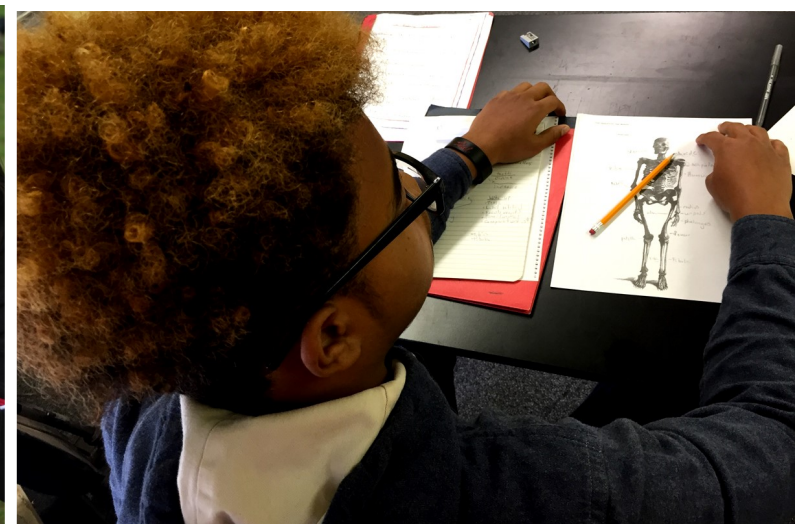




# 2015-16 annual report

HEAD, HEART, HANDS



## milwaukee parental choice program

Tamarack Waldorf School is a nonprofit, private school that participates in the Milwaukee Parental Choice Program (MPCP). MPCP was enacted and launched in 1990 and is considered the nation's first modern private school choice program. Originally designed to aid Milwaukee's educational crisis, the program opens educational opportunities for Milwaukee children, helping increase high school graduation rates.

MPCP helps students from lower-income families to attend any participating private school located in the city at no charge by providing vouchers to them. The MPCP voucher value averages \$7,214 for students in grades K4-8 and \$7,860 for grades 9-12.

26,983 students attended one of 117 different schools with the assistance of MPCP in 2015-16. Valuing diversity, 73% of Tamarack's students attend school as part of the Choice program.



Ryan Hundt  
Board President

Jean Kacanek  
Administrator

Stephanie Schrader-Lawson  
TPA-CC Chair

Faith Dannel  
Faculty Chair



## 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 high school curriculum that integrates the humanities, arts and sciences and is grounded in Rudolph 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.



## message from tamarack's core leaders

We would like to thank our Tamarack Waldorf School community for a wonderful and exciting year. Our families and friends came together to strengthen and improve our school in many ways as we faced both opportunities and challenges at Tamarack in 2015-16.

With the completion of the strategic plan, we are now working internally to develop a 3-5 year financial plan for the school. Since the financial health of Tamarack directly connects to the quality of learning in the classroom, our work is as important as ever. At the same time, we have seen progress on many of the goals of our strategic planning, including drafting of a new governance document. The governance document outlines Tamarack's organizational responsibilities, decision making structure and communication guidelines, and its publishing will provide the school community increased transparency and clarity around these practices.

While we work to strengthen the structure of our school, we work tirelessly to keep the students at the core. The caring relationships among the students and with the teachers continue to be a hallmark of our school, and a reason for our strong retention and growth. The students flourish under the nurturing guidance of their teachers, academically and socially, with the strong support of parents. The practical and beautiful results of the teacher/student classroom relationship are shared with parents, extended family and friends through readings, ideas, paintings, songs and performances.

We also celebrated our 20th anniversary with a number of events, and with the knowledge that we have served a multitude of students and families over these years. We wish we could pass on all the beautiful stories we hear from former students, and their parents, about what they are doing in the world as contributing members of society.

A re-accreditation steering committee began preparing for an upcoming AWSNA visit with a process of self-study. The committee included faculty and administration, and input was gathered from countless individuals in our school community. It was a great opportunity for reflection on our strengths and challenges, and to see just how far we've come!

We continually explore ways we can all move forward together as a school community. The task of making Tamarack the school it is now, and in the future, relies on the energy and dedication of the community that has created it: parents, students, friends, alumni, staff, faculty, and board members. We are preparing for a strong future that begins with our students at the center and extends to our whole community. This includes you! Thank you to all in our community who work toward the social renewal embraced by Waldorf education.

*Faith Danneil*

Faculty Chair

*Jean Kacanek*

Administrator

*Ryan Hundt*

Board President

*Stephanie  
Schrader-Lawson*

TPA-CC Chair

## board of trustees

Ryan Hundt, President

Chris Zamzow, Vice President

Heather Buss, Secretary

Aine Roberts, Treasurer

Ann Burfeind

Isabella Gargiulo

Brian Gleichauf

Jill Herbst

Jean Kacanek

Jane Danner-Sustar

Amy Marks

## advisory board

John Germanotta

Sandra Gines

Tim Hunter

Ed Krishok

Kathy Lake

Sally Lewis

Susie Ralston

Mary Reilly

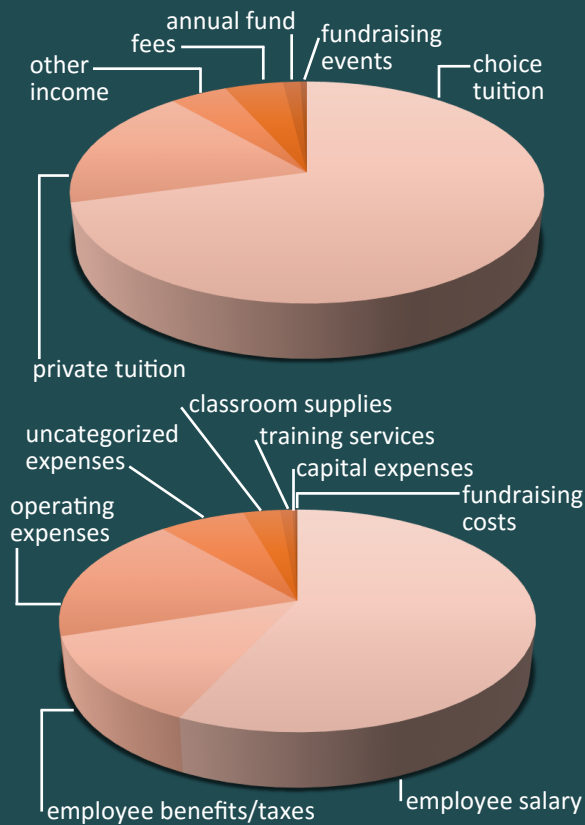
Mary Ann Revolinski

Alden Taylor

Cassandra Zumstein

2015-2016 annual report

## 2015-2016 financials



revenue	
choice tuition	\$1,558,772
private tuition	\$395,798
other income	\$102,808
fees	\$104,734
annual fund/contributions	\$31,192
fundraising events	\$11,492
<b>Total</b>	<b>\$2,204,796</b>

expenses	
employee salary	\$1,259,455
employee benefits/taxes	\$413,957
operating expenses	\$289,200
uncategorized expenses	\$153,607
classroom/academic supplies	\$66,214
training/professional services	\$21,935
capital expenses	\$4,571
fundraising costs	\$4,296
<b>Total</b>	<b>\$2,213,235</b>



## 2015-2016 accomplishments

Tamarack completed a strategic plan to help guide the school over the next 3 to 5 years. Additionally, task force groups were formed to begin the work developed by the strategic plan.

Tamarack celebrated 20 years of Waldorf education in Milwaukee with events like a Biodynamic Wine Tasting and 1K/5K Walk for Waldorf.

The high school received a donation of Bog Boots for students to use during outdoor work.

Lower school students knitted hats and scarves for donation to The Cathedral Center.

The high school boys basketball team won the league championship.

Tamarack held a conference focused on governance. More than 60 people from 10 different Waldorf organizations attended and participated in the conference.

Tamarack held a workshop with John Cunningham on nonviolent communication. This work will continue in the 2016-17 school year.

High school students submitted their artwork to Dick Blick Art Materials Mixed Media Contest. Several students won awards, including Gold and Silver.

Grade 10 students attended the 16th Annual Youth Social Justice Forum at UW-Milwaukee. The event taught high school students to exercise, protect and celebrate their civil rights.

## tamarack student enrollment statistics 2015-2016

student enrollment.....	311
choice participation.....	73%
free/reduced lunch.....	48%
private pay.....	27%

### ethnicity

white/caucasian.....	49%
black/african american.....	21%
latino/hispanic.....	19%
multiracial.....	6%
asian.....	3%
american indian/alaskan native.....	2%

### age

toddlers (under 5).....	8%
5-10 years.....	47%
11-14 years.....	31%
15-18 years.....	14%

### gender

female.....	53%
male.....	47%

### student location

Tamarack students come from City of Milwaukee neighborhoods, in addition to:

Bayside	Grafton	Port Washington	Wauwatosa
Cudahy	Hales Corners	Racine	West Allis
Fox Point	Hartford	Shorewood	West Milwaukee
Franklin	Mequon	South Milwaukee	
Glendale	New Berlin	St. Francis	

total zip codes.....38



## thank you for 2015-16 annual appeal contributions

Because of the generosity of our donors, students at Tamarack continue to benefit from an abundance of opportunities to learn, grow and excel. We are thankful to everyone who supported Tamarack Waldorf School. It is clear our donors understand the importance of encouraging our students and see the value in the character development that is at the core of Waldorf education. Each gift, whether monetary, in-kind or time, helps to provide outstanding academic programming, teacher tools and a rich community environment.

We gratefully acknowledge the following gifts to Tamarack's Annual Appeal during the 2015-2016 school year:

### \$1,000 and up

John Fitch  
Jude & Chris Ford  
David & Shannon Hession  
Mike & Debbie Hundt  
Mike Kunde & Christina Williams  
Bob Rosean & Nancy Reinhold  
Gus & Alden Taylor  
Matthew & Katrina Ubell

### \$500-\$999

Steve Gravatt  
Tim & Ceal Hunter  
Philip & Margaret Johnson  
Sally Lewis  
Tim Ottman & Stephanie Stearns  
Michael & Barbara Schulte  
Dave Tazuell & Lesley Grider  
Pierre Ullman & Karen Beaumont  
Clark Watterson

### \$100-\$499

Colby Albert & Jennifer Toth  
Daniel & Amy Argall  
Rebecca Bilak  
Jim & Heather Brendelson  
John & Kelly Jo Buckett  
Dennis & Lisa Cartwright  
Yung-Chieh Chang & Yi-Chen Chou  
Michael & Faith Danneil  
Alice Duncan

Ted Duncan  
David & Joan Gauger  
Kevin & Erin Grace  
Gray & Marilyn Harrower  
Michelle Hays  
Dean & Jill Herbst  
Clarence & June Huettenrauch  
Marcella Hundt  
James Hunter  
Jingsheng Jiang & Ying Li  
Charlie Johnson & Alison Hong  
Hal & Jean Kacanek  
Clark Kaufmann & Cate Deicher  
Christopher Keidel & Theresa Toporsh  
Kathy Lake  
Donald & Cheryl Lurtsema  
Christopher Mann  
Daniel Ollman and Isabella Gargiulo  
Dave and Maggey Oplinger  
Lora Poulos  
John & Dorothy Ralston  
Folker & Erena Rieflin  
Michael & Aine Roberts  
Ray & Debbie Roy  
Alfred & JoAnne Sloan  
Erin Stoekl  
Shawn & Jaimmie Stugard  
Mark Trafton & Jane Danner-Sustar  
Phil Vacca & Stephanie Burton  
Timothy Walsh & Falon Graff  
Mike Werner & Claire Turner  
Christopher & Monica Zamzow

### up to \$99

Chad & Rachael Aderhold  
John & Erica Amenda  
Kristin Annen  
Araceli Arevalo  
Chris & Sarah Axtell  
Bradley & Lisa Blaeser  
Katie Boland  
Morgan & Tamera Bourne  
William Bradley & Jill Anna Ponasik  
Will Branch & Alison Gima  
Patricia Buckett  
Bill Branch & Wendy Mesich  
Rubelino Burgos & Casey Schroeder  
Peggy Burns  
Jonathan Butler & Mary Rodgers  
Phil Campbell  
Chet & Sally Celenza  
James & Mary Conlon  
Michelle Coppens-Bunker  
Wilkes Covey & Julie Ruplinger  
Patrick Curley & Anna DeLeo  
Peter DeBoer & Nicole Binder  
Jesse Decker & Robin Benka  
Jason & Jennifer Diaz  
Darrell & Sandra Dobbs  
Adam & Bernetta Dokes  
Russell Drewry & Cassandra Zumstein  
Marcia Duncan  
Todd Dunne & Serena Weits  
Patriq & Tricia Du Saint

**continued**

Michael Eitel & Kristen St. Denis  
Inosencio Flores & Alicia De Los Santos  
Christina Fordham  
Joe & Elizabeth Fransee  
Patrick Frederick & Sativa Silver  
Jamie & Sonia Furmage  
Amy Gauger  
James & Delmy Geiger  
John Germanotta  
Brian & Jennifer Gleichauf  
Kristen Gravatt  
R Jay & Barbara Gruenwald  
Benjamin & Roshelle Hall  
Christine Hall  
Claudette Hamm  
Denise & Jessica Haussy  
Donna Hays  
Bryan Heaton & Tasha Sorenson  
Michael & Maggie Herbst-Synowicz  
Julia Hermann  
Erik & Lindsay Huffman  
Ryan & Jodi Hundt  
Lovie Hutson  
Cadence Jackson  
Steve & Jennifer Jerbi  
Denise Johnson-Sherard  
Marcia Joy  
Brian & Anastasiya Kasprzyk  
Kyle & Megan Keller  
Amanda Kinateder  
Brian Kinstler & Sandra Gines  
Thomas & Julie Kness  
Stephen & Jennifer Jo Kristan  
Paul & Tracey Kubicki  
Mark Kuschinski  
Andrew Lawson & Stephanie Schrader-  
Lawson  
Justin & Mandy Lewna  
Peter & Mary Ann Lewna  
Denise Lubotsky  
Kris Luedke

Dennise Lurtsema  
Dominique Macklin & Egypt Grant  
Gabrielle Madden  
Dafi Malik-Dyer & Muhibb Dyer  
Robert & Mary Maloney  
Mireya Marquez  
Jana Martin  
Laura Martin  
Tavita Martinez  
Kevin McCarthy & Heather Hlavka  
Jason & Sara McEvilly  
David & Christie Melby-Gibbons  
Andrew & Eliza Melzer  
Jeffrey & Mary Millikin  
Paul & Andrea Moriarity  
Mechthilde Moser  
Abigail Murphy  
Christopher Ortiz & Gena Gonzales  
Stephenie Osuji  
Julio Pabon  
Joe & Kristin Paltzer  
Rollan Parish  
Vanessa Parker  
Bob Peltonen  
Jennifer Peters  
Lu C Peterson  
Crystal Plahuta  
Breeann Poland  
Kory & Shelia Postotnik  
Joel & Kristie Potter  
Richard & Alana Quigley  
Brian Quinn & Kyla Lahaie  
Peter Rabe & Sharon Kelley  
Susie Ralston  
Norma Ramos  
James Ray  
Laura Ray  
Candi Reinheimer  
Scott & Mary Anne Revolinski  
Lonryco & Valencia Robinson  
Dulce Rosas



### continued

Linda Rosland  
Nick & Angela Scaffidi  
Sarah Schelble  
Laura Schild  
Elizabeth Schmitt  
Nathaniel & Katie Schwarz  
Rachel Sems  
Mike & Betty Sirna  
Tom & Barbara Slater  
Angela Smith  
Susan Smith  
Robert & Kay Sorenson  
Christian & Mara Spiropoulos  
Jason Spottek & Kari Garon  
David & Sarah Stokes  
Eva Stokes  
Jay Stokes  
Eddie Tate  
David & Janina Taylor  
Ken Thorton & Cheri Rognsvoog  
Amelia Toporsh  
Rob Vehring & Anne Dawidziak  
Nathaniel & Rebecca Vest  
Samantha Vick  
Steven Vieth  
Carol Lynn Wandler-Rosploch  
Paul Ward & Jennifer Sullivan  
Gerald and Rose Wessel  
Bess White  
Danielle Williams-Szydel  
Tim & Jen Wilms  
Chareese Wilson  
Charles Worman & Amy Schley  
Kubi Yildirim & Michelle Baer  
Doug & Nerida Youngwith

**\*\*EVERY EFFORT HAS BEEN MADE TO ACKNOWLEDGE ALL GIFTS. OUR SINCERE APOLOGIES FOR ANY DONORS WHO WERE LEFT OFF THIS LIST IN ERROR.**

### in-kind gifts

The following donors provided in-kind gifts, including goods and services, to Tamarack. Every in-kind gift is meaningful to the school, and we sincerely appreciate the support our community gives us.

Karen Beaumont & Pierre Ullman  
Rebecca Bilak  
Bliffert Lumber & Hardware  
Boelte  
Breadsmith Milwaukee  
Heather Brendleson  
Engelhardt Dairy  
John Fitch  
Isabella Gargiulo & Dan Ollman  
Great Lakes Waldorf Institute  
Matt & Lonnie Heaton  
Pick N' Save Milwaukee  
Pick N' Save Metro Mart  
Lora Poulos  
Peter Sciortino's Bakery  
Susan Smith  
WeyCo Group/Bogs Footwear

### foundation & organization gifts

Box Tops for Education  
Discovery World  
German American National Congress, Inc.  
Goodshop/Goodsearch  
Kohl's Cares  
Mabel's Labels  
MyYoMy Frozen Yogurt  
Robert W. Baird & Co., Inc.  
Shoparoo  
Target Corporation

### matching gifts

Special thanks to the following companies which have matched gifts given by their employees.

Argosy Foundation  
The Benevity Community Impact Fund  
GE Foundation  
Harley-Davidson Foundation, Inc.  
Northwestern Mutual Foundation



2015-2016 annual report



## 2015-2016 faculty & staff

“To me, **Waldorf** education at its core is simply the expression of unconditional love. When we **love** the children and one another unconditionally through the many challenges of our **earthly** experience—that is where space for **learning** takes place. The teaching and learning process is reciprocal. We **teach** the children and the children teach us.”

~Danielle Williams-Szydel  
Teacher, 2015-16 Grade 1

Lori Barian  
Aza Baylor  
James Boland  
Katie Boland  
Chet Celenza  
Faith Danneil  
Jane Danner-Sustar  
Peter DeBoer  
Lisa Desmond  
Marcia Duncan  
Christina Ecklund  
Martha Flores  
Erin Fonseca  
Chet Garrett  
Delmy Geiger  
Brian Gleichauf  
Melissa Hansen  
Julie Hermann  
Kelly Hofman  
Jodi Hundt  
Ceal Hunter

Beret Isaacson  
George Jones  
Jean Kacanek  
Sophie Keehan  
Katharine Knuth  
Lani Knutson  
Sarah Korb  
Nancy Kresin-Price  
Caitlyn Lewis  
Amy Marks  
Joe Mantoan  
Rosie McCormick  
Mary Millikin  
Mechtilde Moser  
Julio Pabon  
Michele Peterson  
Lora Poulos  
John Price  
James Ray  
Laura Ray  
Kelly Ramirez

Sondra Reyes  
Kristian Ring  
Karina Rochette  
Angela Rogers  
Cheri Rognsvoog  
Mary Ruud  
Mujahib Sabree  
Sarah Schelble  
Tasha Sorenson  
Christofer Spencer  
Mara Spiropoulos  
Sarah Stokes  
Alicia Storin  
Attiya Summerise  
Elinor Sustar  
Laura Thompson  
Rose Wessel  
Danielle Williams-Szydel  
Monica Zamzow  
Mona Zignego  
Gwen Zupan



## 20 years of waldorf education in milwaukee

This year, Tamarack Waldorf School began celebrating 20 years of Waldorf education in Milwaukee. The school was born from a group of parents and teachers dedicated to bringing Waldorf education to Milwaukee children. Tamarack opened in 1996 with two full kindergartens, a combined 1<sup>st</sup> and 2<sup>nd</sup> grade class, and a combined 3<sup>rd</sup> and 4<sup>th</sup> grade class.

The first school building was located on 49th Street, just north of Wells Street in the Sacred Heart Church school building. The rapidly expanding classes soon outgrew this space. For four years, younger students remained at the original location, while older classes were housed at a separate location. Finally, in the 2002-2003 school year, Tamarack came back together as a school at 1150 East Brady Street.

Tamarack graduated its first 8<sup>th</sup> grade class in May of 2001. Since, Tamarack has proudly seen more than 225 Grade 8 students graduate. The school is currently one of the largest Waldorf elementary schools in North America.

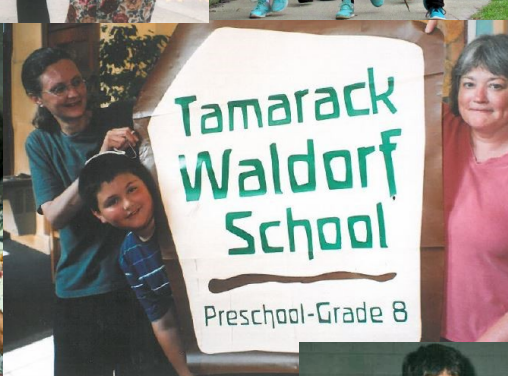
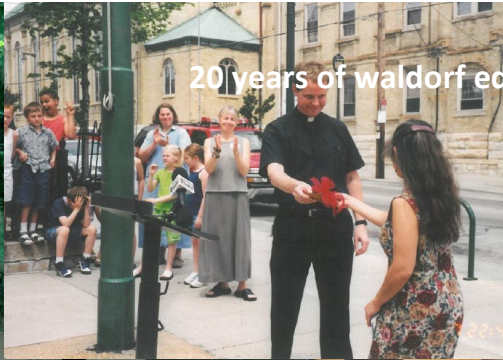
In 2013, long-desired hopes of expanding into a high school came to fruition and in fall 2014, Tamarack Waldorf High School opened. The school will add one grade each year until a complete 9<sup>th</sup>-12<sup>th</sup> grade curriculum is reached. The pioneering 9<sup>th</sup> grade class of 21 students filled the halls of the new high school building at 2628 North Dr. Martin Luther King Jr. Drive. This class will be the first to graduate from TWHS in 2018.

Tamarack Waldorf School is part of a worldwide movement of more than 1,000 institutions whose approach to education focuses on healthy child development. The founding teachers of Tamarack had a strong connection to Anthroposophy, and maintaining this connection has been an ongoing goal for the continuation of the school. Tamarack is also fully accredited by the Association of Waldorf Schools in North America.

It was of primary importance to the founders that Tamarack take part in the Milwaukee Parental Choice Program so that tuition could be kept low and families from various economic circumstances could be part of the school. For this reason, the school attracts students from many socio-economic levels and many neighborhoods. Children come from City of Milwaukee neighborhoods, as well as the suburbs of Germantown, Hales Corners, Shorewood, St. Francis, Racine and Wauwatosa (for a complete list of neighborhoods, view page 4). Tamarack is also racially and culturally diverse. Diversity of all kinds is valued and embraced at Tamarack.

Tamarack is a self-run, nonprofit, private school. The Board of Trustees, composed of community volunteers, parents and faculty, oversees the legal and financial aspects of the school. The pedagogy and curriculum are determined by the faculty, who work by consensus (there is no principal or headmaster). Parents help shape the school culture through the Tamarack Parent Association-Community Circle (TPA-CC), which is open to all parents and supports the school in many ways, including holding the annual Winter Fair.

Tamarack is marked by a strong arts presence, reverence for nature, and community spirit. Students engage in the practical arts, music, theater and movement at all ages. Seasonal festivals bring the Tamarack School community together. We also bring a strong consciousness about nature to our urban environment.



20 years of waldorf education in milwaukee

2015-2016 annual report

## thanking our friends, families & staff

One of our greatest strengths at Tamarack is having a spirited and rich community life. Our talented parents, grandparents, alumni, alumni parents, faculty, staff and friends lend their wisdom and expertise in a variety of capacities that help support the operations of the school. It is this dedicated group of individuals that allows us to experience the true essence of a Waldorf community.

<p><b>Finance Committee</b></p> <p>Aine Roberts (chair)            Jodi Hundt            Martha Flores            Jean Kacanek            Kate Knuth            Nick Poulos            Aine Roberts            Cheri Rognsvoog            Stephanie Schrader-Lawson            Chris Zamzow</p>	<p><b>Diversity Committee</b></p> <p>Steve Jerbi (co-chair)            Isabella Gargiulo (co-chair)            Marcia Duncan            Ceal Hunter            Jean Kacanek            Liz Roepke            Sarah Stokes            Trasus Wright</p>	<p><b>Fund Development Committee</b></p> <p>Erin Grace (co-chair)            Tasha Sorenson (co-chair)            Faith Danneil            Isabella Gargiulo            Kristen Gravatt            Lesley Grider            Jill Herbst            Mandy Lewna</p>	<p><b>Enrollment &amp; Marketing Committee</b></p> <p>Sarah Stokes (co-chair)            Eliza Melzer (co-chair)            Jane Danner-Sustar            Sarah Davies            Marcia Duncan            Alison Gima            Kate Knuth            Dennise Lurtsema            Jill Herbst</p>
<p><b>Community Life Working Group (CLWG)</b></p> <p>Marcia Duncan (chair)            Jane Danner-Sustar            Jodi Hundt            Amy Marks            Danielle Williams-Szydel</p>	<p><b>Administrative Working Group (AWG)</b></p> <p>Aza Baylor            Faith Danneil            Jean Kacanek            Sondra Reyes            Sarah Stokes</p>	<p><b>Faculty Development Working Group (FDWG)</b></p> <p>Martha Flores            Rosie McCormick            John Price            Sondra Reyes</p>	<p><b>Leadership Group</b></p> <p>Faith Danneil (chair)            Marcia Duncan            Jean Kacanek            Kate Knuth            Nancy Kresin-Price            John Price</p>
<p><b>Site (Building and Grounds) Committee</b></p> <p>Jo Yanish (chair)            Heather Brendelson            Jean Kacanek            Lora Poulos            James Boland</p>	<p><b>Re-Accreditation Steering Committee</b></p> <p>Faith Danneil (chair)            Lori Barian            Jodi Hundt            Kate Knuth            Nancy Kresin-Price            Monica Zamzow</p>	<p><b>High School Working Group</b></p> <p>Ryan Hundt (co-chair)            Kate Knuth (co-chair)            James Boland            Brian Gleichauf            Jodi Hundt            Jean Kacanek            Nancy Kresin-Price</p>	<p><b>Tamarack Parent Association - Community Circle (TPA-CC)</b></p> <p>Stephanie Schrader-Lawson (chair)            Michael Roberts (co-chair)            Samantha Vick (secretary)            Mandy Lewna (treasurer)            2015-2016 annual report</p>

**congratulations** to tamarack's grade 8 students on their accomplishments



**the grade 8 class**

Jenna Alberti  
Damani Boyden  
Ravi Frederick  
Michael Herbst-Synowicz  
Jude Hermann

David Hession  
Sam Keehan  
Indigo Dawn Lubotsky  
Naseem Malik  
Elijah Prather

Joseph Rosean  
Maria Rosploch  
Katia Scaffidi  
Hudson Vehring  
Tajari Wright

“My attraction to **pattern** comes from the redundancy of the knitting and **sewing** that I learned at a young age. I continue to find **inspiration** from what I learned as a **Waldorf child**, and will always use the gifts that I have developed over the years to find my way as a human being, void from the restrictions that **society** may place on me. “

~Isabella Poulos  
tamarack graduate, grade 8 class of 2010





## TAMARACK WALDORF SCHOOL

### LOWER SCHOOL CAMPUS

1150 E. Brady St.  
Milwaukee, WI 53202  
(414) 277-0009

### HIGH SCHOOL CAMPUS

2628 N. Dr. Martin Luther King Jr. Dr.  
Milwaukee, WI 53212  
(414) 265-7075

[www.tamarackwaldorf.org](http://www.tamarackwaldorf.org)

*Photographs courtesy of Jodi Hundt, Kate Knuth, Network Photography, Lora Poulos, Tasha Sorenson, Sarah Stokes and TWHS students.*