

*Happiness is neither
virtue nor pleasure
nor this thing nor that
but simply growth,
We are happy
when we are growing.*

— WILLIAM BUTLER YEATS

CITY *of* LAKES WALDORF SCHOOL

2012 ANNUAL REPORT

A MESSAGE TO THE COMMUNITY

One looks back with appreciation to the brilliant teachers, but with gratitude to those who touched our human feelings. The curriculum is so much necessary raw material, but warmth is the vital element for the growing plant and for the soul of the child.

— CARL JUNG

City of Lakes Waldorf School continues to grow and develop as a school and community! In the 2011-12 school year, we made significant strides to strengthen our foundation and to give birth to some long dreamed-of visions. In the wider world, evidence of the relevancy of Waldorf education abounds and was reflected in a front page article of the Sunday New York Times challenging the role of technology in the classroom. Now more than ever, we are part of the education conversation and are a rich alternative to public and private education options for many families. Our annual report reflects our commitment to our school's financial health and independence, a supportive workplace for our staff and faculty, a welcoming home for parents and friends, and an exceptional educational experience for our students.

In 2011-12, our Board of Trustees worked with our finance committee to strengthen our budgeting processes – lessening the impact of enrollment and other revenue fluctuations on staffing and operations from year to year. The Board's commitment to improve overall staff compensation and benefits was reflected in a decision to create a retirement benefit and to bring faculty salaries to 90 or 95% of current market numbers. As a part of our development work, we held a successful spring fundraiser featuring our first art auction, and we raised \$137k through our annual giving campaign – the most in our school's history. The generous participation of City of Lakes Waldorf School parents, grandparents, and friends has continued to support the steady advancement of our mission.

In the classrooms, we enjoyed an increase in enrollment in the early childhood and early grades. We welcomed 26 students into our first grade class and had an increased demand for parent/tot classes in our Little Sprouts program which was expanded to four mornings a week. Our College of Teachers made an historic decision to offer Mandarin Chinese in place of German in the 2012-13 school year. A pilot hot lunch program grew into a full collaboration with an old neighborhood partner. Wedge Co-op Catering now provides freshly prepared lunches to students four days a week. A two year grant through Hennepin County resulted in overall waste reduction, new policies for environmentally sound supply purchases, and beautifully handcrafted, wooden bins for waste, recycling, and compost in every classroom, strengthening our collective commitment to the conservation of our natural world.

We also celebrated the retirement of our Circus Arts program founders, teachers and directors, Rosie Cole and Lloyd Brant, after nineteen years of teaching circus arts skills to our students. Our excellent Circus Arts program was recognized by the Minnesota Independent Schools Forum and has long distinguished us among local schools and among Waldorf schools across the continent.

Our 2012 graduates will join others to write the next chapters in human history and to determine how to meet the challenges of the future in a world we can only dream. Waldorf education is carefully designed to prepare young people to meet their future by allowing them to fully develop their own unique capacities. Our education cultivates a child's belief in their ability to do whatever they set their minds to – to imagine what could be and to make it happen – to lead in matters of the mind and the heart – and to work in cooperation with others for the benefit of the whole. Our job is to encourage all that is good and true and beautiful in these young people – and to strengthen their soul forces – in order to send them on their way as human beings who are truly free to live out their own purpose. Waldorf education is truly an education for our times.

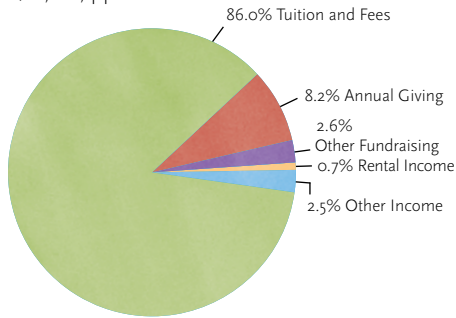


CLWS FINANCIAL OPERATING SUMMARY

Fiscal Year ended 6/30/12

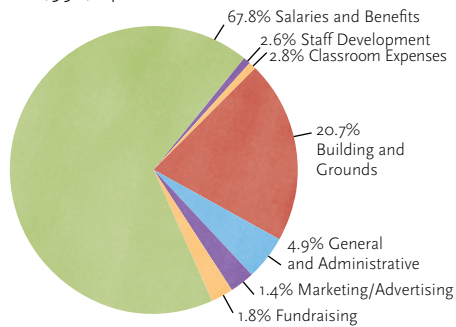
REVENUE

\$ 2,112,442



OPERATING EXPENSES

\$ 1,950,046



2012 ACCOMPLISHMENTS

Recent notable accomplishments:

- Graduated our 18th eighth grade class, bringing our total alumni to nearly 300
- Celebrated the retirement of Circus Teachers, Rosie Cole and Lloyd Brant after 19 years of service
- Welcomed eight new staff members to our school and two current staff members to new positions
- Conducted a World Language Program review resulting in significant changes to our program, replacing German with Chinese as our second world language
- Launched a five day a week student lunch program with neighborhood partners, The Wedge Co-op and A Slice of New York
- Reviewed health care options resulting in improved coverage for staff and reduced costs to the school
- Added a 401k staff retirement benefit with an employer match
- Continued implementation of a commitment to raise compensation to 95% of market for CLWS teachers and 90% of market for administrative staff
- Continued to improve our school-wide organics recycling program via grant funding from Hennepin County's Waste Abatement Incentive Program
- Enhanced outreach efforts to strengthen community connections and increase enrollment
- Reached full Kindergarten enrollment in the fall of 2012

YOUR CONTRIBUTIONS SUPPORT:

Your child's classroom teacher, subject teachers, and support staff.....	67%
Our historic building, its maintenance and daily operations	23%
Your child's classroom and related classroom expenses.....	5%
Other operational expenses*	5%

* These include: staff and institutional development, dues and related expenses to membership with the Association of Waldorf Schools of North America, office expenses, and professional fees for our annual financial audit)



*Who looks outside, dreams;
who looks inside, awakes.* — CARL JUNG



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City of Lakes Waldorf School gratefully acknowledges the following donors who have generously provided support through our annual fund, spring Art Auction fundraiser, and more. These donations were made between July 1, 2011 and June 30, 2012. Please accept our apologies for any errors or omissions. Every gift makes a difference!

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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. — RUDOLF STEINER