary; Members at Large: Keelah Helwig, Renita LiVolsi, Mike Motyka, Victoria Reyes, Linda Williams, Jessica Heffernan Ziegler. Ex Officio: Rebecca Moskowitz, Executive Director, Advancement; Melanie Reiser, Executive Director, Membership; Stephanie Rynas, Executive Director, Operations and Member Resources.

## LEADERSHIP COUNCIL AND SUB-REGIONAL REPRESENTATIVES

Lisa Babinet, NorCal-Nevada; David Barham, Northeast-Québec; Rubeena Sandhu, Northwest-Pacific; Wendy Gittleman, Southeast-Atlantic; Beverly Amico, Texas-Mexico-Canada-Southwest-Rockies; Anne Clair Goodman, Great Lakes-Ontario; Brooke Natzke, Southern California-Hawai'i; Astrea Ravenstar, Mid-Atlantic. Organizational Members: Kristine Deason, Teacher Education Delegates Circle; Laura Mason, Waldorf Early Childhood Association of North America; Francis Vig, Pedagogical Section Council. Sub-regional Representatives: Sweekriti Apple, Washington/Idaho/Alaska; Nora Hidalgo, Mexico; Marina Taylor, Oregon; Lisa Hitch, British Columbia.

## PROFESSIONAL STAFF

Rebecca Moskowitz, Executive Director, Advancement; Melanie Reiser, Executive Director, Membership; Stephanie Rynas, Executive Director, Operations and Member Resources; Andrea Cooper, Grant Manager; Sara Anderson, Director of Alum Relations; Elaine Hertz, Business Manager; Pam Leland, Information and Systems Manager; Rocky Lewis, Media Relations/Contractor; Laura Posusta Sharp, Special Projects Manager; Jody Spanglet, Director of Accreditation, Beverly Amico, Editor in Chief, Publications Manager, School *Renewal*.

## ADMINISTRATIVE NETWORK OF AWSNA (ANA)

Didianne Gilman, Texas-Mexico-Canada-Southwest-Rockies; Rachel Baay, Southeast-Atlantic; Anna Harp, Mid-Atlantic; Lisa McCarthy, Southern California-Hawai'i; Si,n Owen-Cruise, Great Lakes-Ontario; Paula Piemonte, NorCal-Nevada; Caitlin Rooney, Northeast-Québec; vacant, Northwest-Pacific.

For more information about AWSNA activities and Waldorf education please contact [awsna@awsna.org](mailto:awsna@awsna.org).

# At a Glance

2024 ACTUALS

INCOME		EXPENSES	
MEMBERSHIP	\$1,646,310	PROGRAM SERVICES	\$2,327,571
CONTRIBUTIONS & GRANTS	\$922,260	PUBLICATIONS RENEWAL	\$89,399
PUBLICATIONS RENEWAL	\$71,483	TEACHER EDUCATION	\$336,771
CONFERENCE	\$126,978	WALDORF WORLDWIDE	\$656,204
OTHER INCOME	\$79,755	OTHER PROGRAM SERVICES	\$1,245,197
TOTAL INCOME	\$2,846,786	GENERAL & ADMINISTRATIVE	\$259,341
		FUNDRAISING	\$71,529
		TOTAL EXPENSES	\$2,658,441

STATISTICS

TEACHER EDUCATION PILOT PROGRAMS	
20 STUDENTS FROM 8 SCHOOLS are enrolled in the In-Service Teacher Education Program pilot	42 STUDENTS are benefiting from the Mentoring Course at Center for Anthroposophy

AWSNA EDUCATION LOANS, GRANTS	
304 ASPIRING AND PRACTICING TEACHERS were supported by the AWSNA teacher education loans and grants program	\$37,000 IN GRANT FUNDS were allocated to support full member institutes in support of apprenticeship and speech arts programs
199 LOANS WERE ALLOCATED to aspiring teachers for a total of \$205,331	
239 CURRENTLY PRACTICING TEACHER GRANTS in the amount of \$98,891 were allocated to school faculty and staff this year	\$400,632 FUNDS WERE ALLOCATED BY 115 DIFFERENT SCHOOLS to support grants for currently practicing teachers

ONLINE ENGAGEMENT	MEMBERSHIP
24,000 FOLLOWERS on Facebook	158 SCHOOLS + 13 INSTITUTES are members of the Association of Waldorf Schools of North America
10,000 FOLLOWERS on Instagram	24 REGISTERED INITIATIVE MEMBERS in the United States, Canada, and Mexico
200% INCREASE IN LINKEDIN ACTIVITY year over year	81 MEMBER SCHOOLS are accredited by AWSNA
21% INCREASE IN WEBSITE USER ENGAGEMENT visits, downloads, registrations, subscriptions, and more	17 SCHOOLS were reaccredited last year
	7 FULL MEMBER INSTITUTES are involved in the self-study process

# Donors

## GENERAL FUND DONORS

### Over 4,000

Valerie Colis  
RSF Charitable Trust  
Donor Advised Fund

### \$1,000 to \$3,999

Larry Cohen  
Nettie Fabrie/  
Wim Gottenbos  
Didianne Gilman  
Humphreys Family  
Foundation of  
Scottsdale  
Charlene Hunter  
Mike Motyka

### \$500 to \$999

Beverly Amico  
& Mark Bullimore  
Mr. Jeffrey Barth, CPA  
Nancy L. Blanning  
Josh Blumenthal  
Janet Dunwoody  
Cathie Foote  
Tracey Leigh  
Renita Nesby LiVolsi  
Colleen Everhart  
Massie  
Kathleen Reagan-  
Anderson  
Dr. Melanie Reiser  
Arlene Thorn

### \$250 to \$499

The Acorn School  
of Charleston  
Stacey &  
Ronald Alston

Heidi Davidson  
Judith L. Erb  
Keelah Helwig  
Passagio Wines  
Laura Radefeld  
Stephanie Rynas  
Jarret & Laura Sharp  
Jessica Ziegler

### \$100 to \$249

Dr. Douglas Joe  
Anderson  
Sara Anderson  
ANONYMOUS  
ANONYMOUS  
Audit Doc Inc.  
Kris Boshell  
Tony Cirone  
Mrs. Belinda  
DeLaLibertad  
Denese Giordano  
Great Lakes  
Waldorf Institute  
Theo Groh  
Tarah Hartung  
Doug Horner  
Susan Howard  
A Janczak  
Ray Jorgensen  
Judy Lucas  
Cathy O'Neill  
Dr. Linda  
Ogden-Wolgemuth  
Siân & David  
Owen-Cruise  
Victoria Reyes  
Hasib & Tracy  
Saliefendic  
Donald Samson

David Stuckey  
Cindy Sydow  
Valerie Szathmari  
& Jim Leksich  
Linda Williams

### UP to \$100

Tamara L. Albright  
ANONYMOUS  
Robert Brockett  
Bailee Buckendorf  
Tammy Caldwell  
Jason Child  
Kayla Clavero  
Susann Herb Eddy  
Fitzpatrick  
Noris S. Friedman  
Elaine & Mark Hertz  
Gerry LoDolce  
Suzanne &  
Robert Mays  
Melissa McIntyre  
R Darryl Meyer  
Rebecca Moskowitz  
Heide Ratliff  
Margaret Runyon  
Libby Rupp  
Katherine Saer  
Ingun Schneider  
Sunbridge Institute  
Heather Malcolm  
Tarnas  
Charles Weems  
Faith Yoman  
Vanya Yoors

## RESTRICTED DONORS

Robert Dulaney  
Betty Staley  
San Francisco Waldorf School  
Lawrence & Rahima Dancy  
Deborah & Tim LeDean  
Mercy & Kevin Manning,  
Libertas Estate Holdings  
Ghada & Nicolas Jabbour  
R Darryl Meyer  
Deborah & Tim LeDean  
Leslie Murchy  
Susan J. Cook  
Ms. Deborah Fletcher Blum  
Catherine Hay & Kris Clerkin  
Lynn St. Pierre  
Austin Waldorf School  
Christina Porkert  
Nelson Fredsell

Monika Sutherland  
Cathie Foote  
Renee Meyer  
Lisa Mahar & Bill Beardslee  
Denese Giordano Rhoads  
Charlene Hunter  
Josh Blumenthal  
Valerie Colis  
Rebecca Moskowitz  
Anonymous  
Cathy O'Neill  
Alice Groh  
Trillium Waldorf School  
Waldorf School of Garden City  
Waldorf School of the Peninsula  
Ashwood Waldorf School  
River Valley Waldorf School



The Waldorf School of St Louis, Southeast-Atlantic

## THANK YOU!

AWSNA gratefully acknowledges the support of donors who reinforce the foundations of Waldorf education and enable it to thrive in North America.

*Our staff has made every effort to ensure accuracy in the listing of all our donors and the spelling of all names. Please notify us if you find any errors.*