



# *Annual Report*

**2020-2021**



# 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.

# Diversity, Equity, and Inclusion

Richmond Waldorf School welcomes students, families, faculty, staff, and guests of all races, ethnicities, cultural and religious heritages, socio-economic backgrounds, geographic origins, gender identities, sexual orientations, and family structures. We educate our students to respect the dignity of all people and we reject discrimination in all its forms. We seek to create, embrace, support, and nurture a diverse and inclusive community where everyone feels respected, connected, honored, and valued.

*"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*





## Board of Trustees

**Kim Washburn**, Chair  
**Vyana Lafland**, Vice-Chair  
**Polly Cordle**, Treasurer  
**Seth Horton**, Secretary  
**Randy Evans**, Member at Large  
**Michael Freed**, Audit Chair  
**Sonali Gulati**, Diversity, Equity, and Inclusion Chair  
**Lindsey Kirchmier**, Marketing Chair  
**Derek Redwine**, Advancement Chair  
**Terry Wyllie**, Building and Grounds Chair  
**Joanne Garner**, Ex Officio, Director of Education  
**Rebecca Gibbs**, Ex Officio, Director of Administration  
**Dawn Pollard**, Faculty College Chair  
**Nicole Randall**, Ex Officio, PA Moderator  
  
**Michael Fee**, General Counsel to the Board of Trustees

## Administrative Team

**Rachel Davis**, Marketing and Advancement Specialist  
**Joanne Garner**, Director of Education  
**Rebecca Gibbs**, Director of Administration  
**LaToya Good**, Administrative Specialist  
**Lorraine Graff**, Accounting Coordinator  
**Valerie Hogan**, Marketing and Enrollment Coordinator  
**Kevin Steele**, Facilities Coordinator  
**Rachel White York**, High School Transition Coordinator

## Faculty

**Glenn Amey**, Bike Program Coordinator  
**Letitia Amey**, 8th Grade  
**Sara Andrassy**, 5th Grade  
**Irina Baranova**, Russian  
**Stephanie Barrett**, Cello Instructor  
**Reid Beverly**, Woodwork Instructor  
**Deborah Boes**, Magnolia Class Lead  
**Caitlin Britton**, Acorn Class Assistant  
**Katie Bullington**, 2nd Grade  
**Cathryn Bump**, Willow Class Lead;  
Handwork Instructor  
**Megan Chase**, Acorn Class Lead  
**Jenny Dilworth**, Woodwork Instructor;  
Visual Arts Instructor  
**Sarah Hayward**, Dogwood Class Lead  
**Michelle Israel**, Spanish  
**Lucy Kilpatrick**, Magnolia Class Assistant  
**Samantha Kittle**, Aftercare Teacher  
**Maddie Kolenich**, Willow Class Assistant  
**Noelle McKown**, 4th Grade  
**Susannah Meyer**, 3rd Grade  
**Dawn Pollard**, 1st Grade; Latin  
**Thea Pollard**, Aftercare Teacher  
**Darlene Ramsey**, Handwork Instructor  
**Alicia Robinson**, Aftercare Teacher  
**Matthew Thornton**, Movement Arts  
**Roberto Trostli**, 7th Grade  
**Loretta Walker**, Music  
**Emily Whetzel**, Dogwood Class Assistant  
**Rae Whitlock**, At-home Learning Coordinator



# *A Letter from the Board of Trustees*

**Dear Richmond Waldorf School Community,**

On behalf of the Board of Trustees, I would like to thank you for your continued support of Richmond Waldorf School. After several years on the board, I have had the opportunity to see first-hand the energy, generosity, and dedication of every student, teacher, staff member, parent, volunteer, friend, board member, and donor that has enabled this school to grow and thrive. I am deeply honored to follow Kim Washburn as your Board Chair and am pleased to report that the school is on solid footing.

The 2020-2021 school year started with many unknowns, and yet we have never wavered from our mission of providing our students with a practical education that promotes independent thinking, cultivates creativity, builds confidence, and develops practical skills. We are incredibly proud of our students, faculty, and staff for their dedication during the challenges the COVID-19 epidemic has created.

By expanding our outdoor learning spaces and instituting strict safety protocols, we were able to safely serve our students. In fact, we have been thrilled to welcome many new families into the community, culminating in record high enrollment by the end of the year.

Our youth requires the tools not only to keep up, but to lead, to strategize, and to transform. We need world citizens who can build relationships and communicate effectively, now more than ever. Cutting-edge research says that students thrive with the integration of physical movement, vocal exercises and socialization – referred to as Whole Brain Teaching – exactly where Waldorf education has been excelling for over 100 years.

A huge thank you to our Board and faculty for their dedication, especially throughout this past year which required increased meetings, intense discussions, and courageous decisions while facing many unknowns during the COVID-19 epidemic.

Boundless gratitude to Kim Washburn, who has served on the Board for a total of eight years now, including the last two as Board Chair. Kim has distinguished herself as an extraordinarily dedicated and generous steward of the school and never flinched in the face of difficult decisions. As I look back on Kim's time with the school, it's hard to imagine being here today without her at the helm.

*[continued on next page]*





*[A Letter from the Board of Trustees, cont.]*

I would also like to gratefully acknowledge school leadership, who served as ex-officio members of the Board this past year:

Nancy Cross, interim Director of Administration, who served in the position for 18 months and proved to be the leader we needed in the time of crisis. Words cannot adequately express the gratitude for all that Nancy has done for RWS to ensure we are ready for a thriving future.

Rebecca Gibbs, current Director of Administration, who started mid-year easing into the leadership position amidst the chaos with grace and fortitude and helping RWS end the year strong. I am inspired by her vision and look forward to what the future holds under her leadership.

Dawn Pollard, College Chair, for serving as liaison to the Faculty College and ensuring our work on the Board maintained a solid pedagogical focus and always reminding us of our purpose.

Nicole Randall, PA Moderator, for serving as the invaluable liaison to the parent community and ensuring that our parent perspective is always represented.

We are entering the 2021-2022 school year stronger than ever, anticipating continued growth, and grateful to those who got us here. And yet fundamentally, we remain as we have always been: centered around our students, who are the reason we are all here.

With gratitude,

*Vyana Lafland*

**Vyana Lafland**

*Board Chair, RWS Board of Trustees*



# Introducing Rebecca Gibbs

**Dear Friends,**

I am honored and humbled to be a part of the Richmond Waldorf School community. Each day, I am surrounded by your bright and engaging young people that inspire me to be in the moment and propel me to focus on the ultimate goal of helping Richmond Waldorf School realize its full potential.

Last year, I watched as our incredible faculty and staff came together to deliver a successful in-person Waldorf learning environment despite the challenges so many of us faced during this worldwide pandemic. We worked diligently to provide a safe and welcoming space for our children to grow and flourish while building resiliency and understanding of our ever changing surroundings. And yet certain familiar aspects remained constant – the beautiful artistry and interconnection of our lessons woven throughout our movements and awareness of self and how we fit together as a community.

I look forward to a time in the nearer future where we can again gather together to enjoy each other's company and relish in the delights of the children, the festivals, the camaraderie and reflection that unite us as a Waldorf school.

Most sincerely,



**Rebecca Gibbs**

*Director of Administration*



# Thank you, Nancy Cross!

We would like to express our utmost gratitude and appreciation to Nancy Cross, former Interim Director of Administration, whose dedication and leadership have helped RWS navigate uncharted waters and thrive during a period of extreme uncertainty. Nancy devoted a year and a half to this role and laid the groundwork to move RWS into its next iteration of development and growth. Although no longer in this role, she continues to impart knowledge and wisdom as a guiding hand when called upon. She will be greatly missed, but we wish her well in her retirement.





# Introducing Joanne Garner

Earlier this year, we shared that RWS was looking to fill a new role of Director of Education. The Director of Education will work in collaboration with Administration, the College of Teachers, and the Board of Trustees to foster a school culture where parental involvement, faculty development, and pedagogical aims all work together to create the best possible learning environment for our students.

We are thrilled to inform you that Joanne Garner filled this role and began working at RWS on June 1, 2021. Joanne has a Masters Degree in Educational Leadership and a Bachelor's Degree in Elementary Education. She most recently served as a Lower School Director at an independent school, has been a classroom teacher, and also has experience in counseling and mediation. Joanne became familiar with Waldorf education when homeschooling her own children, and has already begun to develop a great working relationship with our faculty and staff. We hope you will join us in welcoming Joanne to this new position.



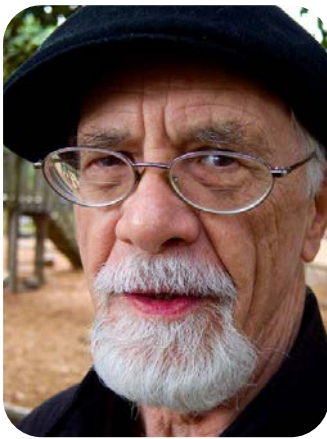
## Accreditation

In the coming year, RWS is excited to embark upon the journey towards accreditation with the Southern Association of Independent Schools (SAIS), the Association of Waldorf Schools of North America (AWSNA), and the Waldorf Early Childhood Association of North America (WECAN). RWS remains committed to the development and advancement of our programs and growth in the school as a whole. Accreditation offers an opportunity to streamline our administrative, financial, operational and oversight practices as well as further our mission and strategic goals. We ask for your support this year during a busy and rewarding time. Please refer to our website calendar for the most up to date events and happenings.





In 2020, Richmond Waldorf School lost two of its most influential founding community members, John Moses and Maria Butler. This past February, the Richmond Waldorf School Legacy Circle was created as an avenue to support the mission of RWS through memorial giving. Gifts to the Legacy Circle can currently be directed towards either the John Moses Fund or the Maria Butler Fund, helping to grow our school in the areas these founding individuals were most passionate about.



### John Moses

Equipped with their learned knowledge and interest in Rudolf Steiner's anthroposophy, John and Sara Moses began their first Waldorf kindergarten around their Richmond, VA kitchen table in 1985. That first class consisted of the two Moses children and a few others from the neighborhood. By 1988, they had outgrown their kitchen table, as enrollment expanded, and began renting space at a nearby church. From there, through ups and downs, the movement and desire for a Waldorf education option here in Richmond steadily grew into the thriving PreK-8th school we have today.

John's passion for the academic livelihood of every student was palpable when he frequently visited campus over the years. He was dedicated to continuously enriching the academic programs here at Richmond Waldorf School, and dreamed of expanding RWS to one day include a high school.

Donations to the John Moses Fund will honor John's hopes for RWS, putting dollars towards the continuous enrichment of our academic programs and preparation for the eventual growth of our school. This year's funds have been spent on geographical maps and atlases for our middle school students.



The home of John and Sara Moses in where their first ideas for Waldorf education in Richmond, Virginia were kindled.



To give to Legacy Circle, visit [RichmondWaldorf.com/legacy-circle](https://RichmondWaldorf.com/legacy-circle)





### **Maria Butler**

In 1992, while Richmond Waldorf School was still a fledgling institution, Maria Butler was a young mother looking for a school for her son. She stumbled upon Richmond Waldorf School, and while there was not room in class for her son, she was immediately intrigued. As destiny would have it, RWS was looking to fill a teaching position and hired Maria, an experienced elementary school teacher, for the upcoming school year. She threw herself into learning and studying Steiner's philosophy, with the faculty weekly and attended Waldorf teacher training that summer in Sunbridge, NY. Sadly, that following summer for various reasons, RWS closed its doors.

For the next several years, the passion and interest in Waldorf education continued to grow in Maria, and she was instrumental in the eventual reopening of RWS. In 1996, John Moses and Maria began conducting Waldorf parent education classes, slowly rebuilding the community's momentum for a Waldorf school here in Richmond. By the fall of 1996, Maria had secured a new home for the school and they successfully reopened RWS with a kindergarten class of 14 children. From there, RWS was well on its way to the successful, and thriving PreK-8th school we have today.

Maria's passion for both teacher and parent education will be continued through her Legacy Circle Fund. It will provide funds towards education opportunities that will enhance our faculty's Waldorf experience. This year, the Maria Butler Fund will aid one of our newest teachers in tuition fees for the Sunbridge, NY Waldorf Education Training.



**To give to Legacy Circle, visit [RichmondWaldorf.com/legacy-circle](https://RichmondWaldorf.com/legacy-circle)**



# *A Year To Remember!*

The 2020-2021 school year was like no other in history all across the globe. Educators and students everywhere have reimagined every aspect of daily life in the classroom and life at RWS this year has been no different. After months of preparation, creating 7 outdoor classroom spaces, installing an updated air filtration system, and implementing dozens of new safety measures, we opened our doors in August of 2020, and we got to work.

With the school year now behind us, we can say with certainty that our diligent safety measures worked just as they were intended to keep our community safe from a COVID outbreak, and ensure that quality and joy-filled learning was happening for both our students here with us on campus and those that chose to learn with us virtually this year.





## Highlights from Fall

Fall began with our Movement instructor, Matthew Thornton reimagining our beloved Michaelmas festival as a movement-based visual representation performed outdoors instead of the traditional pageant.

Michaelmas was the first of many reimagined festivals and events that we shared via Facebook livestream with our loved ones this year, including our reverent Winter Solstice spiral walks and class plays.

Our 3rd graders spent time at neighboring Shalom Farms as part of their study of gardening.

All of our students spent time learning with our resident biking instructor, Glenn Amey.

Our Advancement team presented a successful, and entirely virtual Silent Auction and virtual Holiday Market.



## Highlights from Spring

Spring began with welcoming an entire new class of Early Childhood students to campus, our Dogwood Class.

Our soccer program was able to continue throughout the spring.

We hosted an entirely virtual Friends & Family Day that gained more attendees than ever before, and celebrated an absolutely beautiful May Faire on our lawn with friends and family watching virtually from home.

The 5th Graders participated in the annual Pentathlon to cap off their study of Greek history at Camp Hanover.

Our 8th graders completed a rigorous three day backpacking trip along the Appalachian Trail a few weeks before we celebrated their graduation from RWS.





# *Congratulations RWS Class of 2021*

**Talyn Arcane**

*Sora High School*

**Leah Castellanos**

*Undecided*

**Vanessa Crews**

*Steward School*

**Nico Cusano**

*Sora High School*

**Luca DiBenedetto**

*CodeRVA Regional High School*

**Robin Folman**

*Hermitage Highschool*

**Emma Giglio**

*Glen Allen High School*

**Ian Giglio**

*Glen Allen High School*

**Maddie Giglio**

*Glen Allen High School*

**William Gribbin**

*Appomattox Regional Governor's School*

**Nik Santi**

*Steward School*

**Laila Thornton-Diaz**

*Open High School*

**Cole Washburn**

*Richmond Community High School*

**Destiny Wilson**

*Varina High School*

*"Receive children in reverence, educate them in love, and let them go forth in freedom."*

*-Rudolph Steiner*





# A Note of Thanks

**I have never been prouder to be part of a Waldorf community**

as I was this past year; and this is our family's third Waldorf school! On behalf of the board, faculty, staff, and students of RWS, thank you for your generosity over the past year.

Despite all the challenges presented by COVID-19 restrictions and complications, we accomplished so much together!

- We reached our Annual Fund goal of \$50,000.
- We navigated protocols and procedures with courage and grace.
- We looked to the future, expanding our staff and our enrollment.

None of this would have been possible – none of it – without the generosity of people like you, who gave their time, trust, passion, and resources to RWS.

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.

— **Derek Redwine**, *Development Chair*

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# 2020-2021 Enrollment Successes

**27%  
Increase**

Student body growth  
since acquiring  
building in 2017-18

**103  
Grade Students**

Our largest grade school  
to date with 15%  
enrollment growth  
from 2017-2018

**152  
Enrollment**

Started the year with  
122 students; added 30  
students throughout  
the year

**49  
EC Students**

4 Fully enrolled  
Early Childhood  
classes

**Flexibility**

Our new school video  
(courtesy of Graham Copeland)  
and the transition to Zoom  
admissions meetings made  
admissions work possible  
in the pandemic

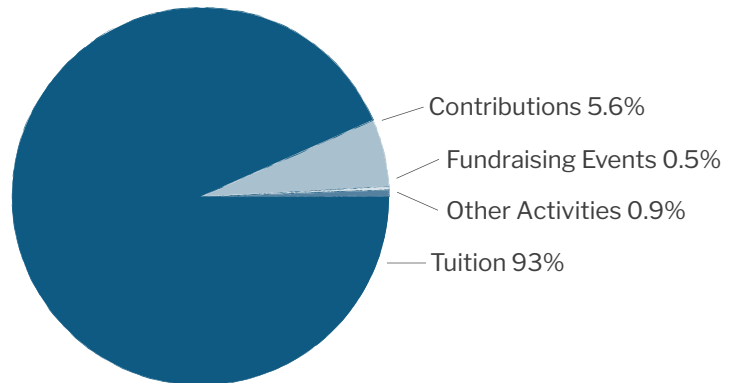




# Financial Overview\*

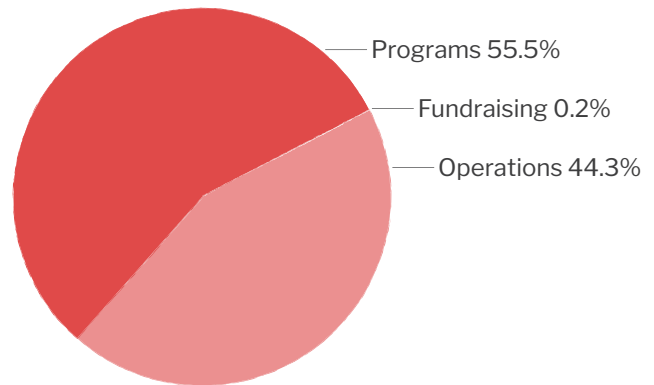
## Revenue & Support

Contributions	\$91,238
Tuition	\$1,516,990
Fundraising Events	\$8,065
Other Activities	\$5,239
<b>Total Income</b>	<b>\$1,621,532</b>



## Expenses

Operations	\$679,386
Programs	\$865,715
Fundraising	\$3,347
<b>Total Expenses</b>	<b>\$1,548,448</b>



\*Financials have not yet been audited.



# 2020-2021 Annual Fund Donors

## *Rain Maker \$5,000+*

Anonymous  
Tim & Allison Thurber

## *Sustainer \$1,000-\$4,999*

Ivan Beltz  
Jerry & Jenny Bullington  
Richard Coleman  
Coye Cordle  
Polly Cordle  
Donna Davis  
David & Mary Freed  
Ophelia von Ludwig & Michael Freed  
Shelley Huntington  
Vyana & Shawn Lafland  
Lisa Lintelman  
Lee & Peggy Martin  
John Starr  
Tom & Carmela Tombes  
William Wright

## *Harvester \$500-\$999*

Jeff & Anna Boedeker  
Melissa Bradner  
Nancy Cross  
Maura Chris Gillert  
Robert & Constance Gribbin  
Jim & Lisa Moss  
George & Melissa Smallfield  
Derek & Amy Starr Redwine  
Andrew & Jody Symula  
Patricia Taylor  
Travis & Sara Thomas  
Kim & Dave Washburn

## *Cultivator \$100-\$499*

Neema & Levon Akbarzadeh  
Christina (Tia) Albia  
Leslie Bishop  
Shannon Black  
Hilde Boes  
Barbara Boes  
Carlton & Brooke Bragg  
Susan Brockmann  
Robert & Katie Bullington  
Michele & Radcliffe Burt  
Ian Calder  
Megan Chase  
Jeff Childress  
Jeffrey & Susan Copeland  
Coye Cordle  
Jeremy & Rachel Davis  
Alicia Diaz  
Randy Evans  
Scott & Julia Everline  
Sylvia Gale  
Hilary Gillert  
Lorraine Graff  
Sonali Gulati  
Benjamin & Sarah Hayward  
Kathleen Hayward  
Michael & Cheryl Heny  
Monica and Jason Hopkins  
Seth Horton  
Meghan Hughes  
Soranak Hum  
Monica Hunsaker  
William & Pat Hunter  
Alistair Jones  
Kit & Lindsey Kirchmier



# 2020-2021 Annual Fund Donors

## *Cultivator \$100-\$499*

Maddie Kolenich  
Christopher Lakner  
William & Shannon Leighty  
Lisa Lintleman  
Pete & Lory Markham  
Kimberly Martin  
Karl Meyer  
Susannah Meyer  
Kathleen Moss  
Augusta Pérez-Morales  
Dawn Pollard  
Frank & Darlene Ramsey  
Charles & Tracie Randall  
Noell & Carolyn Rathbun  
Lusanna Ro  
Joran Sequeira  
Nate & Heather Simon  
Julietta Singh  
Katarina Spears  
Cathleen Studdard  
Terry Wyllie

## *Seed Sower \$1-\$99*

Sara Andrassy  
Irina Baranova  
Eric Benotsch  
Deborah Boes  
Kristin Caskey  
Kelly Coleman  
Edward & Margaret Downing  
Matthew Gayle  
Valerie Hogan  
Virginia Hudert  
Paul Hudert  
John & Somner Humphries  
Cheryl McCall  
Beatrice Mitrosky  
Onça O'Leary  
Mark & Maggie Reinke  
Don Smith  
Christopher & Brittany Snedden  
Hillary Szalay  
Kristen Talbott  
Robert Trostli  
Noelle Watson  
Mary Willey  
Arthur & Heide Zajonc

## *Grants*

Classics for Kids: \$2,000  
Cares III: \$12,900  
Cares IV: \$22,953

# The Sun Fund Donors

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.

This past year, 15 of our current RWS families were supported by the Sun Fund. Thank you to all that donated in the 2019-2020 fiscal year, as well as this past year.

*Thank you.*

Kimberly Martin  
Tim & Allison Thurber  
William Wright

## 2020-2021 In-kind Donors

Alexandra Youmans  
bbgb Bookstore  
Beyond Boundaries  
Blue Egg Bakery  
Boketto Wellness  
Bryan Kirby  
Cathryn Bump  
Craft Bakehouse  
Earth Essentials RVA  
Elenonore Spears  
Elise Lintelman  
Eliza Brill  
Flour Garden Bakery  
Hand Thrown Studios  
Inside Out by Irina  
Jess Lee Breed  
La Amatista Amethyst  
Stones  
Lorraine Graff  
Manakintowne Specialty  
Growers  
Michelle Israel  
Minima Organizing  
Nancy Cross  
One Little World  
Pan Natural Goods

Rabbit & Wren  
Salt & Forge  
Sarah Hayward  
Seasonal Roots  
Shadytree Construction  
Shalom Farms  
Stephanie Hogan

Studio Two Three  
Sub Rosa Bakery  
Thicket Design  
Triangle Rock Club  
Valentine Museum  
Visual Arts Center

We'd like to thank  
all of our community members  
who have donated their time and  
talents in so many different (and  
mostly virtual!) ways throughout this  
school year. Because of you, we  
have not only survived this  
wild year, but truly thrived.  
Thank you.



# Looking Into the Future...

Next year, we will celebrate 25 years of Richmond Waldorf School!



Our 2021-2022 Annual Fund, ***The Next 25 Years***, has begun! Help us meet our ambitious goal of \$65,000 as we look towards all the possibility the next 25 years can hold for RWS.

**Donate today to help keep our community strong.**



**Thank you again to everyone who supported us during the 2020-2021 year.**