



Annual Report

2019-2020



Mission

Richmond Waldorf School provides a learning environment that promotes independent thinking, cultivates creativity, builds confidence, and develops practical skills. Our proven, holistic approach to education lays the foundation for a life full of meaning and purpose.

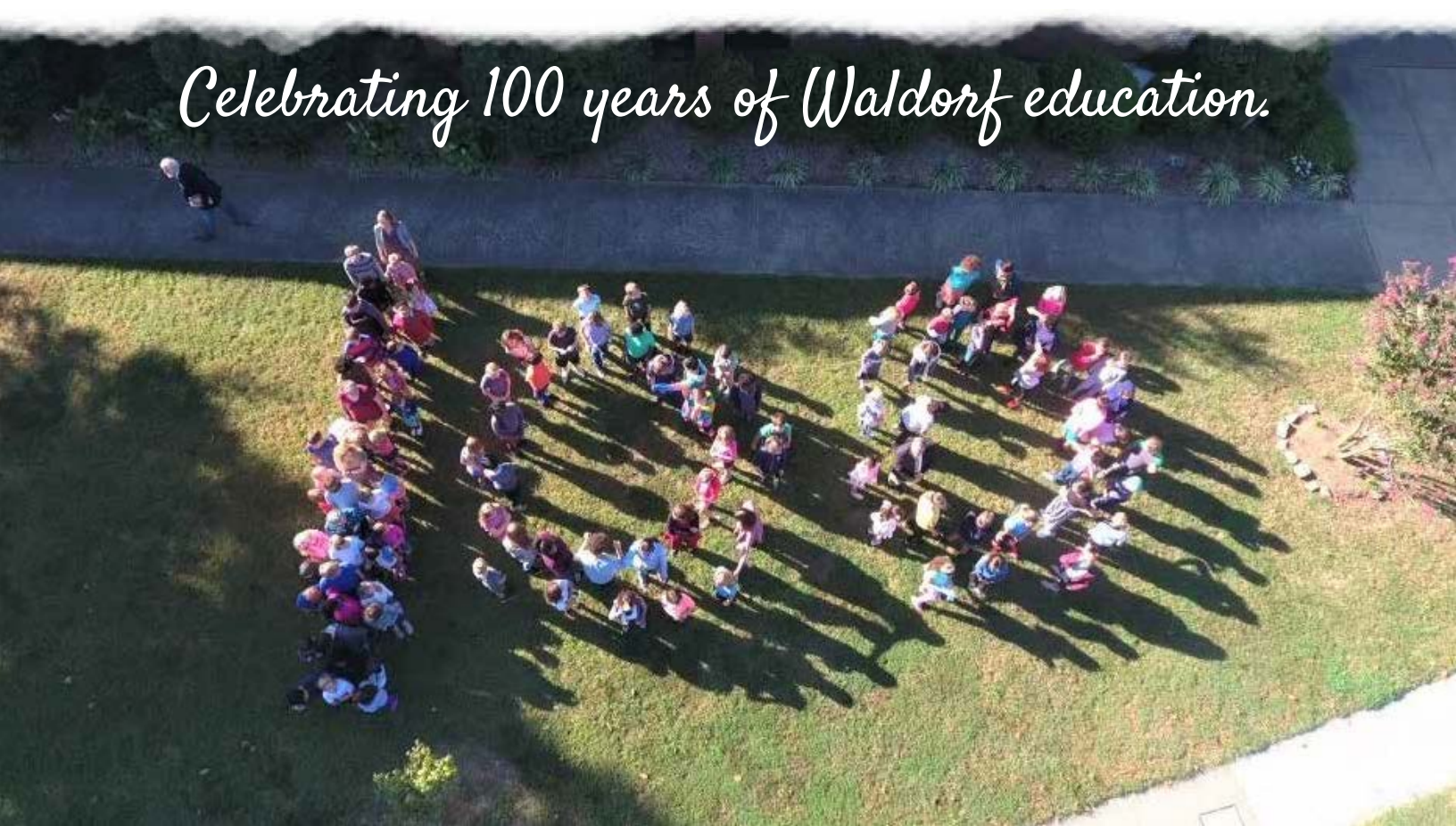
Vision

We embrace every opportunity to develop curious, confident, and capable individuals who can bring forth healthy change in the world.

"Our highest endeavor must be to develop free human beings who are able of themselves to impart purpose and direction to their lives."

-Rudolph Steiner

Celebrating 100 years of Waldorf education.



A Letter from the Board of Trustees

Dear RWS Family and Friends,

It goes without saying that 2019-20 was a year like no other. While it was truly a transformational one for RWS, I cannot reflect on our 2019-20 accomplishments and milestones without first acknowledging the unprecedented events of 2020, specifically the COVID-19 global pandemic and the social justice movement that continues to sweep our nation.

A Community Response

When Virginia's governor mandated that schools close in mid March due to COVID 19, RWS responded immediately. The Board established a Core Response Team made up of task forces focusing on pedagogy, finances, communication, and community life. Leaders from each task force met weekly to ensure efficient and timely information was shared across all realms of the school. This model proved to be very effective in managing the crisis for RWS.

Without hesitation our faculty rose to the challenge, developing and delivering a distance learning program to allow students to finish the academic year. Our administration worked tirelessly to stay up-to-date with the latest recommendations and requirements from the Centers for Disease Control, the Virginia Departments of Health, Education and Social Services, and the Virginia Council on Private Education. Our administrative team also creatively adapted existing administrative processes and communication protocols to continue to support the faculty and serve both current and prospective families via virtual platforms.

The Board of Trustees met every week from March through June to ensure the school remained in good financial health and that our mission was not compromised. We actively engaged with experts from our accrediting bodies, the Association of Waldorf Schools of North America, the Southeastern Association of Independent Schools, and other private education clearinghouse organizations like Independent Schools Management, to gather and implement best practice responses to the pandemic.

With patience and grace, our parent community rallied to support the school and their students in new ways of learning. They worked collaboratively with RWS staff and faculty providing input, feedback, and suggestions for ways to improve the virtual learning experience.

Finally, our community also gave generously to our Sun Fund appeal, donating more than \$18,000 to support RWS families facing unexpected and significant financial hardships due to the pandemic.

A Community Value

Spring 2020 also marked the beginnings of a nationwide groundswell of protests and calls for change to address long standing racial injustice and deep systemic oppression of people of color. Such matters of social justice are central to our RWS community values. We believe in the respect for basic human rights, diversity of humankind, and that inclusivity and equality are moral and educational imperatives.

At the beginning of the school year, the Board established a joint Board and Faculty College Diversity, Equity and Inclusion Committee to affirm our commitment to the ongoing process of learning, listening, and deepening our understanding of diversity, equity and inclusion, both in theory and in practice as it lives in our school and our community.

We are grateful to be on a path towards making RWS an inclusive community where everyone feels respected, connected, honored, and valued.

A Community Celebration

Looking back, one of the highlights of last year was participating in the worldwide celebration of 100 years of Waldorf education. In 1919, the human-centered approach of Waldorf education emerged in Stuttgart, Germany following the devastation of World War I.

To honor the 100th anniversary, RWS students of all ages participated in a postcard exchange with other Waldorf schools around the world, our community joined together in a special Waldorf100 celebration, and our 7th and 8th graders marked the milestone by completing an incredible 5-day, 100-mile bike ride along the C&O Towpath in Maryland.

Now more than ever the founding principles of Waldorf education will help us respond to the cultural transformations that are happening across our nation and around the world.

A Community Loss

In February 2020, our school's founder John Moses passed away ending more than thirty years of attentive service and deep commitment to RWS and its mission. John was the only remaining "lifetime trustee" listed in the school's original Articles of Incorporation.

He rarely missed a Board meeting in three decades and remained active right up until the weeks preceding his death. John cared deeply for the students and the faculty and was a tireless promoter of the value of Waldorf education. John's final words to me were "Please send my best wishes to the Board and don't forget about the high school." It was his dream to grow RWS to include a high school. We will honor John's legacy, holding on to this dream, as we continue to strive for long-term sustainability and eventual growth.

A Community's Achievements

As Trustees, our main focus is to establish sound financial management policies to ensure RWS has adequate resources to provide its current educational programming while simultaneously securing a sustainable future. Despite the unprecedented challenges and significant hardships faced in 2019-20, and because of the dedication and hard work of the Board, Faculty, and Administration, there is also much good news to share and a number of accomplishments to be celebrated.

Last year, RWS:

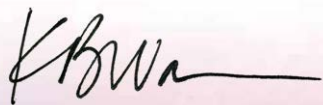
- Achieved a record enrollment of 151 students.
- Ended the year with a substantial financial surplus enabling RWS to continue to build financial reserves.
- Completed a successful Annual Fund campaign surpassing our goal by 10% and raised additional Sun Fund contributions to provide support to our families impacted by COVID-19.
- Received \$200,000 in capital campaign grant monies from the Mary Morton Parsons Foundation, the R.E. B. Foundation, and The William H. – John G. – Emma Scott Foundation to help fund Phase 2 of the Roof Replacement project which was completed this past spring.
- Continued our work toward acquiring dual accreditation with Association of Waldorf Schools of North America (AWSNA) and Southern Association of Independent Schools (SAIS).
- Established a Diversity, Equity and Inclusion Committee to support the conscious awareness surrounding these matters as they live in our school community.
- Graduated the Class of 2020, our eleventh 8th grade class, in a creatively crafted commencement ceremony, streamed virtually to allow the larger community to participate.

Looking back on it all leaves me with mixed emotions. The COVID-19 pandemic robbed us of so many of our most beloved end of year experiences – classroom experiential learning, class plays, spring field trips, school assemblies, community socials, May Faire, Music Night, sports banquets, in-person commencement exercises, and the like. Yet despite these losses, we made it through to end the year intact and with a sense of accomplishment and I could hardly be prouder of our entire community. Even when we could not learn, celebrate, and come together in ways that we were used to, we overcame those challenges with innovative solutions and new ways of supporting each other. This is what it means to be a community, a family.

Perhaps the strongest emotion is gratitude. We could not have made it through this past year without the support of our entire RWS community. On behalf of the Board of Trustees, I extend my deepest heartfelt thanks to you – our parents, families, friends, faculty, staff, and alumni for the generosity, dedication, and support you continue to offer to RWS.

This coming year promises to be a challenging one filled with uncertainty, but I am confident that as a community and with your continued support, we will be able to face whatever lies ahead. We will look back on this unique time as one that brought us even closer together.

With continued gratitude,



Kim Washburn
Chair, Board of Trustees

Board of Trustees

Kim Washburn, Board Chair
Allison Thurber, Vice Chair
Seth Horton, Secretary
Polly Cordle, Treasurer
Vyana Lafland, Advancement Chair
Terry Wyllie, Building and Grounds Chair
Katie Adams Parrish, Audit Chair
Randy Evans, Trustee
Nancy Cross, Interim Director of Administration
Letitia Amey/Dawn Pollard, Faculty College Chairs
Irina Baranova, Community Relations Coordinator
Lindsey Kirchmier, PA Co-Moderator
Derek Redwine, PA Co-Moderator

Staff

Nancy Cross, Interim Director of Administration
Rachel Davis, Marketing Associate
LaToya Good, Administrative Specialist
Lorraine Graff, Accounting Coordinator
Dayna Guadagno, Development Associate
Valerie Hogan, Marketing and Enrollment Coordinator
Bronwyn Hughes, Business Office Administrator
Alexa Mendieta, Development Assistant
Kevin Steele, Facilities Coordinator
Rachel White York, High School Transition Coordinator

Faculty

Glenn Amey, Bike Program Coordinator
Letitia Amey, 7th Grade
Sara Andrassy, 4th Grade
Irina Baranova, Russian
Deborah Boes, Magnolia Class Lead
Caitlin Britton, Sprouts Class Assistant;
Magnolia Class Assistant
Katie Bullington, 1st Grade
Cathryn Bump, Willow Class Lead; Handwork
Megan Chase, Acorn Class Lead
Diego Cusano, Spanish
Sue Edwards, Oak Class Assistant
Ned Haskins, Cello
Sarah Hayward, Magnolia Class Assistant;
Handwork Assistant
Lucy Kilpatrick, Magnolia Class Assistant
Noelle McKown, 3rd Grade
Susannah Meyer, 2nd Grade
Dawn Pollard, 8th Grade; Latin
Alicia Robinson, Aftercare Lead
Waller Thompson, Sprouts Class Lead
Matthew Thornton, Movement Arts
Roberto Trostli, 6th Grade
Loretta Walker, Music
Rae Whitlock, Oak Class Lead



Forever in Our Hearts

John Moses, March 15, 1939 - February 5, 2020

In February 2020, we lost our dear friend and school founder, John Moses.

Richmond Waldorf School was originally formed in 1988 as the Trinity School located in the home of John and Sara Moses. John, who had eight years of Waldorf teaching experience, and Sara were determined to provide a Waldorf education for their two elementary aged children. With their pioneering spirits, they brought the Waldorf impulse to Richmond, Virginia.

John had been involved in establishing and working at Waldorf schools around the world, including schools in Tübingen, Germany, New York, and Washington DC prior to starting RWS.

Upon retiring from his fulltime professional career working in Finance for the Department of State as well as the Commonwealth of Virginia, John became increasingly active at RWS faithfully attending festivals, assemblies, and community socials. Additionally, for a period, he served as a substitute teacher and aftercare assistant. For many years, John also led a weekly Anthroposophical study group for the greater Richmond community.

In addition, for more than three decades after founding the first iteration of RWS, John remained a dedicated member of the Board of Trustees actively contributing to the longterm health and well-being of the school. With his guiding wisdom and big heart, John was highly respected by his fellow trustees and the entire RWS community. John will forever be a part of Richmond Waldorf School, and is deeply missed.



What a Wild Year it Was!

Highlights from the Fall:

The 2019-2020 year began with warm weather and the will to work. We celebrated the centennial of Waldorf education with schools across the country and world. Our middle schoolers kicked off the celebrations with a 100-mile bike ride down the C&O Canal from MD to VA. Those students made memories to last the next 100 years! We marked our annual festival life with a festive Michaelmas, a beautiful lantern walk, and a reverent Winter Solstice. A successful basketball season brought a big win as RWS was named division champions! What a season it all was.



Highlights from the Spring:

Our 3rd graders took their farm trip to Hawthorne Valley, classes were rehearsing their plays, and May Faire plans were being made before the COVID-19 pandemic brought so many changes to daily life. When we learned that schools would be closed, RWS teachers and administration sprang into action to take Waldorf education beyond the classroom. We saw the creativity and dedication of our faculty, students, and community, and the beauty of this holistic educational approach. Our 14 8th graders were honored in new ways, and confidently embarked on their journey to high school.



Congratulations RWS Class of 2020

Logan Amey

The Steward School

Cyrus Bullington

Richmond Community High School

Nina Kelly

Thomas Jefferson High School

Qasim Jafari-Busuulwa

Henrico High School

Aaron Jernigan

Matoaca High School

Tegan Lafland

The New Community School

Clare Maury

The New Community School

Jude McCall

Richmond Community High School

Axel Nevarez Carrillo

CodeRVA Regional High School

Carter Nieman

Appomattox Regional Governor's School

Sarah Starr Redwine

Appomattox Regional Governor's School

Daphne Rowan

Hermitage High School - Center for the Humanities

Aiden Young Vick

Maggie L. Walker Governor's School

Malakai Wiley

Hermitage High School - Center for the Humanities



"The heart of the Waldorf method is that education is an art - it must speak to the child's experience. To educate the whole child, his heart and his will must be reached, as well as the mind."

-Rudolph Steiner

A Note of Thanks

Thank you.

Thank you for being a part of the Richmond Waldorf School community.

Thank you for the trust you show our faculty and staff.

Thank you for your generosity towards the Annual Fund.

Thank you for the hours you give in support of the school.

Thank you for the warm welcome you offer new students and families.

Thank you for asking the tough, important questions that help us grow.

Thank you for being an ambassador for the school in the community.

Thank you for entrusting your child to us.

Thank you for your patience as we went virtual.

Thank you for your trust as we returned to in-person.

Thank you for holding space in our school for different perspectives.

Thank you for sharing your story with us.

Thank you for listening and honoring the stories of others.

Without you and your generosity of time, spirit, and resources,
Richmond Waldorf School could not be all that it is.

Thank you for all the ways you give that ensure our students develop
into curious, confident, and capable individuals who bring forth healthy
change in our world.

– *The RWS Advancement Team*

2019-20 Enrollment Successes

150
enrollment

Record enrollment ending
2019-20 year with
150 students

101
grade students

Largest grade school
to date with
101 students

28
new families

34
new students

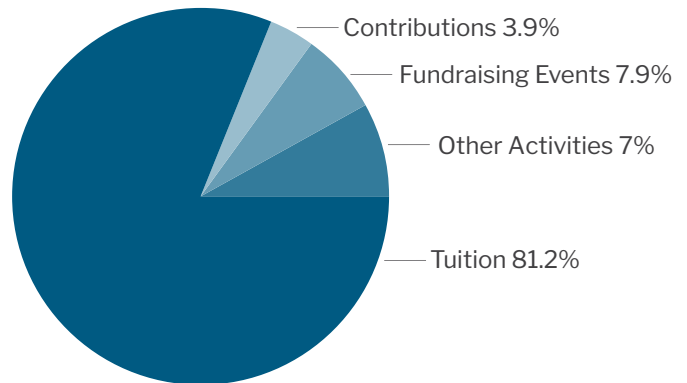
Adaptability

Created and implemented
virtual admissions and tours to
meet needs from COVID-19

Financial Overview*

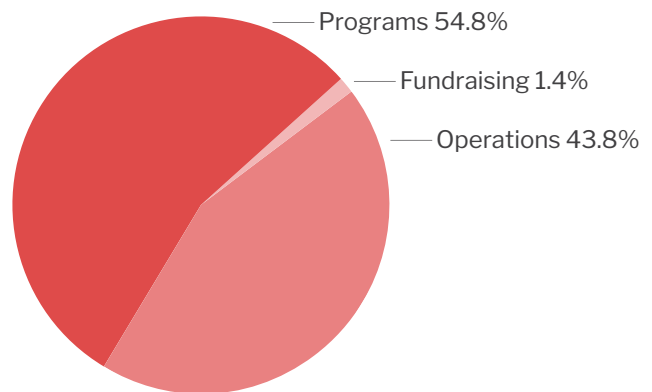
Revenue & Support

| | |
|---------------------|--------------------|
| Contributions | \$70,872 |
| Tuition | \$1,458,278 |
| Fundraising Events | \$140,970 |
| Other Activities | \$125,120 |
| Total Income | \$1,795,240 |



Expenses

| | |
|-----------------------|--------------------|
| Operations | \$643,404 |
| Programs | \$803,975 |
| Fundraising | \$20,565 |
| Total Expenses | \$1,467,944 |



*Financials have not yet been audited.



2019-20 Annual Fund Donors

Rain Maker: \$5,000+

Anonymous
Timothy and Allison Thurber

Sustainer: \$1,000-\$4,999

Adam and Annie Lacy
David and Mary Freed
Eliza Brill and Evan Esch
Ivan Beltz and Donna Davis
Lee and Peggy Martin
Mary Gordon
Martin Brill
Matt and Nancy Cross
May Brill
Polly and Coye Cordle
Vyana and Shawn Lafland

Harvester: \$500-\$999

Jennifer Jernigan
Lisa Lintelman
Lynn Hurley
Ophelia von Ludwig and Michael Freed

Cultivator: \$100-\$499

Alicia Díaz and Matthew Thornton
Alison Griffin
Amy and Shannon Black
Audrey and Tim Kelly
Barbara Boes
Brian and Erica Childress
Carlton and Brooke Bragg
Catherine Chen and Seth Horton
Catherine Dougherty and Tray Dunkerson
Cathryn Bump
Charlene and Eric Nieman
Christopher and Maura Gillert
Cynthia L. Harris
David and Kim Washburn

Cultivator: \$100-\$499

Derek Redwine
Diane Halley
Don Smith
Enderson C. Renck
Fronkie and RJ
Heather and Nate Simon
Hilary Gillert
Hilde Boes
James and Lisa Moss
James and Patricia Taylor
Janet Walsh
Jeffrey and Susan Copeland
John and Nikole Sarvay
Karl Virginia Meyer
Katarina Spears
Katie Adams Parrish
Katie and Rob Bullington
Kit and Lindsey Kirchmier
Leslie Bishop
Letitia and Glenn Amey
Maddie and Steve Kolenich
Matt and Shannon Leighty
Megan Chase
Michele and Radcliffe Burt
Monica Hunsaker and Christopher Lakner
Natalie Adams
Noell Rathbun
Pete Sokol
Peter and Lory Markham
Randy Evans and Jenny Dilworth
Rev. Jess Cook
Robert and Constance Gribbin
Roberto and Donna Marie Trostli
Rose Crews
Sabrina Rigaud-Carrie
Shirley and David Wolfe
Sonali Gulati
Sylvia Gale and Alistair Jones
Terrance Wyllie and Melissa Bradner
The Dahhan Family

2019-20 Annual Fund Donors

Cultivator: \$100-\$499

The Edwards Family
The Hayward Family
The Martin Family
The Whetzel Family
Thomas and Joann Johnson
Tracy and Tom Haines
Travis and Sara Thomas
William and Pat Hunter
William H. Wright, Jr.
Zach and Ashley Long

Seed Sower: \$1-\$99

Adrienne Capollupo and Christopher Pohlad-Thomas
Alevtina Gerasimova
Alison, Jacob, and Harper Williamson
Amanda and Marcus Lynch
Ann Maria Butler
Anya and Frederick Barlow
Augusta Perez-Morales
Aycock Family
Brittany and Christopher Snedden
Cathleen Studdard
Charles and Tracie Randall
Cheryl McCall
Christa Hubbard
Daniel and Neva Morrison
Danielle Gong and Lee Brunjes
Dawn Pollard
Deborah Boes
Edward and Margaret Downing
Elizabeth Coleman and Mark Gribbin
Emily and Michael Fee
Erika Hollen

Seed Sower: \$1-\$99

Habibatou and Cherif Kane
Heide and Arthur Zajonc Humphries
Jeff and Britta Wolfe

Seed Sower: \$1-\$99

Jennifer and Luke McCall
John and Charlotte Howard
Karen Burke
Kelly Coleman
Kevin Williams
Kristin Caskey and John Malinoski
Kurt and Porter Kobernik
Layla Ballance
Lisa Cusano
Loretta and Alfred Walker
Madeline Fitzgerald and Aaron Moses
Maggie and Mark Reinke
Marci and Lion Jackson
Maura Calhoun and Joseph Yacovone
Mindy and Joshua VanderLinden
Nancy Schwartz
Noelle Mckown
Noelle Watson
Peggy Arnzen
Peter and Barbara Curtis
Rae Whitlock
Sam and Kate Thorn
Sara Andrassy
Shaniqua Wiley
Stephanie and Jeremy Rowan
Stephanie Schutte and Judy Strange
Sue Raskin Groves
Susannah Meyer and Eric Truitt
Swan-Doxey
Valerie Hogan
Virginia Hudert

Grants

Mary Morton Parsons Foundation,
\$100,000 matching grant
The Rudy and Esther Bund Foundation,
\$50,000
The William H, John G and Emma Scott
Foundation, \$50,000

2019-20, Phase One Building a Greener Future Donors

Chris Mercer and Yvette Coronado-Mercer
Dean Francis
Derek and Amy Redwine
Gordon Freutel
Greg Cummings
Heather and Nate Simon
Ivan Beltz and Donna Davis
James, Lisa and Jim Moss
Jody Begley
John Moses
Katie Adams Parrish
Katie and Robert Bullington
Kim Gentil

Lee and Peggy Martin
Lory and Peter Markham
Madelaine and Steve Kolenich
Morgan Bartolini
Polly and Coye Cordle
Roberto and Jeanne Sarmento
Terry Wyllie and Melissa Bradner
Theodore Wiggin
Timothy and Allison Thurber
Vyana and Shawn Lafland
Yadira Carrillo Tamez and Gerardo
Nevárez Moorillón
Yvonne Jacobs

The Building a Greener Future Campaign is an all encompassing campaign to make our school as environmentally friendly as possible. Step one was replacing the leaky, failing roof. This has completed and we are excited for our next step – Solar Panels, LED lighting, and increased natural lighting to lower our energy output.

**The roof
is replaced and
we are ready for
SOLAR!**

BUILDING A GREENER FUTURE

The Sun Fund Donors

Craig Schwartz
David and May Freed
Derek and Amy Redwine
Eliza Brill and Evan Esch
Ivan Beltz and Donna Davis
John Ravenal
Katie and Rob Bullington
Kimberly and Lane Martin
Maddie and Steve Kolenich
Megan Chase
Terry Wyllie and Melissa Bradner
The RWS Parents Association
Timothy and Allison Thurber

When the COVID-19 Pandemic began and schools, jobs and businesses were hit hard, our community came together to raise money for the families who were not able to continue paying tuition.

The funds raised were distributed to families who applied for tuition and fee assistance through a simple survey. Funds were distributed based on need and were kept anonymous. This was a major help to our families who needed us.



2019-20 In-kind Donors

Auction Donors

Adrienne Capollupo
Alexandra Youmans
bb&g books
Betsy Cockreil
Bygones
Camp Twin Creeks
Childrens Museum of
Richmond
Cross Creek Nursery
CSA Farm Share
DC Skydive
Greenbrier
Hot Yoga Richmond
Let's Roam
Lisa Cusano
Megan Chase

Mi Jalisco
Mill on MacArthur
Mind Alchemy
Nancy Cross
One Little World
Peak Experiences
Paul Hudert
Polly Cordle
Postbellum
Rebecca D'Angelo
Richmond Road Runner
RWS Board of Trustees
RWS Parents Association
Shannon Black

Sneed's Nursery
Susannah Meyer
Sweat LLC
The Valentine
The Virginia Rep
Trader Joe's
Triangle Rock Club
Turkish Towels
VisArts
Woodside Farms
World of Mirth



**Additionally,
a BIG Thank You**
to all of our community members
who have donated their time and
talents throughout the year, not only at
larger events such as the auction, but
every smaller and detailed event such as
morning coffee socials. Our school is so
lucky and grateful to have such a
dedicated group of families that carry
us through the year. Our
volunteers are essential
to our success!

Looking Into the Future...

Our 2020-2021 Annual Fund will begin shortly!



In times of uncertainty,
community centers us.

Donate today to help keep our community strong.



Thank you again to everyone who supported us during the 2019-20 year.

RichmondWaldorf.com | 1301 Robin Hood Road, Richmond, Virginia 23227 | (804) 377-8024