

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

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For more information about AWSNA activities and Waldorf education please contact 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

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Over 4,000

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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.