



WILLUNGA WALDORF SCHOOL



ANNUAL REPORT 2021

TABLE OF CONTENTS

REPORTS FROM

Head of School	3
School Council	12
College of Teachers	15
Parents and Friends	17
Rainbow Room	18
School Performance Report	20
Finance Report	21
Independent Audit Report	25



Class 9 camp at Iga Warta – Gammon Ranges



REPORT FROM THE HEAD OF SCHOOL

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

Introduction

I acknowledge that our education from Early Childhood to Class Twelve here at Willunga Waldorf School takes place on the ancient soil of Kurna country. May we acknowledge the many, many years of care and connection to country and find ways to connect, care and heal for this land upon which our school nurtures.

Following on from the challenging year of 2020, I would like to acknowledge the challenges which the Willunga Waldorf School community was faced with in 2021. At the end of the school year the government's implementation of the COVID19 mandates made a vast and heartrending impact on our staff and our community.

Despite the many changes the school has had to deal with moving into 2022, we are grateful and blessed for the ongoing trust and support from our parent community and staff.

Leadership

Sophie Binder continued in the role as Head of School for 2021, holding and guiding the school through another year of uncertainty and challenging circumstances due to the continuing global impact of the Covid19 pandemic.

Michael Braithwaite has settled into the Business Manager role. He is committed to managing business affairs while working with the philosophical foundations of the school.

The full-time Primary School Faculty Leader role and an increase in the High School Faculty Leader time allocation were two recommendations from Libbi Turner's

review that the Council implemented at the beginning of 2021. Jodie Thomas and Jarrod Anderson have taken up the respective roles by documented processes. These roles have been a great support throughout the year to the Head of School and have helped meet the demands of daily operations about immediate staff and student needs.

The Leadership Team for 2021:



- Head of School: Sophie Binder
- Business Manager: Michael Braithwaite
- High School Faculty Leader: Jarrod Anderson
- Primary School Faculty Leader: Jodie Thomas
- Early Childhood Coordinator: Irene Bragg
- Learning Support Coordinator: Sandra Van Vliet

The Governing Council have supported the Head of School with Leadership mentoring and training through the SEA Leadership program. I know this has been highly beneficial, and we are thankful for the continued support from Council to the Head of School and the Leadership Team.

I want to acknowledge the ongoing commitment of all Council members to their work throughout 2021. I want to give a huge thanks to Saffron Simpson, who finished her time as Chair of Council at the AGM in 2021, and Hannah Matthews, who took on the role of Chair of Council. The transition has been seamless.

Professional Development and Student Wellbeing

Professional Development continued to be impacted by Covid19 and government constraints throughout 2021. We were very fortunate to hold the January conference without restrictions, and most meetings throughout the year were held via Zoom or in small groups.

January 2021 Staff conference:

- Julia Wolfson presented *Centred and Momentum: Connection to Self, Connection to Other, Connection to the Whole*.

Other professional development engagements included:

- Glenaeon Primary School National conference – via Zoom
- AISSA PD programs: HR, Leadership, Learning Support, NCCD training
- SPELD – learning support training programs
- Vital Years – Early Childhood Conference
- First Aid for Schools as required
- SEA delegates meetings - via Zoom
- SEA endorsed teacher training courses
- Protective Practices Training – all staff
- Head of School - Mentoring and Coaching

Well-being support in the Middle School, working for one afternoon a week to support year seven students' social and emotional welfare, has been beneficial to the class teacher and students. The role has been reviewed, resulting in continuing

into 2022 due to students' success and growing needs.



South Australian Steiner Schools and Stream Schools started a Heads of School and Leadership meeting each term. Networking and deepening our relationships, sharing our concerns and ideas have been very beneficial. Building connections, supporting each other with staffing issues, training and working towards developing Steiner Education across South Australia have been some of the focus areas. In July, an unconference PD day was held at Mt Barker to bring all staff together for focus conversations and building connections across faculty areas. It was a successful day. The SA Steiner School's leadership meetings are continuing into 2022.

Staffing

Key teachers and class guardians for 2021 are listed below. In addition, a range of specialist teachers, assistants and ancillary staff support each class.

Kindergarten – Chantelle Sommers
 Kindergarten – Kathleen Stack
 Class One – Andy McKechnie
 Class Two – Tamaran La Ronde
 Class Three – Kelly Ryan
 Class Four – Joshua Withers
 Class Five – Andrew Banks
 Class Six – Deb Crisp
 Class Seven – Kath Lawrence
 Class Eight – Renee McGowan and Tom Deliveyne

Class Nine – Polly Hamer and Pete Sommers
 Class Ten – Allye Sinclair and Scott Johnston
 Class Eleven – Tanya Potter and Nick Board
 Class Twelve – Fanchon Ferrandi and Jarrod Anderson
 High School Counsellor - Deanna Jarrett

Staff changes 2021



In 2020, we farewelled a class teacher from the Primary School, Sally Delara. Sally finished her teaching cycle class 1-5 and moved on to Basket Range Stream for 2021. We wished her well.

We welcomed the return of Tamaran La Ronde, who was appointed as the Class 2 teacher, replacing Jodie Thomas, who stepped into the full-time Primary School Faculty Leader role. Tamaran has been a class teacher at the Sheidow Park Steiner Stream since her departure from WWS in 2016.

We welcomed Joshua Withers, who was appointed to teach Class 4, replacing Schandra Verzi. Joshua has been a class teacher at Sheidow Park Steiner stream and brings knowledge, experience and a passion for Steiner education and children.

We welcomed Rebecca Trethowan at the beginning of 2021 to the Craft Educator's position, replacing Zeo Ween Vermazen, who departed in term three, 2020. Rebecca brings deep passion and skill to her role as an educator. Unfortunately, Rebecca finished at the beginning of 2022 due to study commitments. Ann Scott, her replacement for 2022, brings a wealth of craft skills and is committed to the role, and we welcome her to our school community.

Kate Fisher was appointed as Class Assistant for Class 3 (2021), and Sarah Kimber has returned to take up the Class 2 Assistant role. Prue Blatchford was employed for Class 1 (2021) as the Inclusion Assistant. Prue is the second class assistant for class 1 appointed to ensure all students have access to the learning program. At the end of term two, Prue decided not to continue in this role. Alicia Serafin was employed to work with one student with high needs and support all students when required. Alicia has a close relationship with the student, using her skills and training to keep the learning program and support the class's social cohesiveness. Alicia has been highly successful in this role and has benefited the whole class. Alicia has continued in 2022 with the same class for continuity in the classroom.

Nicky Cowan was employed for 2021 to work with Class 4 in a Class Assistant capacity. Nicky was asked to move into the receptionist role in term two, being replaced by Ayla Montgomery in Class 4 for the rest of the year.

At the beginning of Term 2 2021, we said farewell to Cristy Dadleff, a longstanding employee whose warm energy embraced the community of our school for many years. We welcomed Jacinda Clark into the front office, joined by Nicky Cowan, who job shares the receptionist position with great efficiency and care.

Tatjana Samson's return in 2021 to run the After School Kids Club has been greatly appreciated and very successful. Tatjana also relieves kindergarten staff for a lunch break and works in the Learning Sanctuary.

After another year of uncertainty due to Covid-19 and its effects on all schools, the Police Commissioner endorsed a Mandate of Covid19 Vaccinations for all employees of schools that were to be implemented by 10th Dec 2021. This created stresses in our staff and parent community, and raised significant challenges on personal and professional fronts. Staff and Leadership were under considerable pressure to negotiate and finalise staff decisions.

Sophie, with the support of the Leadership and Council, put forward an offer of leave for 2022 to staff who were considering not being vaccinated or who had declared they were not willing to do so. Leadership members expressed our gratitude for the service of the cherished staff that took this offer, and we farewelled them for 2022. We look forward to hearing of their intentions for 2023.

We are eternally grateful for the dedication and commitment given to WWS by Sandra Lloyd, who left us mid-way through 2021. Sandy was an integral part of the growth of our school. She welcomed many new staff in her HR role. Sandy wore many hats including finance, policy, navigating our IT systems and support for Head of School and Business Manager. We value all that Sandy brought to the Administration of WWS over her 16 years of service to WWS.

Kathleen Stack retired from her position of Hollyhock Kindergarten Teacher at the end of 2021. We celebrated at a special gathering with staff and past WWS kindergarten teachers, to farewell Kathleen who has been a cherished part of our school community for over 17 years. Her grace and commitment to Steiner Education and Willunga Waldorf School will be forever cherished.



Kathleen Stack

We warmly welcomed Alexis O'Connor as the new teacher for our Hollyhock Kindergarten.

We give our deepest gratitude to Natasha Luke for her long service to the school in the Library and Learning Support. Natasha's deep passion, reverence and loving care for the library, students, staff and community will be missed and we have an afternoon tea to celebrate her planned for 2022.



Natasha Luke

The school also thanks Polly Hamer for her teaching and sharing of her expertise and love of English and Drama in the High School for the last few years. We wish both Polly and Natasha well in their future endeavours.

We farewelled our invaluable cleaners Jackie and Steve Woodward in 2021. Their commitment to our school brought such beauty and care. All spaces were warmed by their attention to detail. Jackie had been cleaning our school from our early days and Steve attended WWS as one of our first group of students.

Staff Movements in Brief:

Incoming in 2021

Sophie Binder – Head of School
Tamaran LaRonde – Teacher
Joshua Withers – Teacher
Prue Blatchford – Class Assistant
Alicia Serafin – Class Assistant
Kate Fisher – Class Assistant
Sarah Kimber – Class Assistant
Ayla Montgomery – Class Assistant
Tatjana Samson – ASKC
Jacinda Clark - Receptionist

Departing staff in 2021

Kathleen Stack
Cristy Dadleff
Sandy Lloyd
Prue Blatchford
Natasha Luke
Polly Hamer
Jackie Woodward
Steve Woodward

Staff on Leave for 2022

Susan Thompson
Andy McKechnie
Kelly Ryan
Deb Crisp
Tanya Potter
Deanna Jarrett
Rebecca Murray
Lukas Heck
Corinna Hartman
Glenn Hodge
Angela Parker
Sophie Binder – LS Leave (Semester 1)

After a higher than usual turnover in staffing at the end of 2021 due to the vaccination mandate, Sophie and Leadership went into a recruitment process over the summer break. We have been very fortunate to have attracted highly skilled, passionate and committed new staff members. Due to the number of staff recruitments required, this process continued into term one of 2022.

Curriculum

With minimal COVID pandemic government shutdowns in 2021, students' school life was not heavily impacted. The *School at Home* learning program from Class One through Class Twelve was activated with ease and success again when required. Teachers lovingly produced take-home packages for the continuous learning cycles. The High School converted seamlessly to deliver online content to varying degrees across the year levels while retaining the school's core values around ICT.

In 2021, Class Nine and Class Eleven had the good fortune to attend the *Iga Warta* camp in Adnyamathanha country in South Australia. This was trialed in 2020 and was a positive experience again this year. The High School finished the year with a successful project-based learning program again and was a great learning success. Students in Classes Eight to Eleven collaborated in vertical groups for two and a half weeks to create a project based on an overarching theme. In 2021 the theme was 'Upcycle'.



The interschool sports program continued to be a success for the students from classes 6-10. This was an excellent opportunity for our students to shine in other ways. Thanks to Jarrod Anderson, Tom Deliveyne and Pete Sommers for supporting and making this possible for the students.

The Primary School had a successful year implementing all curricula with creative adjustments to include plays, camps and excursions, and parent audience when possible. Some of the highlights of 2021 included all class camps, Class 5 Greek Olympics with all 5 Steiner schools, Class 5 ensemble sharing with Mt Barker Steiner School, Class 3 building project rebuilding the garden shed, Book Week, Wheels day, Class 12 students working with Class 2 in music lessons, Learning Support working successfully with students with Multi Lit, Reading and Maths support, and increased support and mentoring from Primary Faculty Leader.



Strategic Plan

Carried forward from 2020, Leadership and all teaching staff members continued the discussion and collaboration to examine the pros and cons and possible modelling for double streaming. There were three possibilities investigated and discussed: double stream from Kindy up, double stream from Class 7 up, or double stream from both Kindy and Class 7 at the same time. After a term of conversations during Term 3 and considering the feasibility of each option, the outcome was, that when possible the school would consider double streaming from Kindy. Building from the foundation first. This would increase year by year if successful. The school will continue the feasibility investigation in 2022 with consideration of waitlist numbers, infrastructure requirements and projections for when this could be considered a possibility.

After many years of patience and dreaming, the front block on Aldinga Rd went up for sale in December 2021. The school was successful in their bid, finally becoming the proud owners of this land. Many past and present staff have been watching this space as it is the last piece of the land to complete our school grounds. The school will be creating a time for an acknowledgement & blessing of the land to start the process of dreaming, discussing and consultation about what this space can become in the future.



Students and Enrolments

GARDEN AWARD: Willunga Waldorf School won the City of Onkaparinga, Mayors Garden Competition for **“the best school garden”** for 2021.



Congratulations to our gardeners, teachers and students who tended our educational gardens.

SPORTING AWARD: Students from Classes 6 to 12 were involved in many SAPSASA events during the year. They enjoyed their experience of meeting and competing with students from other schools. The year resulted in Willunga Waldorf School winning the award for **“best overall participation and results”** (relative to size) for the Southern Schools zone.

MUSIC: Some of our High School students had the opportunity to extend their music studies by participating in the “Local Jazz Festival”.

We were very proud to witness our Class 12 students present their major projects to the school community at two events. Firstly, their practical display on 27th October and then their individual speeches held in early November. The Class 12s ended their year on a high note by presenting a fabulous version of Molière’s play “The Miser” under the direction of Paulo Castro, a renowned Portuguese theatre director, actor, filmmaker and playwright along with Sam Franzway writer, actor and teacher.



There was much interest during 2021 for positions at WWS from families moving to the Fleurieu Peninsula. Interest was higher than usual for students moving from interstate, including those from Steiner Schools, along with families moving out of the city. This trend began from the start of COVID in 2020 and has continued throughout 2021.

School tours were very well attended during 2021. Due to SA Government COVID19 restrictions relating to the restriction of visitors to school sites, some tours early in the year were cancelled.

2021 saw the first year of our successful new initiative of a “Foundation Reception Class”, with 14 children entering a journey of 6 terms of Reception beginning in Term 3. These children were divided between our two Kindergartens

As a result of the implementation of mandates in both education and other industries during the latter part of 2021, WWS noted a movement to Home Education for some families.

Overall our enrolments have fluctuated more this year due to the effects of Covid 19 on families and the greater community. By the beginning of 2022 the school had been able to maintain full classes in Kindergarten, Reception, Primary School, and attract greater enrolments in High School.

Parent Teacher Responsibilities

The Parents and Friends Association is a vital component of the school that is greatly appreciated and respected within the school community for the work it does.

The continued provision of nourishing meals was available all of 2021 on Tuesdays and Wednesdays. Paul Amour continued his work facilitating the operations of the canteen with a group of committed parents. Class 7 and Class 11 students supported the operations with cashier operating and food service.



The Autumn Fair was a great success with the dedication of Parents and Friends managing all Covid 19 requirements to make it truly a special day. However, in 2022 the Autumn Fair changed to an Easter Market to mitigate the concerns and requirements of mandated vaccination rules. Even though it was a small group of parents holding the Easter Markets it was a huge success and wonderful to welcome the school community on the grounds.



The Rainbow Room continued 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 was continually used by parents throughout meetings, workshops and craft activities. Having a dedicated space for these gatherings was an important part of the parent-teacher partnership. It is our intention that the parent community continues to feel welcomed, at home, supported and informed about the philosophy and methodology that underpin Steiner Education.

Policies and Processes

2021 saw Leadership take the opportunity to set up a review schedule and to start a process of reviewing all policies. Michael Braithwaite had a suite of HR policies reviewed and updated, while Leadership and Faculties started reviewing Teaching & Learning and Curriculum policies. At the end of 2021, the Education Standards Board advised the school that it had scheduled WWS for a School Review of Registration in 2022.

The work done in 2021 has left us in a good position for this process. Term 1 of 2022 Acting Head of School Jodie Thomas and Leadership set a plan to meet these requirements for the review with support across all staffing areas.

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 when 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.



The SEQTA software has proven to be an excellent platform for our home-schooling. This software enabled the High School to accommodate the need for remote learning and for high school students to access resources and lesson content in order to stay connected to their curriculum and learning throughout the COVID19 restrictions. The software also supports teachers with planning, reporting and learning support programs. Admin staff also use SEQTA for student records.

The whole IT in the school is in a process of being upgraded. The school has brought in "Blackbird IT Services" to upgrade our whole IT service and integrate our platforms throughout the school. This will be an ongoing process into 2022.



Term One, 2022

It is a privilege to be acting in the role of Head of School for Semester One of 2022 to enable Sophie Binder to take her long service leave. The experience has been definitely a great learning curve that I have fully embraced and I have felt completely supported by the Council, the Leadership Team and all staff.

Term One was a staged start to students returning and once again the staff managed this with ease holding at home and school-based learning simultaneously.

I truly appreciate all the staff for their continuing ability to adapt and respond to the changes due to COVID19 disruptions. The support, patience, persistence and excellence of all throughout Term One have been greatly appreciated. I would like to thank the administration staff for all the extra they have carried due to COVID19 requirements in Term One and for responding and supporting me when required.

At the conclusion of Term One, we can celebrate the successful transition of new staff, and acknowledge that the school is successfully healing and transforming with all the changes we have endured over the last couple of years.

I would like to acknowledge the following achievements this term:

- School Camps – Class 9 Geology, Class 10 Oceanography, Class 11 Practice Hike, Class 8 Internal Orientation Camps and Class 12 retreat.
- The stunning Rose Ceremony
- The Interschool Sports Program
- A highly successful Easter Market
- Our beautiful and enchanting Autumn Festival
- Revamp and care for all school grounds
- The official acquisition of the front block on Aldinga Rd
- Bolstering of enrolments
- Recruitment of sixteen staff

In closing, on behalf of the school, my heartfelt thanks goes out to each and every individual who collectively make up the very special community we have here at Willunga Waldorf School.



*Jodie Thomas
Acting Head of School*

COUNCIL REPORT

The 2021 year has been weathered by our community with resilience and devotion. The year has been consumed by the global pandemic and a tumultuous time for all. These times have had a significant impact on our school community and our community has been faced with unprecedented issues. School Council would like to thank and acknowledge the work that our Leadership Team undertook over this difficult year, particularly Sophie Binder. Sophie had to manage an incredibly demanding situation in December with the implementation of the government vaccination mandates. She did this difficult job with heart and compassion. Thank you to Leadership and all staff for all that you have done to keep the children at the centre of all you do.

Strategic Planning

Council continued with their goals from 2020. It was felt that the Strategic Plan needed to be a continued focus. Two of the goals are to: 'Effectively oversee the enactment of Sense & Respond 2019-2024'; and to 'Establish thorough monitoring systems for reviewing performance against the strategic plan.'

Throughout early 2021 we continued the process of a school leadership review. Libbi Turner was engaged to conduct a thorough review process to address pressures placed on the Head of School role. This process was valuable and saw the implementation of Primary Faculty and High School Faculty Leaders, and the Educational Administrator role.

Ongoing consultation continued in regard to 'double streaming' and the direction the school could take in the future.

Head of School and Business Manager Review

School Council conducted a 6 month and 12 month review for the Business Manager role across 2021. This process included a survey and feedback process. A similar process was conducted for Head of School. This was a valuable process to assist in setting key performance indicators and measurable goals for the year ahead.



Master Plan

2021 saw the process of consultation and planning for the administration building project to get underway. A BGA grant was sought for the project but with rising material costs and the sudden appearance of the adjoining land on Aldinga Beach Road on the market, a decision was made to put a hold on the building project temporarily. In December the school purchased the land on Aldinga Beach Road which was an extremely exciting moment. The land gives options for growth that the current footprint did not allow for. School Council are extremely excited to see what the next phase of Willunga Waldorf School looks like.

Partnerships

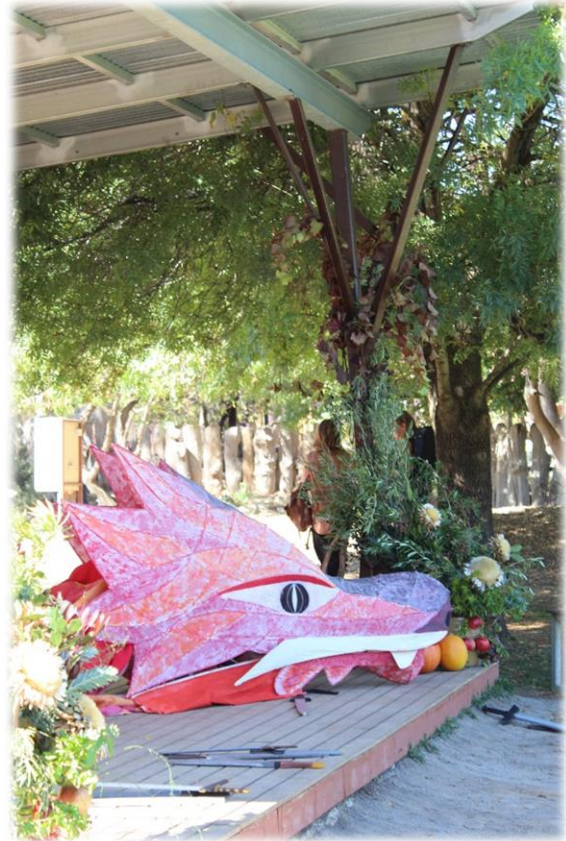
Our support of both the South Coast Steiner and Eyre Peninsula Steiner initiatives continues in all ways possible. We hope with a gradual return to normalcy after the pandemic more can be done to support these groups.

Council Self Review

School Council are continually seeking methods to review our performance and progress. In 2021 we undertook a review process with Libbi Turner to assess what we do well and where we have room for improvement and growth. We discussed at length our 1. Purpose/expectations 2. Achievements 3. Success 4. Values. This was a very worthwhile process which will assist in defining our goals for 2022.

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. We acknowledge the work of Pete Sommers and Michael Braithwaite in getting this process underway.



Dragon at Autumn Festival



Educational Display at Autumn Fair

Training and Development

As volunteers there is a continual need for learning and strengthening governance skills. AISSA and SEA offer training throughout the year that is both enriching and inspiring. Collectively we attended AISSA training sessions, GLAM sessions, and other training courses (online) offered by SEA. These sessions are hugely beneficial to our work for the school.

Legislative Changes

In December 2021, the South Australian State Government enforced a COVID19 vaccination mandate for all school staff, governance, and volunteers. This saw an exceedingly challenging time for Leadership, staff, and our entire community. Willunga Waldorf School generously decided to give those staff who did not choose to vaccinate, the option to take 12 months unpaid leave. The situation put a great deal of pressure on Leadership as the positions for staff on leave had to be quickly filled by advertising for staff on a 12-month contract.

Council Members

2021 School Council Members were: Hannah Matthews (Chair and Council Nominee) Simon Paul and Simon Stafford (Council Nominees); Andrew Bentley and Amanda Marcel (Parents and Friends Nominees); Pete Summers and Sean Ashford (College of Teachers Nominees); Sophie Binder (Head of School) and Michael Braithwaite (Business Manager). *Hannah Matthews took over the Chair role in May 2021 from Saffron Simpson. Amanda Marcel took Saffron Simpsons position as a P&F nominee on Council in June. Pete Sommers stepped in as a College nominee position at the 2021 AGM replacing Andrew Banks.*

Compliance and Finance

2021 Finance and Compliance Committee Members were: Amanda Marcel (Chair from May 2021), Cameron Day, Ben Paxton

(Joined June 2021) and Michael Braithwaite. *Hannah Matthews stepped down as C & F Chair May 2021 to step into School Council Chair.*

Committee Members

There were some significant role changes across School Council and the Compliance and Finance sub-committee during the year. Saffron Simpson stepped down at the 2021 AGM, after countless hours of dedicated volunteer work for our school. Saffron went above and beyond in her role as Chair and the school was blessed to have had her in this role during a tumultuous time. We thank Saff for her love for our community and for assisting to steer us in the right direction.

Another big thank you needs to be extended to Amanda Marcel for stepping into the Compliance and Finance Chair position so that I could take the School Council Chair position. This sub-committee has a particularly significant role and School Council thank all members of the committee for giving of themselves so willingly.

The School Council would like to thank and acknowledge the work and dedication of Andrew Banks after many years on Council as College Chair. His level headed nature and kind-hearted approach to his work is so valuable to our school. Thank you, Andrew.

Acknowledgement must also be given to families that 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. In addition, Andrew Bentley and Simon Stafford were both renominated for another 2-year term. Thank you both for your service.

*Hannah Matthews
Council Chair*

COLLEGE OF TEACHERS REPORT

THE ROLE OF THE COLLEGE OF TEACHERS

The purpose of the College of Teachers is to carry responsibility for the pedagogical and educational leadership of the school.

(College of Teachers Terms of Reference 2017)

Tasks throughout the last year the College has worked with included:

- January Conference;- Dr Julia Wolfson: *Centering and Momentum*, Connection to self, connection to other and connection to the whole
- Working on from January Conference including 'courageous conversations' and work with 'hot spots'
- July Conference- *Poetry*; guest speakers; poet Jill Jones, Barbara Baldwin. Poetry workshops run by staff and a class 12 student
- Revisiting SEA's (Steiner Education Australia) Steiner Principles and reviewing their alignment with WWS
- Significant workshopping, discussion and surveys around double streaming at WWS
- Sharing reports and questions from other WWS groups such as Leadership, SEA meetings, Buildings and Grounds and Finance
- Artistic activities such as the spring festival dance, singing
- Working with the 'Blue Book' – Towards the Deepening of Waldorf Education
- Revisiting our 'Sense and Respond', Strategic Plan 2019-24 documentation
- Organising and discussion for the 2022 January Conference

The 2021 college council delegates were Sean Ashford and Ewan Rourke.



During the year I had the opportunity to participate in SEA's Zoom series on 'Nurturing the College to the Children'. The Zoom series was held over numerous fortnights. There were colleges represented from all over Australia. It was really interesting and inspiring to hear what was happening in other schools. It was also thought-provoking to hear how other schools were managing with the different COVID19 restrictions.

Andrew Banks
College Chairperson

PARENTS AND FRIENDS

2021 was another stable membership year for the Parents and Friends group. Tara Anderson, Corinna Hartmann, Alicia Lockyer, Tina Demourtzidis, Hope Willocks, Rachel White, Heejung Lee and Jacinda Clark made up the core of the group.



Autumn Fair 2021

The Autumn Fair was back in 2021 with a significant surge of infection control measures. Tric Tuckfield joined P&F during Term 1 to coordinate the event and did a wonderful job.

We were required by SA Health to have a hugely intense COVID19 Management Plan in place, requiring a roster of 5 COVID Marshals across the day, 3 supervised entry points where visitors were counted in and out and were encouraged to check-in. Class 8, 10 and 11 were given a food safety briefing and, in order to encourage people to be outside, more stalls were allocated to the big oval including the food stalls. Increased use of the large oval received positive feedback.

P&F developed a baking safety handout that was handed out to all families and a preserving safely flyer was distributed to Class 3 families. We also purchased 5 sneeze guards for the cafés and were offered 2 extra on extended loan from McCarthy's Orchard for BBQ and Curry. We purchased some BBQ sausage holders to minimise food handling, and Heinz Huxholl made some burner guards to improve safety while cooking curry.

Due to renovations in the Kindergarten area, fishing dip, puppet show, grotto, children's café and apple crusher were all relocated, mostly all to the playgroup area. This required extra coordination for all these stalls, but to the credit of all the coordinators worked very well. Three portable toilets were hired for the Rainbow Room carpark to cater for the increased traffic in that part of the school.

Grants

A small portion of Autumn Fair proceeds were made available for grants. Through our grant application process, which needed an extension to generate applications, we were able to grant:

Playgroup: \$600

Tree stakes and guards for the garden/bush area: \$380

Middle primary play equipment: \$3700

Christmas Market

With 43 stallholders, a beautiful sunny afternoon, children's activities and wonderful entertainment, the Christmas Market was once again a lovely afternoon for the whole community. Families and visitors alike were very grateful to be once again listening to live music and enjoyed being on school grounds.

Other business

Amanda Marcel was nominated by Parents and Friends to Governing Council (with Saffron Simpson leaving) and Andrew Bentley was renominated in May 2021.

Looking ahead

Towards the end of 2021, we began looking at a few changes to the Autumn Fair, based on feedback and some new ideas. P&F will refine our terms of reference in 2022 when they are due for a review and will add operating guidelines to support succession planning.

*Tara Anderson
P&F Committee Member*

PARENTS AND FRIENDS FINANCIAL SUMMARY 2021

Opening Balance (cash in bank) 1/1/2021 \$19,056.99

	Revenue	Expenses	Profit
Autumn Fair	28,421.61	12,657.88	15,763.73
Christmas Market	1,994.00	1,195.91	798.09
Winter Festival bread rolls		82.50	-82.50
Bank Interest	3.05		3.05
P&F Grants		4,680.00	-4,680.00
Total	\$30,418.66	\$18,616.29	\$11,802.37

Closing Balance (cash in bank) 31/12/2021 \$30,859.36

Expenses Details

Autumn Fair Expenses	
Rockabout climbing wall	\$1,540
Down South tables/chairs/bain marie hire	\$2,102
Sound system hire main stage	\$250
Compostable tableware	\$300.41
Security	\$550
Cool room hire	\$506
COVID and food safety supplies	\$849.84
Marquees	\$550
Farmer Darcy Travelling farm	\$583
Banner date change	\$46.50
Christmas Market Expenses	
Ice Cream	\$990
Ice & water	\$50.00
Stall set up	\$131.43
Misc.	\$14.38

Hope Willocks
P&F Treasurer

RAINBOW ROOM

Financial summary 2021

Opening bank balance January 2021 \$49,123

Closing bank balance December 2021 \$54,547

Total income

2021	2020	2019	2018
\$37,368	\$41,293	\$43,857	\$39,719

Total outgoing

2021	2020	2019	2018
\$31,588	\$33,764	\$31,221	\$34,405

Total Profit: \$ 5,780 compared to \$3,996 in 2020

*Kate Fisher
Rainbow Room Treasurer 2021*

Summary

Happy 10th Birthday to the Rainbow Room! A small gathering of invited guests, both past and present volunteers and long term supporters, marked the occasion in September with cake, stories and memories. A time to really appreciate the efforts and achievements of a team of dedicated volunteers.



Over the years, the Rainbow Room, in particular Tara and Renee via craft group and weekend workshops, have supported many parents and community members to learn new skills, and some have even taken this up as a hobby. Recently, a parent whose child left the school a few years ago sent us a letter, which summarises the value of what the Rainbow Room has been able to achieve in the community.

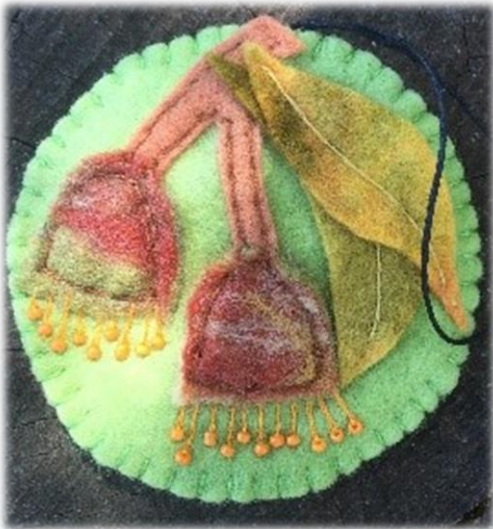
She wrote:

"....big thank you for all of your support. My business would never have started if it wasn't for you (Renee), Tara and the Rainbow Room. I just wanted to let you both know that the classes, skills and opportunities that the Rainbow Room provides changed my life. And I am so grateful! Thanks so much! Anthea"



The Rainbow Room also supports many creative people from the school community, by stocking and selling their handmade items or products, including soap, bracelets, slippers, wax wraps, candles, felt pictures and crafted items.

Doll making was offered in T2 and T3 and these were the last workshops by our doll-maker Heidi. Hers are big shoes to fill and we are working on finding another doll-maker. We offered wet felting and needle felting workshops in T2 and T4, and a Christmas workshop in T4 too.



We are maintaining business despite limited committee meetings, (held via Zoom this year) and varying opening hours, but rely heavily on a core of three volunteers. The committee in 2021 comprised Tara Anderson, Renee Haskett, Kate Fisher (Treasurer) and Kate Burr. Hilde Bijl joined us in Term 3 and has become our chief wool winder. We farewelled Kate Burr at the end of the year.



We had several volunteers opening the shop, some regularly all year and others who were able to help for a term. We would like to take this opportunity to formally thank all the volunteers for 2021 including Beth Midgely, Miriam Bourne, Natasha Price, Susan Bennett, Cherie Goudie, Clare Ellis, Kate Fisher, Renee Haskett and Tara Anderson.



*Tara Anderson
Rainbow Room Coordinator*

SCHOOL PERFORMANCE REPORT FOR 2021

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 website and from the Administration office.



Harvest in the Educational Garden

FINANCE REPORT

The net trading result for 2021 was very strong with a surplus from school operations of \$462,413 compared to \$380,371 last year. A census increase of 4 students plus increased per capita government funding saw net income rise 6.7%. Operating expenses increased by 5.4% overall, in part due to scheduled Employment expenses and also increases to Tuition and Excursion Costs as activities started to recover after the impact of Covid in 2020.

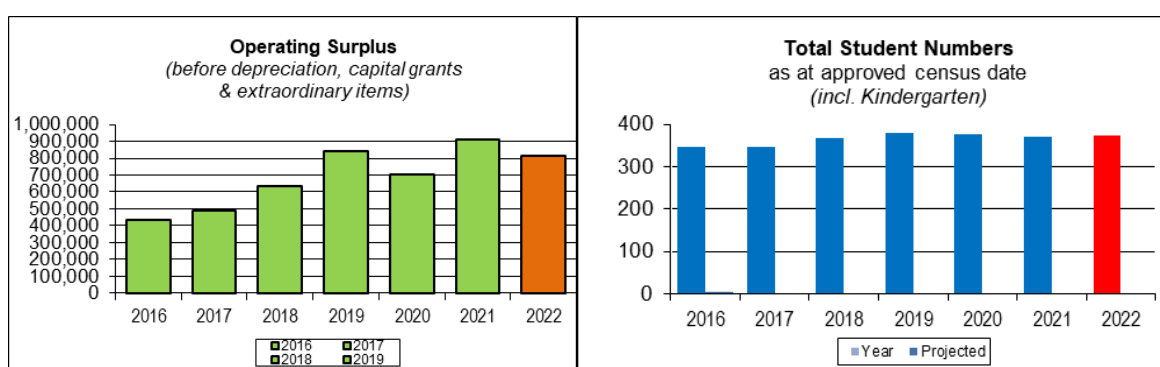
The surplus represents a 7% return on net revenues compared to 6% last year. Accounting rules require government capital grants (\$135,000) and capital levy fees (\$70,720) to be included as income, despite both being designated for capital improvements and building projects, which takes the reported net surplus to \$668,133.

The capital grants of \$135,000 relate to the construction of a third yurt, upgrade of some Science Building and canteen facilities, all of which are happening in 2022.

Fee collection rates were strong however Covid19 did have an impact on the ability of some families to pay their accounts on time: This has led to an increase in carry forward balances of \$40,361 (18.7%). There were \$17,899 bad debt write offs against the standing provision for the 2021 year.

Student enrolments dropped from 377 to 370 students as at the August census date for government funding. This included 12 Kindergarten students which are funded by the Universal Access program. There were 238 students in years R to 7, and 121 students in years 8 to 12.

The following graphs reflect the trends in core operating results and student numbers including a forecast for 2022. Continued enrolment growth is limited by class spaces as the school is close to maximum capacity. All positions from Kindy to Class 9 are progressively filled from active waitlists. Class 10 and 11 have a limited number of positions available. Class 12 positions are only offered to students transferring from other Steiner Schools.

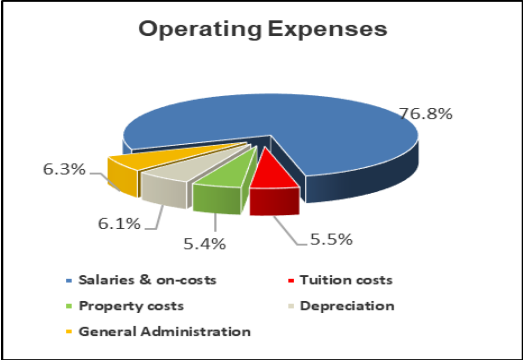
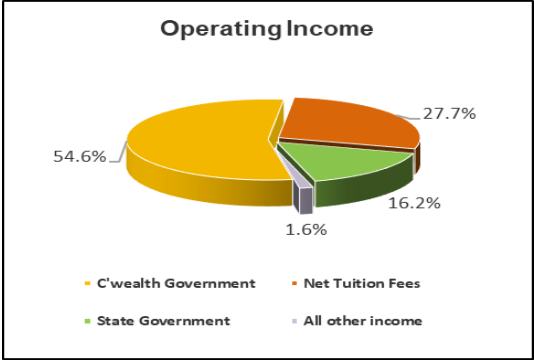


Operating Summary

	2020	2021	Change	
Income				
State Government	1,051,335	1,122,363	71,028	6.8%
Commonwealth Government	3,539,006	3,785,882	246,876	7.0%
Tuition Fees & charges	2,131,836	2,182,581	50,745	2.4%
Discounts & Concessions	(296,404)	(259,464)	36,940	(12.5%)
All other income	77,039	108,054	31,015	40.3%
Total Operating Income	6,502,812	6,939,416	436,604	6.7%
Expenditure				
Operating expenses	5,789,766	6,101,334	311,568	5.4%
Bad debts & Provn. for Doubtful Debts	15,000	0	-15,000	(100.0%)
Operating margin before depreciation	698,046	838,082	733,172	105.0%
Depreciation	317,675	375,669	57,994	18.3%
Operating surplus before Capital Income	380,371	462,413	82,042	21.6%
Capital Income				
Commonwealth Govt. Capital Grants	65,500	0	(65,500)	100.0%
State Govt. Capital Grants	50,000	135,000	85,000	100.0%
Capital Levy / Other Capital Income	76,088	70,720	(5,368)	(7.1%)
Total Capital Income	191,588	205,720	14,132	7.4%
Operating Surplus per Accounts	571,959	668,133	96,174	16.8%

Commonwealth government funding rates increased in 2021 which together with relatively stable student numbers saw funding increase 7.0%. The increase in State government funding was lower but there was still a healthy total funding increase of 6.8%. Net WWS school fees increased by 2.4% this year, almost keeping pace with the CPI inflation rate.

School fees represent 27.7% of operating income with 70.8% of funding from government sources. Salaries and related costs, including training and volunteer costs and provisions for accrued leave, dominate spending at 76.8% of total costs with a further 5.5% in direct tuition expenses leaving 11.9% for property and administration costs and 6.1% for depreciation.



Kindergarten extension completed Term 3 2021



Property purchased at Auction December 2021

Building Fund and Capital Expenditure

2021 saw the completion of the extension to Kindy/Reception classes. The completion of the project required the use of \$135,942 from cash reserves. The extension was a significant improvement that enabled the school to increase the number of Commonwealth funded reception students which will provide enduring benefit to the school's financial sustainability.

In February 2021 the School settled the purchase of the playgroup block as well as the strip of land at the front of the School incorporating the current car park. Funds for the settlement of this block totaling \$425,887 were sourced from a loan facility secured with the Bendigo Bank in 2020.

At the end of the 2020 year the School made application for Commonwealth financial support to construct a new Administration Centre. This funding was approved and plans were progressing to commence construction in 2022. This project was, however, deferred in December 2021 when the School seized the opportunity to purchase the block of land at 90 Aldinga Road for the sum of \$752,000. A deposit of \$75,200 was paid before the end of 2021 from cash reserves and the property purchase was settled using loan funds in February 2022.

Expenditure on other capital works were nominal but included \$9,788 for preliminary architect support for a new Administration Centre, \$8,044 for new High School furnishings, \$2,532 to upgrade the Education Garden Kitchen facility and \$2,056 for a new satellite phone to improve security for the School's remote camps program. The total cost of capital expenditure for the year of \$672,583 was funded in part by Bank of Bendigo loan funds (\$425,887), in part by the general capital funds levy receipts (\$70,720) and with the balance funded from recurrent operating cash flow (\$175,976). The following is a summary of new capital expenditure taken up in the accounts for 2020:

Capital Expenditure	
	\$
Settlement of Purchase of PlayGroup Block	425,887
Deposit and Costs on Purchase of 90 Aldinga Road	75,200
High School Building - Final Construction Payment	11,982
Extension to Kindergarten/Reception Building	135,942
Planning and drafting New Admin Building	9,788
Furniture for High School	8,044
Gardening Equipment	699
Equipment for Education Garden Kitchen	2,532
Satellite Phone for Remote Camps	2,056
iPad for Administration	454
Total	\$672,583

Michael Braithwaite
Business Manager

INDEPENDENT AUDIT REPORT

Opinion

We have audited the financial report of Willunga Waldorf School for Rudolf Steiner Education Inc (the association), which comprises the Statement by Members of the Committee, the Income and Expenditure Statement, Balance Sheet as at 31 December 2021, a summary of significant accounting policies and the certification by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association.

In our opinion, the accompanying financial report presents fairly, in all material respects, the financial position of the association as at 31 December 2021 and of 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 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.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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.

Responsibilities of the Committee for the Financial Report

The committee is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the Associations Incorporation Act 1985 and for such internal control as the committee determines 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.

In preparing the financial report, the committee is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of 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 skepticism 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 25th of April 2022

NJW Hutson FCPA MFAA, Director
TT Accounting Pty Ltd
23 Gulfview Road Christies Beach SA

NOTES



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