



# Rudolf Steiner College Canada

for Anthroposophy • Waldorf Education • Arts



Annual Report 2021-2022

## From the Board of Directors

2021/22 was a year of important transitions for our organization. Happily, this including moving from online activities back to in-person events. Most significantly, it included Jan Ney Patterson's retirement and hiring Karen Weyler into a new expanded role.

For more than 20 years, Jan contributed so much to the College and touched so many lives! She built up magical early childhood educator programs and contributed substantially to many other programs and initiatives. She brought warmth, energy and insight to the entire organization.

At her retirement dinner, the deep appreciation for Jan's contributions resounded in the voices of her colleagues and former students. Several of her students spoke in person and many more sent in letters, all saying in wonderful and diverse words

how important it was for them to have worked with her. Jan, we miss you and wish you joy! We were delighted that we could move from strength to strength by hiring Karen Weyler to take over the ECE programs. In addition, Karen will provide training and pedagogical leadership for the staff of Star Seedlings but relinquish oversight of day-to-day operations to a new site supervisor.

My heartfelt thanks go out to my fellow board members, to James Brian, our talented executive director, and to all the staff and volunteers for their skill and perseverance. A special thank you to our donors whose generosity is encouraging and essential.

Robert McKay,  
Chair, Board of Directors

*Front cover: Laura Fernanda Vera Jardon (left) from the Class of 2022 now teaches kindergarten at Waldorf Academy, shown here with Jan Ney Patterson. Jan had been director of Waldorf Early Childhood Teacher Education at RSCC from 2001 to 2022. Photo below: Foundation Studies Encounter program 2021-22.*





## From the Executive Director

For the first time since 2018 we were able to hold all courses in person except, of course, for Foundation Studies in Anthroposophy Distance and HEART, which are exclusively online programs. We were able to get through the COVID years online with the goodwill of our faculty and students. The palpable joy of being able to meet in person was everywhere evident last summer at the Summer Festival and at the November conference. The

next Summer Festival in July 2023 and the November conference will be held in person. We offered all our programs during the COVID years and even had a surplus at the end of the two fiscal years. Now we are looking forward to growing our programs in the coming year.

James Brian,  
Executive Director



*Grade two intensive with Patrice Maynard at the Summer Festival 2022*





## Our Guiding Vision

Over the next decade, RSCC will strive to realize its full potential as an organization dedicated to fostering cultural renewal across Canada through the transformative resources of anthroposophy. RSCC will strive to become an effective national charity that provides 1) anthroposophical vocational programs 2) cultural outreach programs and 3) anthroposophically-informed social services.

## Progress on Our Objectives

Five years ago, in collaboration with our community of support, RSCC set out ten objectives in our first strategic plan. In 2021, we revised the strategic plan to encompass the next five years, 2021-2026. This plan comes out of a rich, on-going conversation among board members, faculty, volunteers, students, and donors. The following report reflects our progress in the first year of the plan, 2021-2022.



# I. Vocational Training

## Objective 1 - Strengthen Waldorf Teacher Education

RSCC has continued to enhance the quality, reputation, and enrollment of our existing Waldorf Teacher Education and Early Childhood Education vocational and professional development programs. We will continue to add new programs as they are called for.

### Status

PROGRAM	Target 21/22	Actual 21/22
Teacher Education Full-Time	6	6
Early Childhood Education Full-Time	1	1
<i>Programs below are for Professional Development:</i>		
Teacher Education Part-Time	15	17
Early Childhood Education Part-Time Birth to Seven	9	17
Early Childhood Education Part-Time Birth to Three	N/A	N/A
Summer Festival Program	80	73
H.E.A.R.T. Program	7	5

2021-2022 marked the second year for Rudolf Steiner College Canada as a private career college.

RSCC will continue to develop our capacity to recruit Canadian and international students to these programs by improving our social marketing capacity and facilitating enrollment through tuition payment support programs.

This year RSCC was instrumental in launching, in partnership with the Vidar Foundation, the Vidar Loan/Grant program. These loans for our student teachers are interest free, repayable for up to five years after graduation; 30% of the loan is forgiven if a graduate works in a Canadian Waldorf school for three years. Three of our students benefitted from this financial aid program this year. We expect this number to grow in the coming years.

## Objective 2 - Post-Graduate Waldorf Teacher Mentoring Program

RSCC will institute an enhanced mentoring process for Waldorf teachers graduating from the full-time and part-time programs, providing them with on-going support in the early years of their teaching career. In combination with support for these new teachers from the school they join, this program aims to facilitate the transition from new graduate to established Waldorf teacher.

### Status

This program is still in the idea stage. In the coming year, a team will be put together to develop a project plan and budget in collaboration with the schools.



### **Objective 3 - Workshops on Meditative Work for Waldorf Teachers**

RSCC will support the meditative work of individual Waldorf teachers and the collective meditative work of Waldorf faculties by offering workshops on the anthroposophical path of knowledge and the self-care of the teacher.

#### **Status**

Currently, students in full-time teacher education and part-time programs benefit from regular courses on the meditative life of the teacher given by Robert McKay and James Brian.

For schools this project is still in development. In the coming year RSCC will invite Waldorf schools from across North America to apply for a workshop. RSCC will meet as many of these requests as we can given other commitments. Workshops will be designed collaboratively with selected schools.

### **Objective 4 - Supporting Indigenous Waldorf Education**

RSCC will strive to support the expansion of Indigenous Waldorf education in Canada and the United States by providing teacher education services, collaborative curriculum development, and help in raising funds for Indigenous-led initiatives. RSCC will collaborate with the Douglas Cardinal Foundation for Indigenous Waldorf Education and other Indigenous organizations in this work.

#### **Status**

RSCC sponsored a new program entitled Enhanced Foundation Studies in Anthroposophy for HAWI Schools. It was a collaboration between RSCC and a newly formed association, Haudenosaunee and Waldorf Inspired (HAWI). Close to half the costs for this program were covered by scholarships from the Douglas Cardinal Foundation for Indigenous Waldorf Education.

Students participated in bi-weekly three hour sessions. Five of 10 sessions were facilitated by Elyse Pomeranz. The other five were led by the HAWI coordinator Tekonwanyahesen Hill and Chandra Maracle, Haudenosaunee Thinker.

Tekonwanyahesen and Chandra gave a week-long course in May of 2022 on Indigenous Culture and Education to the full-time teacher education students.

### **Objective 5 - Biodynamic Farmer Education Program**

RSCC will launch and grow the Biodynamic Farmer Education and Mentoring Program in partnership with Demeter Canada and provincial biodynamic associations.

#### **Status**

The application for Biodynamic Education for Farmers is nearing completion for approval as a private career college program. We plan to launch an enrollment marketing campaign for a launch in October 2023.

### **Objective 6 - Social Initiative Leadership Program**

RSCC will launch and grow a Social Initiative Leadership Education and Mentoring Program, in partnership with members of the Association for Social Development and other anthroposophical organizational development specialists.

#### **Status**

Gordon Collins is developing a program in consultation with international experts in the field. At the moment this project is on hold until the Biodynamic Farmer Education has been successfully launched. We anticipate starting this program in 2023/2024.

## 11. Cultural Outreach/Anthroposophical Adult Education

### Objective 7 - Strengthen Foundation Studies Programs

RSCC will continue to enhance the quality, reputation, and enrollment of our existing programs, Foundation Studies Encounter and Foundation Studies Distance.

#### Status

	Target	Actual
Foundation Studies Encounter	15 in 3 communities	15 in Thornhill only
Foundation Studies Distance	90	120

The Foundation Studies in Anthroposophy Encounter program at Thornhill was at capacity with 15 participants, who expressed great satisfaction with the quality of the program. Many of them are now enrolled in our teacher education programs.

There are now 120 students worldwide in Foundation Studies in Anthroposophy Distance. We plan to review our advertising for this program to further increase enrollment in coming years.

### Objective 8 - Exploration in Anthroposophy Short Courses

RSCC will launch and develop Explorations in Anthroposophy across Canada, a new program that will provide shorter, in-person courses on a variety of anthroposophical themes. These courses can be taken individually or as modules of a larger program. At maturity, Explorations in Anthroposophy will form another kind of foundations program. Where possible these courses will be offered in partnership with branches of the Anthroposophical Society in Canada and other sister organizations.

#### Status

This program was suspended due to COVID and will be renewed in post-COVID times.

### Objective 9 - Develop and Launch Online Courses

RSCC will launch and develop RSCC online courses composed of online self-study modules and video conferencing group meetings. Specific courses will be developed for the Waldorf community: faculty, administrators, board members and parents. Other courses will be developed for people interested in learning more about anthroposophy.

#### Status

Our first course, Anthroposophy: An Introduction, is nearing completion. The five other offerings being developed are on hold until this course is launched and we can gauge the response.



*Javelin throwing at the Summer Festival 2022*



## Objective 10 - Eurythmy Youth Summer Intensives

RSCC will offer Eurythmy Youth Summer Intensives in the summer of 2023 and, pending the success of the first event, again in the summer of 2025. At these intensives, young adults will be provided with a transformative and joyous experience of eurythmy, other artistic experience, anthroposophical studies, and various field trips. The intensive will culminate with a community presentation developed by the participants.

### Status

RSCC is planning a eurythmy project aimed at attracting 40 young people to participate in a four-week full-time eurythmy program which will culminate in a presentation for the wider community.

This project will be developed and administered by a faculty including eurythmists, anthroposophical educators, and a project manager. Costs would be covered primarily by fundraising and participation fees as well as through partnerships with local anthroposophical institutions.

*Coordinators of the Foundation Studies in Anthroposophy Encounter program, Mila Chebur and Diana Hughes, present certificates to the oldest graduate, Joan Pennings 86, and to the youngest graduate, Rebecca Hill 23.*





### III. Anthroposophical Service Work

#### Objective 11 - Expansion of Star Seedlings Childcare Centres

The Star Seedlings Family and Childcare Centres enterprise will continue a careful expansion over the next five years, opening one new centre each year.

##### Status

The Star Seedlings Family and Childcare Centre in Guelph is now operating independently of Rudolf Steiner College Canada, with its own bookkeeper, supervisor and a balanced budget. The challenge of opening a second site is finding a suitable building that meets code requirements set by the ministry.

### IV. RSCC's Organizational Development

#### Objective 12 - Management Excellence Audit

In 2021/22, RSCC will conduct a comprehensive not-for-profit management excellence audit to develop an agenda of organizational development projects for the remaining years. This will focus on developing and updating all organizational policies and procedures including human resources, procurement, financial management, data protection, and risk management.

##### Status

No action was taken on this objective in 2021/2022. Plans to implement this audit will be made in the coming year.

*Below: Sophie was one of the youngest participants at the eurythmy weekend in March 2022. Now she is enrolled in the full-time Waldorf early childhood program at RSCC.*



## RSCC Financial Snapshot for 2021-22

The following financial snapshot shows the profit/loss for each RSCC program. Viewing our financial records in this manner is helping us better understand the viability of each program. Our goal is to ensure that each program is independently viable. **Complete audited financial statements are available for viewing on request.**

Teacher Education Full-Time	-\$52,280	
Teacher Education Part-Time	\$53,186	
Early Childhood Part-Time	-\$3,572	
Foundation Studies Distance	\$30,717	
Foundation Studies Encounter	\$25,400	Thornhill only
HEART	\$22,144	
Summer Festival	\$9,027	Revenue from part-time students not included
Conferences and talks	\$10,060	
Waldorf Development Conference	-\$1,324	
Star Seedlings Family and Childcare Centre	\$90,767	
Other Revenues	\$130,568	Mulock Foundation, fundraising
Administration	-\$271,065	Rent, utilities, office, etc.
Total Balance	\$43,628	

*"I was astonished, at first, with the level of kindness, expertise, and individual care that I received from teachers and mentors; with a few shining exceptions, this had not been the norm in my prior educational career. I had earned a master's degree and two bachelors before coming to the full-time teaching program, and nowhere did I get as deep and meaningful—or as wide-reaching—an education as I got here. The enrichment of every facet of my being, intellectual and otherwise, paired with relationships that I will cherish into the future, made this year of learning and development one of the most crucial of my life. This barely begins to sum it up! I am so thankful for this year, for my incredible mentor, and for all my wonderful teachers." – Victoria Murgante*



Foundation Studies Encounter painting class 2021-22





*Above: Making kimchi with the Foundation Studies Encounter class of 2021-2022.*

*Below: Relaxing after lunch at the 2022 Summer Festival.*





