



WILLUNGA WALDORF SCHOOL

STRONG

BALANCED

DYNAMIC

ANNUAL REPORT

2022

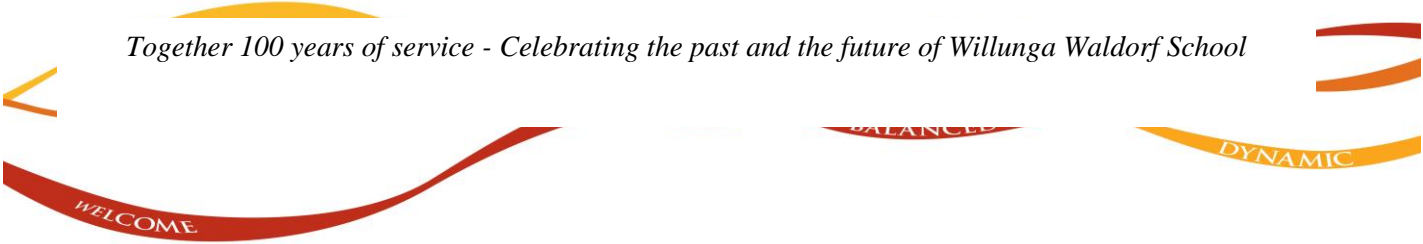
TABLE OF CONTENTS

Reports from

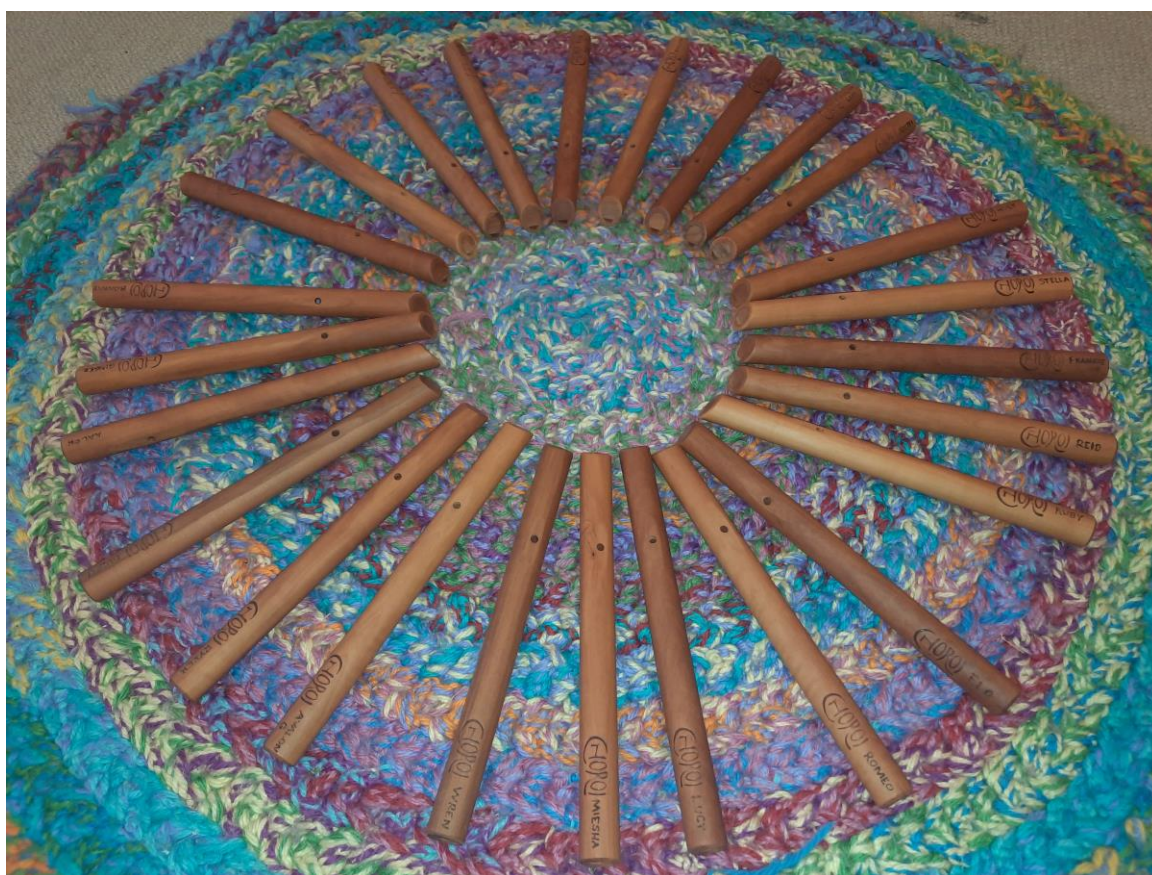
the Head of School	3
the School Council	11
the College of Teachers	15
the Parents & Friends	16
the Rainbow Room	19
the School Performance Report	21
the Business Manager	22



Together 100 years of service - Celebrating the past and the future of Willunga Waldorf School



Report from the Head of School



Mission of Willunga Waldorf School: Educating and enabling individuals to be socially responsible contributors to the ongoing health of the community, both local and global.

INTRODUCTION

Looking back over the year I am amazed how much has happened and what has changed throughout the year. Once again, the year started with covid interruptions – a staggered introduction of classes over the first two weeks, restrictions still in place for camps, events, excursions, parent numbers allowed on site and many changes of staffing still being implemented due to mandates. I am very impressed and grateful to all staff in the way they held strong – supporting students, families, and the school throughout this year and the last few years through all the covid impacts. I look among our staff, students and parent community and feel blessed in having everyone back on grounds and celebrating the work of the school and students.

January conference allowed faculties to have plenty of time together preparing for the year and at home learning for the first week for some classes. Due to restrictions and many year 12 students having covid, the Rose Ceremony was smaller and adapted to meet requirements. The sun shone on a lovely ceremony, with the teaching staff enjoying the privilege of presenting a rose to the class one students and their teacher, Clodia.

With the year starting slowly for the first few weeks and while restrictions were lifted over the term, life of the school quickly flowed into full swing. The year became very full and busy with student learning, interschool sporting events, excursions resuming after week 3, camps after week 7, a full Review of Registration from the Education Standards Board of South Australia, a new Enterprise

Agreement process with staff, small building projects, processing and welcoming many new enrolments throughout the year, and discussions & decisions on dual streaming and the viability of our waitlist.

The Education Standards Board School Registration review was a very in-depth process over the first two terms and the school was successful with no adverse recommendations. The EA Process was finalized by the end of term 2 with an agreement for the next three years. The staff, Leadership and School Council all agreed to move forward with dual stream options for a possible start in 2024 with a new reception class, leaving 2023 for community consultation, masterplan review and development, and application for a building grant and design of two new classrooms.

By the end of term 1, the school was welcoming and embracing the parent community back to school with the Autumn Market, class plays throughout the year, music performances and preparation for the end of year events. It was a special end of year with the community joining us again for the spring festival, end of year music performances, year twelve project speeches and graduation, and the Christmas markets.



LEADERSHIP

Jodie Thomas stepped in to hold the role as Head of School for 2022 and Michael Braithwaite continued as the Business

Manager committed to managing business affairs of the school and working closely with the Head of school. Andrew Banks very kindly postponed his long service leave to enable Sophie Binder to take hers for semester one 2022. The school was very grateful for his support.

Andrew banks stepped into the Primary Faculty Leaders role and Pete Sommers was appointed to the High school Faculty Leaders role for 2022 during Sophie's absence. These roles were a great support throughout the year to the Head of School and have helped meet the demands of daily operations and immediate staff and student needs.

The Leadership team welcomed Kerstin Anderson who was nominated from the Learning Support faculty replacing Sandra Van Vliet. I would like to thank Sandra for her calm, steady and insightful input and support to leadership over the last couple of years. Irene Bragg continues as Early Child Faculty leader and part of the leadership team bringing continuity, history, wisdom and knowledge of Steiner education to the group.

The Leadership Team for 2022:

- Head of School: Jodie Thomas
- Business Manager: Michael Braithwaite
- High School Faculty Leader: Pete Sommers
- Primary School Faculty Leader: Andrew Banks
- Early Childhood Coordinator: Irene Bragg
- Learning Support Coordinator: Kerstin Anderson.

I would like to acknowledge all the support throughout 2022 from the leadership team to myself. This was another year of adjusting from covid mandates, restrictions being lifted and building stability back into the school. I felt extremely supported by the leadership team and all the staff throughout the year.

The Governing Council have supported the Head of School with Leadership mentoring and training through the SEA Leadership 360 program. I know this has

been highly beneficial, and I thank them for their continued support to the Head of School, the Leadership Team, and the school community.



STAFFING 2022

Key teachers and class guardians for 2022 are listed below. In addition, a range of specialist teachers, assistants and ancillary staff support each class.

Kindergarten – Chantelle Sommers

Kindergarten – Alexis O'Connor

Class 1 – Clodia O'Gradaigh

Class 2 – Selina Ayles

Class 3 – Tamaran La Ronde

Class 4 – Dan Windsor

Class 5 – Joshua Withers

Class 6 – Kath Lawrence

Class 7 – Rebequa Aitken, Rohan Ball

Class 8 – Sandra van Vliet, Jarrod Anderson

Class 9 – Renee McGowen, Tom Deliveyne

Class 10 – Pru Mangos, Pete Sommers

Class 11 – Allye Sinclair, Scott Johnston

Class 12 – Luisa Redford, Nick Board

At the end of 2021, the school celebrated Kathleen Stack on her retirement after sixteen years in the kindergarten wishing her many thanks and the very best for her future years.

Due to the Covid Vaccination Mandates at the end of 2021 several staff took up the offer of long service leave and leave without pay for the 2022 year; and we farewelled Polly Hammer high school English teacher, Tanya Potter Bothmer teacher, Natasha Luke from the Library and our cleaners Jackie and Steve

Woodward. The school is very grateful for all their work and support over the last years, especially to Jackie and Steve who have been cleaners at the school for 31 years. They were not just cleaners but care takers of learning spaces, their love and devotion in making sure each teaching space was ready for a new day / week for the students and teachers has been a true gift to the school.

Recruitment over the 2022 January holidays saw the school welcome Dannielle Windsor – class 4 teacher, Rebequa Aitken & Rohan Ball – Class 7 teachers, April Howes – Primary Spanish teacher and Ian La Ronde as Bothmer teacher.

Sean Anderson was employed in the school's maintenance role and Danielle Patteson & Jarrod McDonald in the gardening roles.

Clodia O'Gradaigh was employed as the new class 1 teacher, Alexis O'Connor as the new Kindergarten teacher and Selina Ayles moved roles from Spanish teacher to be the new class 2 teacher.

We welcomed Anne Scott to the Craft Educator's position, bringing a wealth of craft skills, quiet & patient attitude, and a strong commitment to the role.

The primary school welcomed Amber Jenkins and Harvey Thorne and the continuation of Amy Vale and Sarah Kimber as class assistants. I would like to thank Kate McAdam and Alicia Serafin, who finished mid-year, for their support as class assistants in primary school.

Tom Redwood & Pru Mangos joined the high school faculty while Eliza Mac Donald-Hall and Shanais Luckens joined the high school learning support team, and we welcomed Megs Keijzer into a student support role in term 4. Luisa Redford replaced Sandra Van Vliet as the high school learning support coordinator.

Sandra Van Vliet and Ewan Rourke both moved into student Wellbeing roles covering the primary and high school student support requirements.

After delaying her long service leave in 2021 to support the school, Sophie Binder finally went on long service leave for semester one in 2022 and on her return, Sophie decided to return to the high school faculty. Jodie Thomas supported the school as Acting head of school for the first semester and then applied for the position and was successfully appointed as the new Head of school for the next 5 years.

I would like to thank Sophie Binder on behalf of all school staff for stepping into the Head of School role throughout 2021 in such unprecedented times. Sophie's passion, love, dedication and the clarity she brought to the role held the school in steadfastness and the school continued to flourish through very stressful times.



PROFESSIONAL DEVELOPMENT

Professional Development continued to be impacted by Covid19 and government constraints throughout the first part of 2022. We were very fortunate to hold the January conference with minimal restrictions, and the easing of these restrictions meant faculties, College meetings July conference and Steiner SA PD Day were not impacted throughout 2022.

January Staff conference 2022:

Connecting practices, with Colleagues & curriculum; working with lectures and our experiences/ observations plus artistic

activity in Faculties; Faculty Planning; preparation of learning at home packs.

Other professional development engagements included:

- Glenaeon Primary School Teachers National conference – via Zoom, Primary Staff
- Exploring Anthroposophy Willunga Hub (Sydney Rudolf Steiner College) 20 staff members took this up
- Michaela Glockler: Deepening our Understanding of the Human Being and Health of Body, Soul and Spirit, four lectures (Pedagogical Section of SEA) All staff
- July Conference – Be Brave Make Change: Indigenous Pedagogies embedding these into our Steiner Curriculum, All Staff
- SA Steiner Schools PD Day – Professional Development, All staff
- AISSA PD programs: HR, Leadership, Learning Support, NCCD training
- Vital Years – Early Childhood Conference
- Mental Health First Aid (high school Faculty)
- First Aid for Schools as required
- SEA - Delegates meetings - via Zoom
- SEA - GLAM conference online
- SEA – Restorative Justice
- SEA – Mentoring Program
- SEA – Leadership 360 Program / Mentoring
- Protective Practices Training – all staff as required
- Head of School – Coaching Support
- Weekly Art & Beyond - Waldorfish (Waldorfish.com)
- Portrait as Narrative with Kate Kurucz (Adelaide Central School of Art)
- Stringmania – music PD
- Classroom Observations

With many new staff, a study hub on Exploring Anthroposophy was formed for the first semester to ensure staff had an anthroposophical understanding of the human being and how it imbues our education, deepening and developing the staff knowledge. Mentoring sessions were

held weekly with Andrew Banks and ongoing discussions in faculties around ways to be put in place to support new staff to the school.



A highlight of PD was the South Australian Steiner Schools and Stream Schools leadership days continuing and Willunga held the second all Steiner school PD Day in Term 3 2022. This aims to build connections, support each other with staffing issues and training and work towards developing Steiner Education across faculty areas. It was a successful day.

EDUCATION AND STUDENT LEARNING:

The school year started with a staggered start for the first two weeks, with all students back on site for week three. Teachers prepared in conference week for learning material for home in the first week for some classes and being ready for all to return in week two. Class 8 camp was shifted to week 4 and all other camps managed to take place without any further restrictions as the year progressed. By the end of term one the school was in full swing, and restrictions had been lifted allowing normality back into school life and the parent community was back on site.

The interschool sports program continues to be a success for students from classes 6-12. This is an excellent opportunity for our students to shine in other ways. A special congratulation to the year 11/12 boys' volleyball team who were invited to compete in the Open Men's Division and played against Volleyball Specialist schools. Our Boys fought hard all week

and their overall standing after the finals saw the team finish with a Bronze medal! Jarrod was very proud of the group and of the level of spirit, determination and good sportsmanship the boys showed all week. Thanks to Jarrod Anderson and the high school staff for supporting and making this possible for the students.

Our school hosted the Mount Barker, Sheidow Park, Basket Range and Trinity Gardens Steiner school students and teachers for the Class Five ancient Olympics where strength, grace and beauty are celebrated and encouraged over competition. Much fun was had by all and a great Greek feast was enjoyed at the end of the day. Class Ten participated in their annual inter-school modern Olympics, building on the Class Five tradition. A colourful Spanish cultural day was enjoyed by all students, dancing and eating Spanish delights throughout the day.

The richness and wisdom of the curriculum wove its way through twelve Main Lessons per class, punctuated by camps and outdoor experiences and supported by a wealth of specialist subjects. Gardening lessons are always rich and busy with planting, propagating, growing, and picking produce to take home and share with the community at the end of the week. The Class 7 play, *Frankenstein*, was a hit with the performers wowing the audience as they delivered complex lines and brought the characters to life. The set and the background music were also impressive, all of which was created by the students in the weeks leading up to the performance. We finished the year with the year 12 play, *Good Woman of Willunga*, directed by Paulo Castro and supported by Pru Mangos, being a huge success.

Classes played beautiful music at the Autumn markets, performed at the instrumental night, Christmas markets and end of year music presentations. And there was a special treat for the high school students as they went to Payinthe to record the morning circle songs. Many

thanks to Allye and high school staff for this wonderful experience and memories to be cherished & available on a CD.

As always, our seasonal festivals marked the passing of the year with beauty and meaning while bringing the community back together in celebration. It was a special Spring Festival with all parents, students and staff dancing together, enjoying the sunshine and the beautiful spring flowers and blossoms leading to a wonderful end of year with students' families and staff celebrating another full year of learning, laughter, and the richness of our curriculum.



ENROLMENTS

By the end of 2022, the school had a total of 62 departures from the school due to a large number going to homeschooling, others relocating and some not feeling it a good fit or nonattendance due to student personal issues or looking for special interest and other educational requirements (high school students) Some left school (high school students) and for some financial reasons were a factor. This was a very unusual year for departures which was compounded by covid 19 impacts to students & families and vaccination mandates from the end of 2021.

The Registrar worked very hard throughout the year filling the recent vacancies with much success and a total of 98 students enrolled in 2022 boosting our numbers in high school. A huge thank you to Elle Summers for all her warmth and dedication she brings to the registrar's role.

Extensively, Elle's focus in the last part of the year was interrogating the strength of the schools wait list for new entries at kindergarten and reception as well as each year level from Class 1 through 12. With healthy waitlists, especially 86 students for 2023 kindergarten, if we offer 26 positions this leaves 60 students without a position. The decision from the school to offer a second reception class of 22 students in 2024 is due to the strength of this waitlist. This would be the start of dual streaming, gradually increasing one class per year, giving the school two classes of 24 students in each class level reaching year 12 by 2036. This decision was thoroughly investigated and presented to School Council with support from staff and leadership. The decision was then made to proceed with a BGA grant request in 2023 to support construction of two classrooms in 2024 and review the masterplan in 2023 for the future development and growth of a dual streaming Willunga Waldorf School.

STUDENT WELLBEING

Sandra Van Vliet and Ewan Rourke moved into the Well-being support roles across primary and high school, working with students' social and emotional welfare and supporting students to engage in school curriculum and camps. These roles were reviewed in term 3 2022, with the school deciding we would continue with both Wellbeing roles into the future for students.

PARENT TEACHER PARTNERSHIPS

The Parents and Friends Association is a vital component of the school who are greatly appreciated and respected within the school community for the work they do. With all the disruptions and

restrictions over the last few years I am extremely grateful for the way P&F and the parent community have worked with the school with creative thinking and problem solving to make sure events and support could continue when possible.

For example the continued provision of nourishing meals available to all in 2022 on Tuesdays, especially while the kitchen has been upgraded. Paul Amour and Roxie Young continued to deliver and run operations of the canteen with Year 7 and year 11 students supporting the operations with cashier duties and food service.

The Autumn Fair became an Easter Market which was a great success with the dedication of Parents and Friends managing all Covid requirements to make it truly a special day. Even though this was a small group of parents holding the Easter Markets it was a huge success and wonderful to have the school community all on the grounds. Donations to the school from the P&F always helps with upgrades to students needs. This support has gone to the Hall Kitchen upgrade which is near completion and the school is always grateful. Special thanks go to Tara, Hope, Alicia, Tina, Heejung and Rachel who held the parent and friends' association throughout this time.

The Rainbow Room continues to operate weekly, it is solely parent-run and is a haven for handcrafted gifts, sunhats, wool, books and more. In extension to the Rainbow Room, Community Room B is continually used by parents for meetings, workshops, and craft activities. Having a dedicated space for these gatherings is an important part of the parent-teacher partnership. The school continues to work with the parent community to make them feel welcome, at home, supported and informed about the philosophy and methodology that underpins Steiner Education.



POLICIES AND PROCESSES

In 2022 the school needed to complete a whole school review for the Education Standards Board of SA which required a review of all school policies. Luckily in 2021 leadership had started such a review process. Michael Braithwaite had a suite of HR policies reviewed and updated while the leadership and faculties were reviewing Teaching & Learning and Curriculum policies. This gave a great head way into the overall updating of school policies. In term 1 of 2022 the Acting Head of School and Leadership set a plan to meet the requirements for the Standards Board review with support across all staffing areas. When these policies and our continued plan was submitted for review to the ESB it was accepted with only a minor suggestion to the fire safety policy to add a fire screen in class three. Leadership and HR continue to work through policies, reviewing and updating throughout the year.

This has also given the school the opportunity to finish the Draft of the South Australian Steiner Senior Curriculum document. A huge thanks to Renee McGowan for all her work on this and the High school Faculty input where required. This document has been a work in progress for many years now and it is wonderful to have an updated finished document that demonstrates our amazing senior curriculum.

CONCLUSION

In closing, on behalf of the school, my heartfelt thanks go out to each and every individual who collectively makes up the very special community we have here at Willunga Waldorf School. The past several years has been a trial for all and I sincerely am grateful to everyone for your support to the school :-

- To the rich diversity of students around whom we all gather with dedication, purpose and meaning who have managed all learning changes over the last few years.
- To our marvelous Parents and Friends, for their continuous & seemingly boundless support of the school, those who meet regularly, for the craft group and those who simply appear as needed.
- To the Admin team, for all their ongoing support to everyone within the school and warmly welcoming me in the Head of School role.
- To all who cross our threshold and for activities too numerous to name that keep the entire organisation humming.
- To our dedicated, creative, committed staff who demonstrate every day the importance of flexibility, warmth, understanding and healthy relationships.
- To the school's Leadership Team for your amazing support and continued commitment to myself, all staff, the students, and the community of the school in making sure our core purpose of Steiner education is delivered with ease.
- To the School Council for wise governance and supportive expertise, generously volunteered with care and consideration.

THANK- YOU ALL

Jodie Thomas
Head of School



COUNCIL REPORT



Reflection on the past year whilst compiling this report is always valuable. It is rewarding to think about the work that has been done throughout the year as a Council group, and to feel pride in our community of devoted volunteers. We give thanks for the people who give of themselves to support our School in such a selfless way.

2022 has been a year of 'settling' with the ripple effect from the global pandemic still being felt within our community. The 2022 year was rounded out by our glorious Christmas Market event. The return of community events with minimal restrictions, like we have always known, was wonderful to see. Governing Council give thanks to the Parents & Friends Association for the dedication and devotion in bringing our community

together at these special events. It would not be the same without them and is just what we need - to come together.

At the beginning of 2022, Sophie Binder our then Head of School, took 6 months long service leave. After much deliberation Sophie decided that the timing was not right for her to return to the role after the conclusion of her long service leave. During Sophie's absence, Jodie Thomas supported the school as Acting Head of School. Council then advertised internally for a new Head of School and Council were extremely pleased to appoint Jodie Thomas as our new Head of School for the next 5 years.

Council Self Review:

School Council are continually seeking methods to review our performance and

progress. In 2022 we conducted our annual self-review process which led to a new Council goal for 2022.



Admin staff in Book Week

Strategic Planning:

Council continued in 2022 with three of the existing goals from 2021 and added a 4th goal as follows:

"Council will practice assertive communication and promotion throughout the school community based on trust, respect and openness".

Consultation continued regarding 'double streaming' of classes and the direction the school could take in the future. This has gained traction and is moving forward with the acquisition of the land on Aldinga Road. In July 2022, a 'block blessing' was held at 90 Aldinga Road, with the community invited to attend.

During the year, Steiner Education Australia offered WWS an opportunity to participate in a pilot program called the Leadership Circle. This program is based on core principle #7: *'Shared responsibility and collaboration provide the foundation for leadership and governance in Steiner Schools'*. Council was actively part of this process.

Master Plan:

A process commenced to obtain quotes and interview architects for the new master plan process. With the acquisition of both the playgroup block and 90 Aldinga Road and with the view to double streaming in the future, the next part of the process is to engage the community in

a consultation process. Double streaming has lived as a concept for at least 15 years in our community.

Head of School and Business Manager Reviews:

School Council conducted a 12-month appraisal of the Business Manager in late 2022. This process included a survey and feedback directly to Council. A similar process was conducted for Head of School. This is a valuable process to assist in setting key performance indicators and measurable goals for the year ahead. In November 2022, the Business Manager, Michael Braithwaite, tendered his resignation. Recruitment is in process to fill this role in 2023.

Partnerships:

Our support of South Coast Steiner and Eyre Peninsula Steiner school initiatives continues in all ways possible. Eyre Peninsula have now secured land and hopefully we can do more to support these initiatives in the future.



A budding orchestra

Policy Review:

Policy review was a focus for School Council throughout the course of the year and is ongoing. It was identified that there was a need to review the suite of policies and ensure we had a consistent approach. Throughout 2022, Jodie Thomas led a successful School Registration Review process officiated by the Education Standards Board. This was completed with very few issues and Council thank all staff who contributed to this process, in

particular Jodie Thomas, Pete Sommers, Renee McGowan, and Michael Braithwaite.

Training and Development:

SEA's GLaM (Governance, Leadership and Management) Conference was held on-line in 2022 and Council attended some interesting governance sessions. Even though the attendance was by Zoom it was extremely beneficial. Jodie Thomas and Hannah Matthews attended the annual AISSA dinner at the Adelaide Wine Centre, representing and networking on behalf of the School. Hannah Matthews also attended an SEA online presentation "Rebuilding School Community Post Covid"



Primary School music night

Legislative Changes:

At the conclusion of term 1 2022, the South Australian State Government revoked the COVID 19 vaccination mandate for all school staff, governance roles and volunteers. In late 2021 Willunga Waldorf School had generously agreed to give staff who did not choose to vaccinate the option to take 12 months unpaid annual leave. The ending of the mandates earlier than expected, saw the school in a position of needing to fulfill the commitment that had been made to the new staff filling these positions on 12-month contracts. Council acknowledges the difficulties and complexities around this situation and deeply thank Leadership for navigating this difficult time, in particular Jodie Thomas.

Council Membership:

2022/2023 School Council Members are:

Hannah Matthews (Council Nominee)
Chair
Simon Stafford (Council Nominee)
Simon Paul (Council Nominee)
Andrew Bentley (P&F Nominee)
Leigh Lauwrens (P&F Nominee)
Allye Sinclair (College of Teachers)
Chantelle Sommers (College of Teachers)
Jodie Thomas (Head of School)
Michael Braithwaite (Business Manager)

Finance and Compliance Sub-Committee Members are:

Leigh Lauwrens (Chair)
Cameron Day
Ben Paxton
Michael Braithwaite (Business Manager)

There were some significant role changes in School Council membership and the Compliance and Finance sub-committee during the year. Amanda Marcel, a longtime member of Compliance & Finance and the Chair of this sub-committee, stepped down in September. Amanda devoted many hours of her time and experience to the school as a volunteer and her attention to detail was appreciated. Council thanks Amanda deeply. Parents and Friends put forward Leigh Lauwrens to replace Amanda as a P&F nominee to Governing Council and Leigh was subsequently appointed to the role of Compliance and Finance Chair by Council.

Governing Council would like to thank and acknowledge the work and dedication of Sean Ashford as College representative to Council. Sean Ashford brought colour and life to Council meetings, always keen for a robust debate and always ready to agitate a little bit to spark some of the more difficult conversations that are required for growth and transformation. We thank you Sean for your countless hours.

Acknowledgement must also be given to families who keep the home fires burning to allow our committee members to

attend meetings and training sessions. Thank you, our work could not be done without you.

As a special mention, Andrew Bentley served his 10th year on Council. Thank you, Andrew.

Furthermore, we would like to acknowledge Sophie Binder for her time as Head of School. Sophie stepped into the position in unprecedented times. It is

acknowledged that this took a toll and it is wonderful to have retained Sophie as our High School Faculty Leader. Lastly deepest gratitude to Jodie Thomas for taking the reins and being willing to step up and do the harder aspects of the role. It is a demanding position and Governing Council look forward to a period of steadiness as we move towards the next 30 years in Willunga Waldorf School's future

Hannah Matthews
Council Chair



Class 12 of 2022

COLLEGE of TEACHERS REPORT

“The College of Teachers, through its responsibility for the core pedagogical leadership of the School, carries a collective care for the School’s educational and cultural wellbeing and is engaged in shaping the culture, direction and evolution of the school.”

(Definition in the College of Teachers Terms of Reference)

Andrew Banks led College through until July 2022, (the end of semester 1) at which point he concluded three years as Chair/ Co-Chair. College then voted Allye Sinclair and Chantelle Sommers in as Co-Chairs.

Over the past year 2022 College has focused on the following matters:-

- Wellbeing 'post'-Covid amongst staff and students
- Deepening of significance/meaning of Acknowledgement of Country
- Berry Street educational model: nurturing resilience, emotional intelligence and a growth mindset
- Mindfulness of unconscious racism in our thoughts, language and teaching, including a brief study of Jared Thomas' 2022 book My Spare Heart
- Preparation and involvement in July conference
- Discussion of importance of festivals, in particular a focus on festival of St. Michael and its meaning
- Practice of maypole dance for Spring festival
- Practicing debate/difficult conversations on controversial topics and unearthing our assumptions, learning to take on reverse position etc.
- Preparation of themes for January conference, including Project Based Learning style of study and delivery
- In-depth meditation on five Touchstones as outlined by Parker Palmer, as basis of our interactions in College and throughout WWS

- January conference follow up: feedback, collective projects eg: gendered language, nature 'prompt' work to deepen connection to outside world, boundary walk, 'gifting' tree of service, guided conversations
- Human and Artificial Intelligence and questions around spirituality and spirit, what is needed in education and how Waldorf education meets this

The current council delegates are Ewan Rourke and Chantelle Sommers. Thank you to both for your commitment, attendance and involvement.



Visiting Payinthe with Allye

As Andrew Banks extended his time as College Chair we would like to thank him for his unswerving commitment to the position in a time of worldwide uncertainty. WWS benefited from the stability Andrew provided at this time.

College continues to work in creative ways to equally challenge and nurture all members in their collaboration and teaching practice.

Allye Sinclair and Chantelle Sommers
College Chairs

PARENTS and FRIENDS

The core P&F members for 2022 were Tara Anderson, Alicia Lockyer, Tina Hart, Hope Willocks, Rachel White, Heejung Lee. Kat Kidman joined the group to coordinate the Easter Market and continued involvement for a few months, with Kim and Leigh Lauwrens joining in term 1 when available. Jacinda Clarke stepped down in term 2. Meetings from term 2 were face to face with zoom/phone an option. Return to paid work has had a significant impact on parents' ability to participate regularly or remain members.



Easter Market

With Covid amongst the community at the start of the year, it was decided to simplify and downsize the Autumn Fair into a market style event, in particular minimising the food stalls run by parents. Preparation meetings were held via zoom in term 1. We grouped classes together to run a limited number of stalls, as unvaccinated individuals were not able to support rosters on the grounds. We utilised Sign-up Zone for rosters – an online platform which was very helpful as parent attendance on school grounds was limited. COVID signage and precautions

were again a big job for P&F to manage, with 7 day isolation requirements in place for close contacts, and QR check-ins also mandatory. Several parents were required to leave the event on the day, discovering they were close contacts...in hindsight, it was quite an achievement to still pull off the event.

We implemented a reasonably significant change by moving fishing dip from a playgroup role (which has not functioned as planned for a few years) to a kindergarten role replacing the grotto. Playgroup families will continue to have the opportunity to contribute to the fishing dip but will not be responsible for it. The grotto will no longer be part of future fairs – the income it generated did not match the stress and effort required for its construction.

We spent 2 days re-organising and cleaning out tubs in the shed later in the year. As part of our reflections after the Easter Market, we discussed and agreed to remove class 10 duty from the Autumn Leaf café by using compostable tableware and allocating barista coffee to an external stallholder. This then allows class 10 parents/students to add an extra food stall - Mexican nachos. With food being the biggest income earner and with the event starting to need more serves of food, this change also meets these needs. This change will be implemented in 2023.



Grants

With the limited income from the Easter Market, we decided not to offer grants this year.

Christmas Market

Held on another beautiful afternoon, the Christmas Market was relished by the community as a long awaited opportunity to gather together with live music, food and friends.

P&F managed to find enough helpers to have a BBQ to contribute to food options. With limited P&F members, we were spread thin covering set up, cash out roster, children's activities, stallholders, waste management and parking.



Other business

Leigh Lauwrens was nominated by Parents and Friends to be a member of the Governing Council where he was asked to take on the role of Finance Committee Chair replacing Amanda Marcel. Andrew Bentley remains the other P&F Council nominee.

P&F once again provided the bread rolls for the shared soup at the winter festival.

The P&F emails changed to allow for authentication, with the group now having three dedicated email addresses.

P&F reviewed the Terms of Reference which were due for review in September, adding four appendices that are referred to in the main document. These included code of conduct, dispute/grievance procedure, social media policy and finance policy.

Looking ahead

The work for 2023 will be one of recruitment and refining our systems for the full Autumn Fair, as we finally re-enter the possibility for unrestricted social events.



The Winter Festival

Financial Summary

Opening Balance (cash in bank) 1/1/2022 \$30,859.35
 Closing Balance (cash in bank) 31/12/2022 \$40,537.68

	Revenue	Expenses	Profit
Easter Market	\$12,823.00	\$5,190.00	\$7,633.00
Christmas Market	\$3,711.00	\$1,921.48	\$1,789.52
Winter Festival bread rolls		\$82.50	
Bank Interest	\$3.42		
P&F Grants		0.00	
Total	\$16,537.42	\$7,193.98	\$9,422.52

Expense Details

Expense Details	Amount
Easter Market Expenses	
Hardware hire (Down South PH & Rec Centre)	977.00
Rosters (Signup zone)	20.00
Sound main stage	300.00
Compostable tableware	149.20
Composting	40.43
Farmer Darcy	583.00
Banner date change	0.00
P&F Incidental (cash tins, key fobs)	137.92
	2,207.55
Stall expenses (BBQ, gelati, fishing dip, raffle)	2,982.00
	5,190.00
Christmas Market Expenses	
Ice Cream	1,144.00
Sound/Music	150.00
BBQ	435.34
Misc.	192.14
	1,921.48

Tara Anderson (Committee Member) and Hope Willocks (Treasurer)

RAINBOW ROOM

Financial Summary 2022

Opening bank balance
January 2022 \$54,905

Closing bank balance
December 2022 \$62,033

Total Profit: \$7,128
compared to \$5,780 in 2021



Easter Market 2022 takings \$2,196
(compared to Autumn Fair: \$3,456 in 2018 and \$2,202 in 2017)

Christmas market 2022 sales \$3,467,
including children's activity takings of \$226 (compared to \$2,554 in 2021 and \$3,722 in 2019)

Summary

The Rainbow Room continues to be a source of inspiration for adults and children alike.

Craft group started in early March and was a hub of parent connections and support throughout the year.

We had a couple of new volunteers opening the shop. It is these volunteers who come forward when they are able that really allow the shop to survive. We managed 2 weekday openings most of the year, although we opened four times a week in T2. Work commitments, or returning to work had the most impact on availability.

We would like to take this opportunity to formally thank all the volunteers for 2022 including Beth Midgley, Miriam Bourne, Heidi Stevens, Jess Withers-Reed, Kate Fischer, Renee Haskett and Tara Anderson.

Sharon Beacham contributed a lions share of craft items to the shop, particularly for events, followed closely by Nicole Klaebe and several other contributors. These handmade crafts are greatly appreciated and sell very quickly to school families and visitors alike.

We brought weekend workshops back in Term 3, with fourteen people attending the wet felting day with Renee. The needle felted standing doll had 4 people attend, while in term 4, three participants enjoyed the advent workshop and nine crafters came to the wet felting class. These always receive positive, inspired and enthusiastic feedback.



We supported the Victor Harbor initiative with their spring fete by donating wool yarn, felt and thread to the value of \$47, and have offered continued support into

2023. Sunshadow slippers increased their prices significantly and we decided to sell them below cost price by \$10 to make them affordable for families, although we will no longer stock these in the future.

We rely heavily on a core two volunteers, with a supportive committee of four, although we did not have a single meeting this year. The committee in 2022 was Tara Anderson, Renee Haskett, Hilde Bijl and Kate Fisher (Treasurer until July 2022). Renee took over the Treasurer role in July.

**Tara Anderson (Coordinator) and
Renee Haskett (Treasurer)**



SCHOOL PERFORMANCE REPORT FOR 2022

As part of the school's funding agreement with the Australian Government, we are required to ensure that specific "School Performance Information" is made publicly available to the school community. This information is provided in a separate report which is made available on the school's web site and from the Administration office.

*Seeking new horizons with a Steiner Education
Our school in 2022*



FINANCE REPORT

FINANCIAL REPORT 2022

The net trading result for 2022 was very strong with a surplus from school operations of \$620,068 compared to \$462,413 last year. Enrolments increased by only 1 place as the school nears capacity. However increased per capita Federal government funding saw net income rise 7%. Overall cost increases were contained to 5%, in part reflecting increased direct classroom costs and IT system upgrade costs. Other cost impacts included Interest up \$17,576 for a loan to purchase the Aldinga Road property and Bad Debt write-offs of \$41,846 which were an accumulation of activity over the "Covid" years.

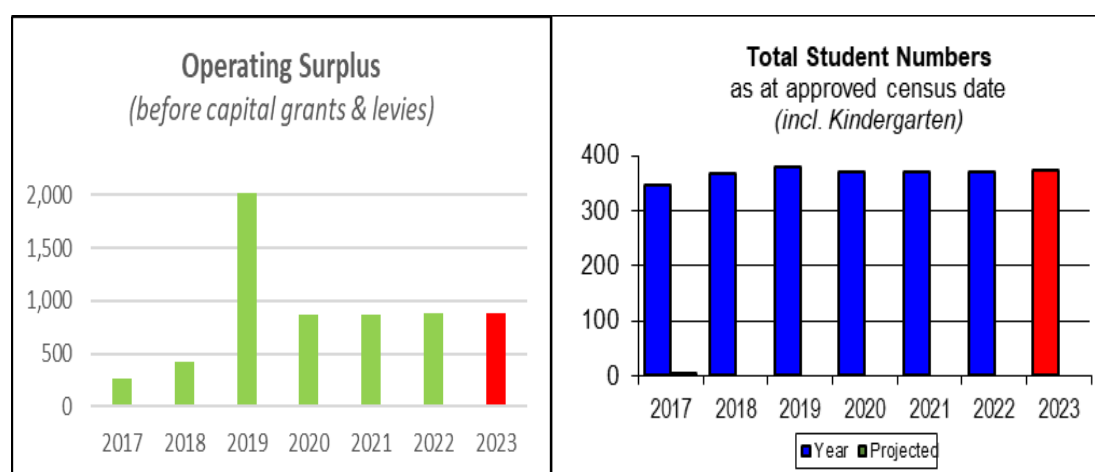
The surplus represents an 8.3% return on net revenues compared to 6.7% last year. Accounting rules require government building grants (\$49,500) and capital levy fees (\$84,175) to be included as income, despite both being designated for the capital improvements and building projects itemised below. Adding these amounts takes the reported net surplus to \$753,743.

School Council decided the opportunity to purchase the adjacent block at 90 Aldinga Road was too good to pass and an increase in the loan facility with Bendigo Bank was negotiated accordingly. At 31 December the loan balance is now \$1,185,424 an increase of \$268,813.

Fee collection rates overall were steady with only a minor increase in carry forward balances. No fee accounts were written off in 2021 and in 2022 as the post Covid position became clearer it has been necessary to accept a number of uncollectable accounts. However taken over the two year period this is in keeping with past experience.

Student enrolments at the time of the school census for Government funding were up one place only. At 371 students overall the school is nearing capacity yet waiting list demand remains strong.

The following graphs reflect the trends in core operating results and student numbers including a forecast for 2023.

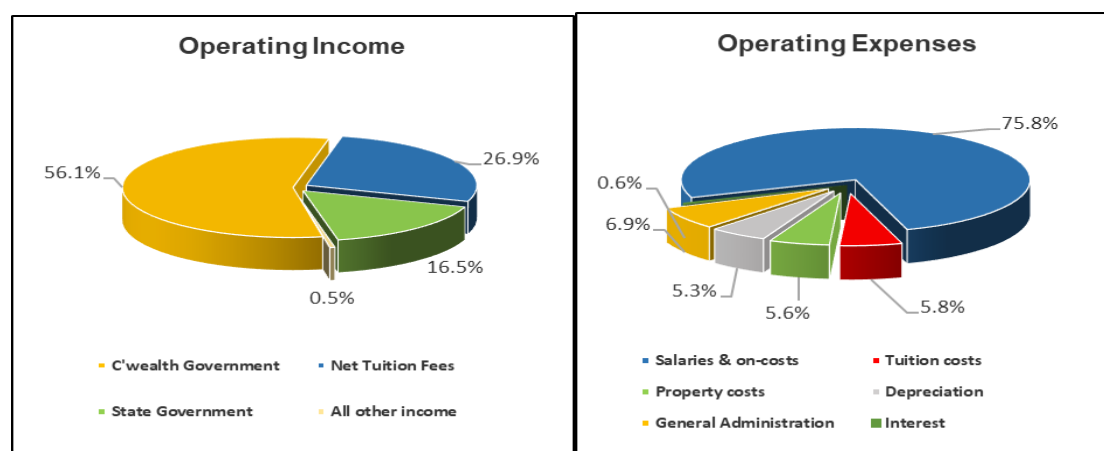


Operating Summary

	2022	2021	Change	
Income				
Commonwealth Government	4,154,061	3,785,882	368,179	8.9%
State Government	1,219,816	1,122,363	97,453	8.0%
Tuition Fees & charges	2,223,130	2,182,581	40,549	1.8%
Discounts & Concessions	(234,798)	(259,464)	24,666	(10.5%)
All other income	36,302	28,388	7,914	21.8%
Total Operating Income	7,398,511	6,859,750	538,761	7.3%
Expenditure				
Operating expenses	6,374,464	6,021,668	352,796	5.5%
Bad debts & Provn. for Doubtful Debts	41,846	0	41,846	100.0%
Operating margin before depreciation	982,201	838,082	933,403	95.0%
Depreciation	362,133	375,669	(13,536)	(3.7%)
Total Expenditure	6,778,443	6,397,337	381,106	5.6%
Operating surplus before Capital Income	620,068	462,413	157,655	25.4%
Capital Income				
State Govt. Capital Grants	49,500	135,000	(85,500)	(172.7%)
Capital Levy / Other Capital Income	84,175	70,720	13,455	16.0%
Total Capital Income	133,675	205,720	(72,045)	(53.9%)
Operating Surplus per Accounts	753,743	668,133	85,610	11.4%

Commonwealth government funding rates increased in 2022 which flowed through to the State Government per student return. WWS school fees increased modestly for an overall 1.8% increase on static enrolments.

WWS school fees represent 27% of operating income with 56% and 16.5% of funding from the Federal and State government respectively. Salaries and related costs, including training and provisions for accrued leave, dominate spending at 76% of total costs with a further 6% in direct tuition expenses leaving 13% for property and administration costs and 5% for depreciation.



BUILDING & CAPITAL EXPENDITURE

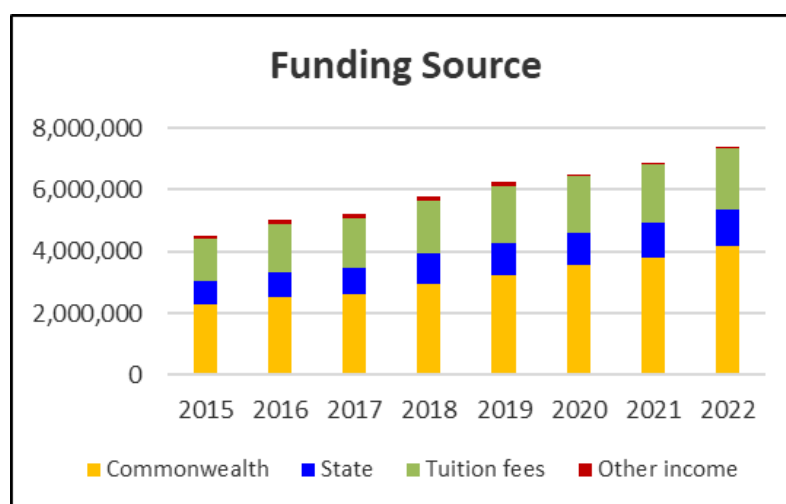
A range of significant capital projects were undertaken in 2022 the centerpiece being the purchase of the property at 90 Aldinga Road which creates opportunity for future development.

Operationally a commitment was made to replace the fume extraction facility in the science building which due to age was failing to meet current standards. In addition a significant upgrade to the Hall canteen was necessary to meet current health and safety requirements but also to provide a more up to date facility for student use.

Expenditure on other capital works, including technology improvements and general student and staff facilities was undertaken plus replacement of the ride-on mower which is essential for grounds maintenance. Funding for much of the operational capital spending utilises capital levy funds plus other government grants where available (\$49,500 in 2022).

A summary of new capital expenditure taken up in the accounts for 2022 is as follows:-

Capital Expenditure	
	\$
Purchase of property at 90 Aldinga Road	782,287
School Canteen Refurbishment	61,241
Science Lab Gas System Upgrade	30,358
Sanctuary Garden Hut	8,485
Server Upgrade - moving to Capital Projects	23,771
Computer / IT replacements	7,615
Ride on Mower	14,318
Furniture	10,834
Total	\$938,909

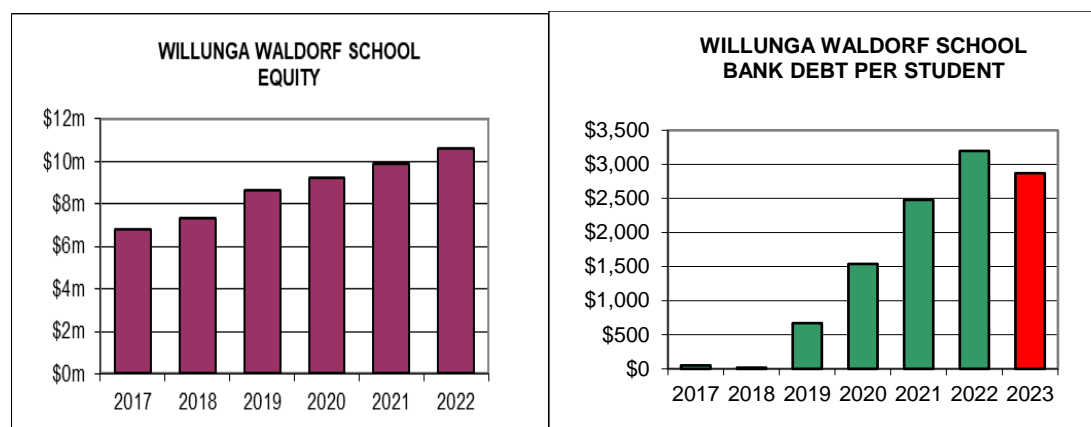


PLANNING & DEVELOPMENT

Following the completion of the High School building in 2020 and the subsequent uncertainty of two "Covid" years school leadership has renewed the Master Plan which looks toward future growth opportunities. The immediate plan includes catering for double stream classes in the primary school to emerge over the next seven year period. The School Council's Finance sub-committee continues to have a strong focus on forward projections to identify future funding capacity in order to meet goals set out in the Master Plan.

Having operated almost debt free for some years the school accessed a loan from Bendigo Bank to initially part fund the new High School building (2019) and subsequently to purchase the Playgroup block (2020) and the Aldinga Road block (2022). Forward projections include managing the level of borrowing capacity the school can sustain.

Growth of the school is reflected in its Balance Sheet where net equity has exceeded \$10m for the first time. Current debt levels at \$1.1m are well below industry standards as measured by debt per student.



PARENTS & FRIENDS ASSOCIATION

As always we are extremely grateful to the Parents & Friends Association and the Rainbow Room crew for their continued good work in supporting the school community and in 2022 a net sum of \$16,806 was added to school funds as part of operating income.

Many school families volunteer time in many different ways including support to all the school festivals, canteen food preparation and of course the Autumn Fair. We thank them all very much for their contribution to the growth of our school community.

Graeme Tucker
Acting Business Manager

Independent Audit Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Willunga Waldorf School For Rudolf Steiner Education Inc (the association), which comprises the Statement by Members of the Committee, Income and Expenditure Statement, Balance Sheet, notes comprising a summary of significant accounting policies and other explanatory notes for the financial year ended 31 December 2019.

In our opinion, the financial report presents fairly, in all material respects, the financial position of Willunga Waldorf School For Rudolf Steiner Education Inc as at 31 December 2019 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the requirements of the Associations Incorporation Act of South Australia 1985.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our ethical responsibilities in accordance with the Code.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the association to meet the requirements of Associations Incorporation Act 1985. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Committee's Responsibility for the Financial Report

The committee of Willunga Waldorf School For Rudolf Steiner Education Inc is responsible for the preparation and fair presentation of the financial report, and have determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the Associations Incorporation Act of South Australia 1985 and is appropriate to meet the needs of the members. The committee's responsibilities also includes such internal control as the committee determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility for the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is

higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.
- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Signed On 20th March 2022

NJW Hutson FCPA, Director

TTA Accounting Pty Ltd

23 Gulfview Road Christies Beach SA





WILLUNGA WALDORF SCHOOL

STRONG

BALANCED

DYNAMIC



WILLUNGA WALDORF SCHOOL FOR RUDOLF STEINER EDUCATION

1 Jay Drive Willunga SA 5172 **P:** 08 8556 2655 **F:** 08 8557 1094

E: enquiries@wvs.sa.edu.au **W:** www.willungawaldorfschool.sa.edu.au **ABN:** 26 921 227 970

STRONG - BALANCED - DYNAMIC