

tamarack waldorf school annual report 2012-2013





our mission

Through honoring and cherishing each child as an individual, Tamarack Waldorf School works to achieve academic excellence and social harmony. We offer a pre-school through 8th Grade curriculum that integrates the humanities, arts and sciences and is grounded in Rudolf Steiner's understanding of the intellectual, emotional and physical stages of child development. Our inspired and accomplished educators foster curiosity and wonder, artistic creativity, social responsibility, a deep appreciation for work, and a lifelong love of learning. We are dedicated to developing our diverse community of students into becoming independent and critical thinkers who are inspired and able to succeed within and shape modern society.

We believe this statement captures the essence of who we are and the ideal to which we strive each and every day. Tamarack is a uniquely diverse Waldorf community. No other Waldorf school in our country serves the broad range of socio-economic backgrounds that comprise our student body and overall community. Through your support, we will continue to grow and serve.

milwaukee parental choice program

Tamarack is a private school that participates in the Milwaukee Parental Choice Program (MPCP). Also called the "Choice" program, MPCP was the first private school voucher program for low-income children in the nation.

MPCP allows students from low-income families to attend any participating private school located in the city at no charge. Milwaukee families earning up to 300 percent of the federal poverty guidelines qualify to receive vouchers. Voucher students are allowed to attend any participating school in the city.

The program started 22 years ago as a model proposal to deal with Milwaukee's educational crisis and slowly gained popularity. In 2012, the income eligibility was raised and the enrollment cap was removed, allowing over 23,000 low-income Milwaukee students to attend one of 106 different schools with the assistance of the voucher. Valuing diversity, currently 72% of Tamarack's students attend school as part of the Choice program.

message from the board of trustees

dear tamarack waldorf school community,



In cooperation with the Faculty, Parents, and Administration, the Board of Trustees continues to work to make Tamarack a stronger and more sustainable community. This year we expanded our ability to explore and secure new income streams by finding new sources of income as well as hiring a Fund Development Specialist.

Additionally, the Board of Trustees enthusiastically approved the expansion of Tamarack Waldorf School to include a high school starting with a ninth grade in the near future. We see this as not only a wonderful opportunity for the teenagers of our city, but also a critical next step in Tamarack's development as a school.

As our resources and responsibilities grow, the Board recognizes the importance of our school engaging in a strategic planning process to map out our future and to envision how we will

meet the challenges of our next steps. One specific goal of the Board was to recruit Board members that more broadly represent our school community as well as the community beyond Tamarack.

We are accomplishing this goal by inviting new Board members with expertise in law, human resources, marketing, programming, diversity, and fund development to join us in taking the next steps forward. Our work in 2012-2013 was to prepare the soil for this planning and expansion. I am very excited about where we are as a school and all of the ways we are poised to move forward in 2013-2014.

We strive to give our Faculty, Parents and Administration the tools they need to actualize our mission and by volunteering our time and diverse expertise to serve our community. The Board of Trustees remains committed to providing for the financial stability and physical well-being of the school.

Trish Lewis

Patricia Lewis
board president

2012-2013 tamarack leadership

leadership group

James Boland
tws faculty

Ceal Hunter
tws faculty

Rosie McCormick
tws faculty

Martha Flores
tws faculty

Jean Kacanek
tws administration

board of trustees

Patricia Lewis
board president
parent

Ami Bedi
parent

Ceal Hunter
tws faculty

Tim Randall
board vice president
parent

James Boland
tws faculty

Jean Kacanek
tws administration

Christopher Zamzow
board treasurer
parent

Jill Herbst
community member

Jo Yanish
parent

Ryan Hundt
parent

Cassandra Zumstein
alumnus parent



“As school administrator, I am in contact with children in all the grades. What stands out, and what makes Waldorf education uniquely different to me, is how much the children love school. Children receiving a Waldorf education at TWS graduate with strong self esteem and academic confidence.”

Jean Kacanek
tws administration

financial report

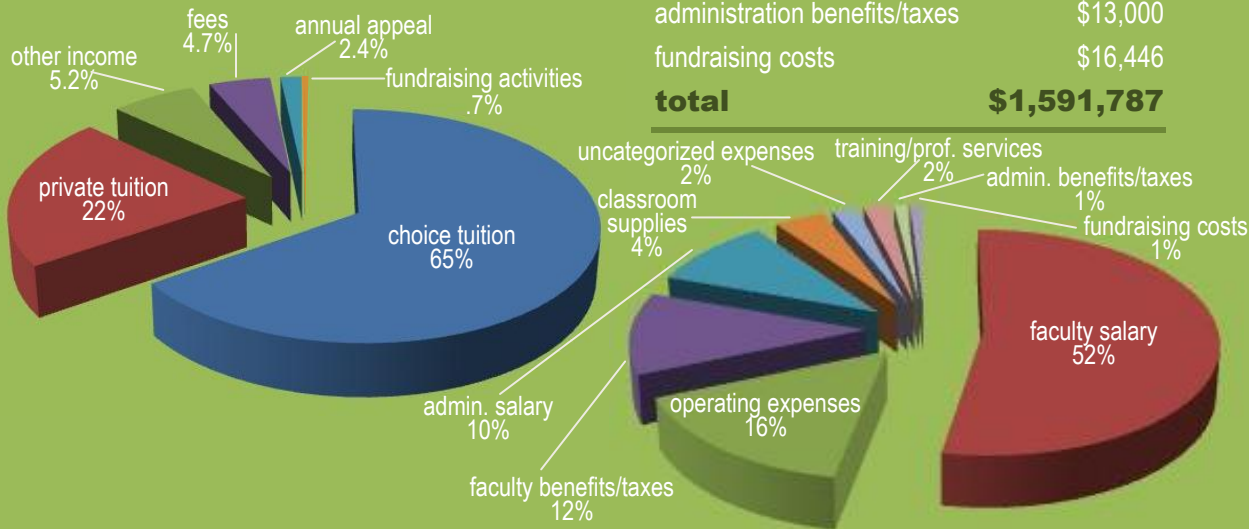
2012-2013 revenue & expenses

revenue

choice tuition	\$1,082,917
private tuition	\$358,951
other income	\$85,542
fees	\$79,168
annual appeal	\$39,125
fundraising activities	\$12,871
total	\$1,658,574

expenses

faculty salary	\$826,275
operating expenses	\$250,533
faculty benefits/taxes	\$195,350
administration salary	\$161,896
classroom supplies	\$62,365
uncategorized expenses	\$33,732
training/professional services	\$32,190
administration benefits/taxes	\$13,000
fundraising costs	\$16,446
total	\$1,591,787



finance committee

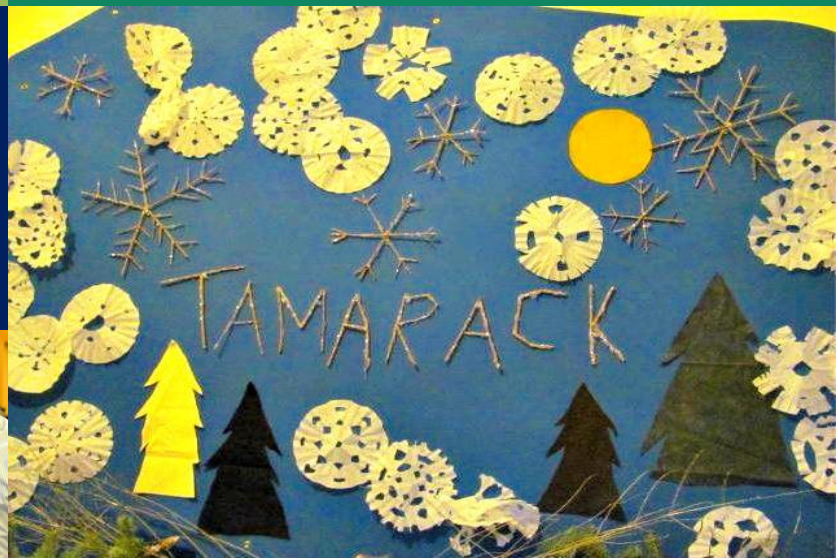
Chris Zamzow <i>chair</i>	Jodi Hundt <i>tws faculty</i>	Amy Marks <i>tws faculty</i>
<i>board treasurer</i>	Tim Hunter <i>alumni parent</i>	Mary Triggiano <i>community member</i>
Elaine Erickson <i>tws administration</i>	Jean Kacanek <i>tws administration</i>	

fund development committee

Sandra Gines <i>chair</i>	Jill Herbst <i>board of trustees</i>	Tina Rice <i>parent</i>
<i>tws administration</i>	<i>grandparent</i>	Tasha Sorenson <i>tws administration</i>
Tamera Amadei-Bourne <i>parent</i>	Ryan Hundt <i>board of trustees</i>	Bruce Thomas <i>grandparent</i>
Erin Grace <i>parent</i>	Kate Knuth <i>parent</i>	Katrina Ubell <i>parent</i>
Lesley Grider <i>parent</i>	Mandy Lewna <i>parent</i>	
Katie Hamm <i>parent</i>	Sondra Reyes <i>tws faculty</i>	

events

Each year, Tamarack Waldorf School holds a variety of events that support the mission and vision of a Waldorf education. Funds earned from the Spring Benefit Party, Winter Fair, bake sales and more support Tamarack students, programs, and annual fund. Last year proceeds from these events raised more than \$39,000! Thank you to all who generously donated, volunteered for events, and those who attended. We are grateful to the extraordinary commitment to and support of TWS. It is easy to see that our young people are surrounded by people who love, care for and accept them.



special thanks to all who made financial contributions in 2012-2013

Every contribution means so much to Tamarack Waldorf School. The strength and passion of our community is felt in each gift that we receive. Your donations acknowledge the value and special qualities of a Tamarack education, and we could not be more thankful for your support. Thank you all to have contributed, whether it was made directly to our Annual Appeal, or through various events like bake sales or the Spring Benefit Party. Each contribution truly makes a difference in the lives of our students here today! Following is a list of Tamarack's Annual Appeal donors.

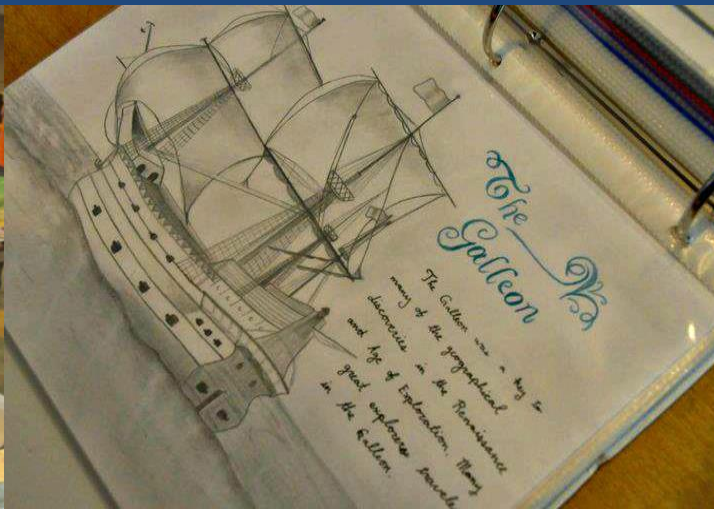
- ✧ Alumni Parent
- ✧ Board of Trustees
- ✧ Current Grandparent

Tia Abuls
David & Renee Adrian
Ishmeal Ahmad & Marzette Harris
Colby Albert & Jennifer Toth
Daryl & Lisa Alberti
Morgan & Tamera Amadei-Bourne
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Karen Anderson
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Baker, Tilly Virchow, Krause, LLP
John & Ceci Balog
Steve & Margie Banach
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Peter Berzin & Sandra Brenner-Berzin
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Cheryl Blue
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David & Heide Boutell
Dennis Boyle ✧
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Jim & Heather Brendelson
Jeremy & Johanna Bryan
Patricia Buckett ✧
Howard & Nathalie Buckingham ✧

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Joel Burbach
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Justin Carrier & Vanessa Parker
Denise Cawley & Anne Hefter
Domingo & Shamar Colon
Harold & Katrina Cook
Michelle Coppens-Bunker
Larry & Judy Corrado
Paul & Magdalena Corrado
Wilkes Covey & Julie Ruplinger
Caity Cummings
Royal Cumings

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Michael & Faith Danneil
Jane Danner-Sustar ✧
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Jesse Decker & Robin Benka
Ryan & Lisa Desmond
Jason & Jennifer Diaz
Darrell & Sandra Dobbs
Russell Drewry & Cassandra Zumstein ✧ ✧
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Ted Duncan
Theodore & Alice Duncan
Patriq & Tricia DuSaint
Michael Eitel
B.K.S & Cynthia Faraglia
Knut & Christy Feiker
Gabrielle Fell
David Ferguson & Jill Koski
Stephen & Raquel Filmanowicz



Janet Fitch ✨
 John Fitch
 Jenny Flatt
 Inosencio Flores & Alicia De Los Santos
 Jude & Chris Ford
 Joe & Elizabeth Fransee
 John & Penny Fransee ✨
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 Paula Freckmann ✨
 Patrick Frederick & Savitri Silver
 Mike & Sue Freshwater ✨
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 Jamie & Sonia Furmage
 Joe & Jaeniene Garvey ✨
 Amy Gauger
 Dolores Gegenhuber ✨
 Paul Gegenhuber & Leslie Woodruff
 James & Delmy Geiger
 Sean Gingery & Carrie Rowe
 Katie Gingrass
 Charles & Jean Gorham
 Kevin & Erin Grace
 Pamela Graham ✨
 Lesley Grider
 Ashia Gripenrog
 Jane Gripp
 R Jay & Barbara Gruenwald ✨
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 Peter & Jill Holbrook
 Michael & Melissa Honkamp
 Mike & Carolyn Housewert



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 David & Marcella Hundt
 Mike & Debbie Hundt ✨
 Ryan & Jodi Hundt ✨
 James Hunter
 Tim & Ceal Hunter ✨
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 Beret Isaacson & Heath Copps
 Vincent Izzi
 Steve & Jennifer Jerbi
 Jimmy Johns
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 Hal & Jean Kacanek ✨
 Erick & Vita Kakulis
 Lisa Kalldin
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 Robert Karp & Lori Barian ✨
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 Jim & Anne Kimmel ✨
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 Lida Klosterman
 Thomas & Julie Kness
 Kate Knuth
 Erica Kobylarz
 Matthew Krajewski
 Ed Krishok ✨
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 Kathy Lake
 Andrew Lawson & Stephanie Schrader-
 Lawson
 Sylvan & Lynne Leabman
 Pat Lewis
 Sally Lewis
 Justin & Mandy Lewna
 Peter & Mary Ann Lewna ✨
 Christy Librizzi ✨
 John Librizzi ✨
 Mark Liebelt

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Hezron & Motiya Lopez
Denise Lubotsky
Aaron & Abby-Rene Lucente
Kris & Kimberly Luedke
Dafi Malik
Robert & Mary Maloney
Ann Mandelman
Chris & Amy Marks
Tavita Martinez
Carolyn McBurney ✨
Mark & Rosie McCormick
Sue Ann McCurdy
Sara McEvilly
Ebony McFadden
Tom & Allison McWilliams
Selamawit Mechesso
Andrew & Eliza Melzer
Sherrod Milewski
Donald & Janis Miller
Carlos & Marianne Miro
Devale Moore
Evan Morden & Maria Bolyard
Kenneth & Sharon Morris ✨
Naples
Suzette Nelson
Lee Nevala
Matthew Niswander
Scott Norell
John Norquist & Susan Mudd
Northwestern Mutual Foundation
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Daniel Ollman & Isabella Gargiulo
Stephanie Osuji
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Katie Pabon ✨
Gregory & Barbara Pascucci ✨
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Eduard & Kaija Petrovskis
Ruth Pintar ✨
Crystal Plahuta
Lora Poulos ✨

John Price & Nancy Kresin-Price ✨
Brian Quinn & Kyla Lahaie
Tim Randall & Krystal Kimmel ✨
Teri Regano
Ojars & Rita Repins
Scott & Mary Anne Revolinski ✨
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Joseph & Bridget Richlen
James & Maureen Ricketts
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James Rogan & Kathy Triggiano
Bela Roongta
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Linda Rosland ✨
Carol Lynn Rosploch ✨
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Mamie Simonson
Alfred & JoAnne Sloan ✨
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Valarie Smith

James & Yvonne Sommerfeldt
Tasha Sorenson
Natalie Spehert
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Michael Steinborn
Sam Steiner & Michelle Hays
Erin Stoekl
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Imants Strautmanis
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Vilnis & Maija Strelnieks
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Cindy Taylor
Jamie Thomae
Danny Torres & Courtney Robinson
TPA-CC Parent Association
Susan Trafton ✨
Mary Triggiano & Carmen Pitre
Scott Troxel
Luis Tulcanaza & Maria Ryan
Matthew & Katrina Ubell
Lynde Uihlein
Kim Urchell

Rob Vehring & Anne Dawidziak
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Tim & Jen Wilms
Rosalinda Wirth & Vicki Pletka
Charles Worman & Amy Schley
Trasus & Dea Wright ✨
Jerry Yanasak
Patrick Yockey & Martha Flores
Doug & Nerida Youngwith
Christopher & Monica Zamzow ✨
Hansi Zimmerman

Our sincere apologies for any donors who were left off this list in error.

twS reaches 78% participation

The Annual Appeal is a yearly fundraising campaign supported by parents, alumni, friends, staff, and faculty, and provides unrestricted dollars to the Tamarack's operating budget. Unfortunately, income from tuition is not sufficient to meet the total annual operating expenses of the school. Although this shortfall is typical of independent schools, the Annual Appeal becomes a lifeline for Tamarack. A strong Annual Appeal impacts each and every student, each and every day, making every gift, large or small, significant. Nearly as important as the total amount raised, is the participation of all members of our community, striving for 100% participation. We are proud to acknowledge that for fiscal year 2012-2013 our families had 78% participation in our Annual Appeal! A huge accomplishment for any independent school.



2012-2013 accomplishments

The past year was one of great transformation and progress for Tamarack Waldorf School. As a result of the efforts of staff, faculty, families, and community members, TWS has made incredible strides toward achieving our goal of being an outstanding educational institution. This list of accomplishments provides just a snapshot of all that was achieved with your support last year.

- 78% of families participated in the Annual Appeal, enabling us to surpass our fundraising goal of \$35,000. A record!
- Tamarack was 1 of 25 gardening programs from across the nation who received a donated tiller from Mantis and Kidsgardening.org.
- Families showed their gratitude for our parents, teachers and staff during Parent Appreciation Day and Faculty & Staff Appreciation Day. Thank you notes and personal messages were given to those who serve the school so selflessly and generously.
- We are proud of how our community came together for 100% Day. From 7th grade students painting our sign, to families making second and sometimes third gifts to the appeal, it was inspiring to see what we can do when we join together.
- Tamarack renewed its commitment to celebrating the diversity within the school by changing the name of the Holiday Fair to Winter Fair, helping focus the gathering on celebrating all the ways in which religions, cultures, and families bring warmth into their communities.
- The girls volleyball team and girls and boys basketball teams had an outstanding year building skills and fundamentals.

We have enjoyed this past school year and anticipate another great year of learning, enriching and enjoying our children during their time at Tamarack Waldorf School in 2013-2014. Thank you again for all of your support!

an education for our time

For the Waldorf student, science, mathematics, language arts and history are not simply subjects to read about, be ingested and tested. Enhanced by a teaching method that integrates the arts (music, dance, theater, painting, and sculpting) into traditional academic subjects, students “live into” what they are learning. For example, a botany block might include diagramming the internal structure of a plant, and then harvesting that plant from the school garden to extract a natural dye that would then be used in knitting class. The goal is to engage Waldorf students through all their senses in order to cultivate a lifelong love of learning.

The Waldorf curriculum is designed to educate the whole human being so that thinking, feeling and

doing are integrated. To provide relevance and meaning to education, the program is created with the developmental process of the growing child in mind. The curriculum is based on an understanding of how children learn, and it focuses on supporting the skills and flexibility they will need in tomorrow's world.

Waldorf education is the largest independent alternative education movement in the world. It is an education that honors the child. We see our students as more than just a test score, but rather an opportunity to educate a child's soul, as well as their mind. Tamarack Waldorf School recognizes this approach to education as a pressing need of our time.

2012-2013 faculty & staff

tamarack teachers

James Boland	Jodi Hundt	Rosie McCormick
Faith Danneil	Rhoda Kambandu	Michele Peterson
Martha Flores	Nancy Kresin-Price	John Price
Paula Freckmann	Amy Marks	Sondra Reyes

specialty teachers

Laurie Asch	Kelly Hofman	Jean Kacanek
Faina Bursuk	Ceal Hunter	Julio Pabon
Marcia Duncan	Beret Isaacson	John Price
Delmy Geiger	Sacia Jerome	Rose Wessel

assistant teachers

Alya Butler	Karin Pauc	Danielle Williams
Elizabeth Fransee	Ellie Pierson	Jo Yanish
Melissa Hansen	Alissa Rhode	Monica Zamzow
Jill Holbrook	Angela Rogers	Gwen Zupan



before & aftercare staff

Ellie Pierson
Angela Rogers
Sarah Schelble

administrative & custodial staff

Elaine Erickson	James Ray
Sandra Gines	Laura Ray
Jean Kacanek	Tasha Sorenson
Lora Poulos	Sarah Stokes

*“I look at each **child** as an individual with gifts to offer and share. In Waldorf **education**, students are **respected** as unique people with their own destiny and biography.*

*I feel **passionately** about teaching through the arts and observing the growth, **development**, and evolution of the **human being**, as my students travel through the grades.”*

Amy Lynn Marks

teacher, eighth grade (first grade 2013-2014)

tamarack parent association- community circle

The Tamarack Parent Association-Community Circle (TPA-CC) represents the parent realm of Tamarack Waldorf School. Our main objective is to represent the parent voice in shaping our school. We encourage volunteerism amongst the parent body as well as raise funds to enhance school life and education. TPA-CC holds several of our biggest school events, including the Winter Fair and Spring Benefit Party.

Tamarack's parent community is a wonderfully diverse and energetic group of parents who share the common goal of wanting an

excellent Waldorf education for their children. More than that, our parents help our school with heartfelt energy, vast quantities of time, and an array of talents.

We endeavor to include input from as many parents as possible and use class leaders to facilitate communication. TPA-CC holds open meetings monthly to discuss school business and the issues of parents and families. Attending TPA-CC meetings is a great way to meet parents and learn more about the school. Every Tamarack parent is a member of TPA-CC.

tpa-cc leadership group

Liz Roepke
chair

Mandy Lewna
treasurer

Lisa Kalldin
secretary

Patricia Lewis
co-chair



message from tpa-cc

dear tamarack waldorf school community,

The Tamarack Parent Association-Community Circle (TPA-CC) had a very active and successful 2012-2013 school year. We were the hosts of Tamarack Waldorf School's three major friend/fund-raisers. The Smoothie Social started the year, followed by the newly named Winter Fair, and last but not least, the Benefit Party "Revels of Spring." With careful planning and countless parent hours of involvement, each of these events ended in great financial and friend success.

For the fourth year, TPA-CC provided Tamarack students with memberships to the Urban Ecology Center (UEC). Money earned from the weekly bagel sales supported the costs of the UEC memberships. Each class hosts the sale for one month of the school year, with the kindergarden classes pairing and working with classes in the upper grades. Each class used the student memberships with a minimum of one field trip to UEC for the year. We continue to receive positive feedback from Tamarack faculty, and intend to provide students with UEC memberships for years to come.

While we continue to improve our events and relationships each year, we also strive to create new ones. This includes becoming an active member of the Brady Street Business Improvement District #11. TPA-CC volunteers hosted an artist for the Brady Street Art Walk/Spring on Brady, sold lemonade during the Brady Street Festival, and held a bake sale at the Brady Street Pet Parade. Funds raised during these events will be used towards student UEC memberships for the 2013-2014 school year. Aside from new forms of fundraising, we will continue to develop and grow the relationship between the Brady Street community and the Tamarack community with each passing year.

Looking towards the future, TPA-CC will continue to provide Tamarack faculty and staff with financial and physical support in any way we can. Part of this goal includes growing parent involvement. We feel that when there is strong parent involvement, Tamarack grows stronger too. One way in which we plan to create a stronger parent body is by beginning a Hospitality Committee. The new group will aid Tamarack by welcoming guests to the school and making their time here enjoyable. Additionally, we will have upper class parents who will welcome and mentor new families to Tamarack Waldorf School.

All of us in TPA-CC are grateful for the enthusiasm and dedication that each faculty and staff member brings to the school. It is a pleasure to be part of a community that gives so much to the education of our children.

Liz Roepke

Liz Roepke
tpa-cc chair

congratulations to our graduating class of 2013

The class and their high schools of choice are:

Jazmyne Coleman.....Tenor
Maya Davies.....Rufus King
Sara DeBlay.....Tenor
John Flores.....St. Anthony
Seneca Freckmann.....Pius XI
TJ Hall.....Wisconsin Lutheran
Justice Harris.....Virtual High School
Shon Hinton.....Dominican
Gavin Hock.....Marquette
Sam Hogan.....High School of the Arts
Tony Joseph-Fecteau.....E-Achieve
Tak'neya Lang.....Pius XI
Kai Lightfoot.....Pius XI
Gabby Poulos.....Pius XI
Jessica Schweitzer.....Tenor
Caiya Smith-Mitchell.....Tenor
Christian Stenborn.....Rufus King
Bess Werner.....Rufus King
Ciarra Whaley.....Pius XI

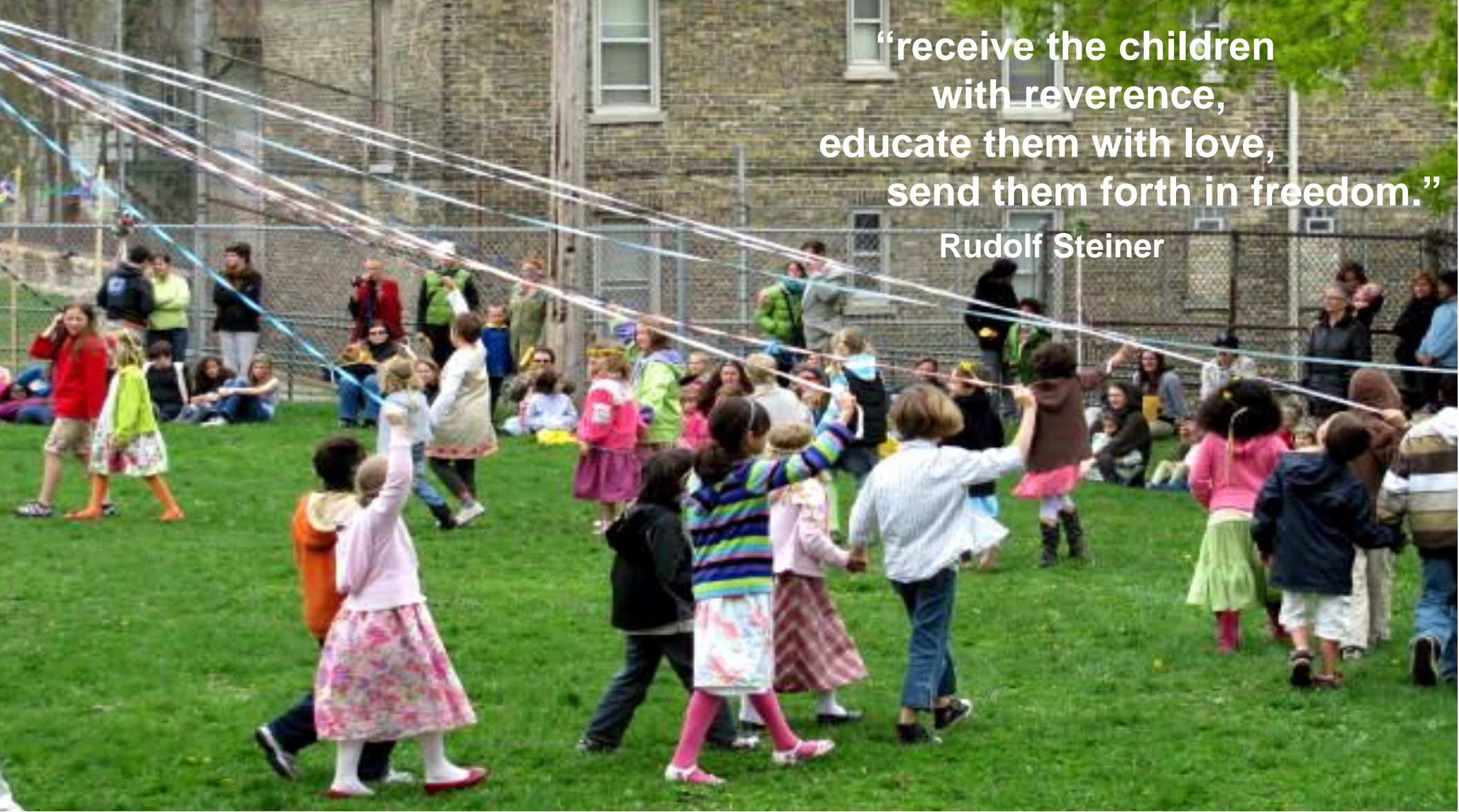


“Tamarack fostered very strongly in me the **desire** to learn. Through this desire, I am **passionate** about my interests, and the subjects I **enjoy** range from law, to art, to language, and more in-between. I have no doubt that Tamarack **cultivated** me in more than an educational manner; Tamarack truly laid the foundation for a **caring** and passionate individual who has high goals and **strives** to achieve them. I am so happy to have been a Tamarack student, and now I am **happier** still to be an **alumnus**.”

Israel Pechstein
tamarack graduate, class of 2005

“receive the children
with reverence,
educate them with love,
send them forth in freedom.”

Rudolf Steiner



Tamarack Waldorf School

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milwaukee, wi 53202
(414) 277-0009

www.tamarackwaldorf.org

*Photographs courtesy of James Boland, Jeremy D. Kleinhans,
Mike McGinnis, Dan Ollman and Sarah Stokes.*

