



# ANNUAL REPORT

**FINANCIAL YEAR  
ENDING 2023**

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## AN INTRODUCTION

Dear AWSNA community,

I am delighted to present to you the AWSNA FY 2023 Annual Report and share some highlights from a successfully completed fourth year of our five-year strategic plan. Many projects have been initiated through our work with the strategic priorities, and are now being implemented in AWSNA member schools and institutes.

As we continued our work with Strategic Priority No. 1, "Strengthen and Support Teacher Quality," we began to focus on supporting the life cycle of Waldorf teachers. From marketing to mentoring to continued professional development, we made dedicated efforts to provide current teachers with the necessary support and resources to thrive in their roles while giving new Waldorf teachers a clear path of support. Additionally, we have been actively researching leadership in Waldorf schools and identifying important areas to be addressed.

We concluded the climate and equity survey this year, which provided valuable insights into the current state of our community. This information will guide us in creating a more inclusive and equitable environment for all.

In June, we were pleased to hold our first in-person meeting since the pandemic. AWSNA delegates and liaisons gathered at Sacramento Waldorf School for the Annual Association Meeting, which was a resounding success. It was wonderful to be together again!

One of the biggest highlights of the year was the April gathering of over 100 individuals from AWSNA member schools and institutes at the World Teachers' Conference at the Goetheanum in Dornach, Switzerland. The conference brought representatives together from over 60 countries, creating a truly rich, global experience.

I would like to express my gratitude to all the members of our community who have contributed to the success of these initiatives.

Your dedication and commitment have been instrumental in driving our progress. I invite you to explore this Annual Report to learn more about the achievements and milestones we have reached together. Thank you for your continued support of Waldorf education.

Very fondly,

**Rebecca Moskowitz**

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# GOVERNANCE/STAFF

## BOARD OF TRUSTEES

Valerie Colis, President; Colleen Everhart-Massie, Vice President; Jeffrey Barth, Treasurer; Chuck Conlon, Secretary; Members at Large: Catherine Foote, Keelah Helwig, Renita LiVolsi, Victoria Reyes. 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-Quebec; Rubeena Sandhu, Northwest-Pacific; Wendy Gittleman, Southeast-Atlantic; Catherine Foote, 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; Nora Hidalgo, Mexico; Sue Levine, 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. School Renewal: Beverly Amico, Publications Manager; Cynthia Shore, Editor; Janine Pearson, Design and Layout; Laura Posusta Sharp, Copy Editor; Karen Younger, Shipping Manager.

## ADMINISTRATIVE NETWORK OF AWSNA (ANA)

Beverly Amico, Texas-Mexico-Canada-Southwest-Rockies; Rachel Baay, Southeast-Atlantic; Denese Giordano, Mid-Atlantic; Lisa McCarthy, Southern California-Hawai'i; Siân Owen-Cruise, Great Lakes-Ontario; Paula Piemonte, Northern California; Caitlin Rooney, Northeast-Quebec; vacant, Northwest-Pacific.

# AT A GLANCE

2023 ACTUALS  
(7/31/23 AUDITED)

INCOME		EXPENSES	
MEMBERSHIP	\$1,547,459	PROGRAM SERVICES	\$2,414,035
CONTRIBUTIONS & GRANTS	\$903,262	PUBLICATIONS RENEWAL	\$86,808
		TEACHER EDUCATION	\$615,016
PUBLICATIONS RENEWAL	\$79,888	WALDORF WORLDWIDE	\$579,904
		OTHER PROGRAM SERVICES	\$1,132,307
OTHER INCOME	\$51,094	GENERAL & ADMINISTRATIVE	\$240,341
TOTAL INCOME	\$2,581,703	FUNDRAISING	\$67,796
		TOTAL EXPENSES	\$2,722,172

STATISTICS

SCHOOL RENEWAL	
26	<b>AUTHORS CONTRIBUTED ARTICLES</b> to the fall and spring editions of <i>School Renewal: A Journal for Waldorf Education</i>
24	<b>INSPIRING ALUM INTERVIEWS</b> and Spotlights were included in <i>School Renewal: A Journal for Waldorf Education</i>
	<b>13,378</b> COPIES OF SCHOOL RENEWAL were printed, shipped, and delivered to annual subscribers

GRANTS	
299	<b>ASPIRING AND PRACTICING TEACHERS</b> were supported by AWSNA's teacher education loans and grants program
200	<b>LOANS WERE ALLOCATED</b> to aspiring teachers for a total of \$252,968
189	<b>CURRENTLY PRACTICING TEACHER GRANTS</b> in the amount of \$98,891 were allocated to school faculty and staff this year
	<b>\$35,000</b> IN GRANT FUNDS were allocated to support full member institutes in support of apprenticeship and speech arts programs
	<b>\$288,549</b> FUNDS WERE ALLOCATED BY 64 SCHOOLS to support grants for currently practicing teachers

SCHOOLS & INSTITUTES CURRENT	
160	<b>SCHOOLS ARE MEMBERS</b> of the Association of Waldorf Schools of North America
82	<b>FULL MEMBER SCHOOLS</b>
55	<b>ASSOCIATE MEMBER SCHOOLS</b>
23	<b>REGISTERED INITIATIVE SCHOOLS</b>
3	<b>NEW ASSOCIATE MEMBERS</b> <ul style="list-style-type: none"><li>· Ak Lu'um Waldorf Community</li><li>· Great Oak School</li><li>· Lakota Waldorf School</li></ul>
1	<b>NEW FULL MEMBER</b> <ul style="list-style-type: none"><li>· The Waldorf School of Mendocino County</li></ul>
13	<b>INSTITUTES ARE MEMBERS</b> of the Association of Waldorf Schools of North America
8	<b>FULL MEMBER INSTITUTES</b>
4	<b>ASSOCIATE MEMBER INSTITUTES</b>
1	<b>REGISTERED INITIATIVE INSTITUTE</b>

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## ANNUAL APPEAL DONORS

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Ak Luum Waldorf Community

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### UP to \$100

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## 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.*

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