

National Association of Episcopal Schools



2009-2010 Annual Report

*Shepherds Will Feed You with
Knowledge and Understanding*

2009-2010 Governing Board

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Canyon, Texas

*Concluded his or her service on June 30, 2010.

Governing Board President's Message

The Reverend Roger A. Ferlo, Ph.D., D.D.

I am once again delighted to introduce this annual report on the work of the National Association of Episcopal Schools. This report describes the many ways that NAES worked to support and shepherd our member schools in 2009-2010 in what was, and continues to be, a challenging economic and cultural environment for Episcopal educators. Elsewhere in this publication, the Reverend Daniel R. Heischman, our executive director, will describe several new initiatives this past year, including the wonderful transformation of our newsletter into a cutting-edge on-line publication, the preparation of a new edition of *Reasons For Being: The Culture and Character of Episcopal Schools*, and of course, our preparation for this Biennial Conference 2010 to be held November 18–20 in San Antonio, Texas.



You will also read a report of the Association's healthy financial condition, credit for which we owe to the wise stewardship of the NAES staff, and also—especially—to the continuing commitment of our member schools in supporting the work of the Association through their membership dues. We are equally grateful for the generosity of the many friends of Episcopal schools who give to the Annual Fund and the NAES Endowment Fund for Leadership Development.

As president of the Governing Board, I am deeply grateful for the dedicated work of my colleagues on the Board, and would like here to pay tribute to those who retired from the Board at the end of June 2010 after many years of distinguished service—Lucy Nazro, head of school at St. Andrew's School

in Austin, Texas, and Dr. David Charlton, president of the Church Schools in the Diocese of Virginia. Both David and Lucy have been long-time leaders of this Association, and I know you will join me in thanking them for their unstinting service.

The Association is also blessed with a dedicated staff in New York—Ann Mellow, associate director; Linda Glad, director of operations; David Schnabel, communications and events coordinator; and, new in 2009-2010, Sarah Paden, administrative assistant. Special congratulations are in order for David, who began his fifteenth year of service at NAES in January 2010.

The Governing Board is also grateful to Laura Walker for her work as senior associate consultant to NAES. We wish her well in the next chapter of her service to the Episcopal schools community.

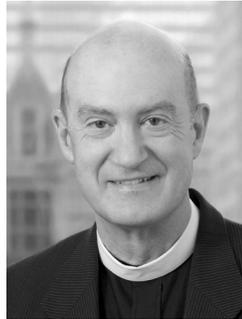
As I write in early October 2010, the staff, in partnership with the San Antonio planning committee, is hard at work in preparation for Biennial Conference 2010. We are honored that Dr. Eboo Patel, founder of the Interfaith Youth Core and one of the nation's most eloquent young religious figures, will be with us as our keynote speaker. The theme of our gathering, "From Every Family, Language, People and Nation," underscores the commitment to inter-religious understanding that is so evident in our schools, at a time in our nation's history when such understanding is at such a premium.

I look forward to seeing so many of you, our colleagues and friends, at Biennial, and to another fruitful and exciting year for the Association, as we continue to serve those who serve Episcopal schools.

Executive Director's Message

The Reverend Daniel R. Heischman, D.Min.

A number of years ago the *Washington Post* did a series on the ministry of a Roman Catholic parish priest, and the challenges that this particular priest faced doing parish work, day after day. I remember well an observation he made at one point: "I find God in the interruptions!"



Those of us that work in or with schools know well the reality and frequency of interruptions. They may take the form of a major crisis that falls into our lap unexpectedly, or the sum total of a series of situations that begin with the familiar question, "Got a minute?" that can wreak havoc with our carefully crafted to-do lists for the day. However much we might like to avoid them, interruptions are indeed the name of the game when it comes to working with people, particularly in a school environment. As Fran Scoble remarked at our heads retreat, two years ago, "There are so many things that can go wrong in any given school day." Interruptions, I dare say, are among the few things we can count on occurring in our work with schools.

GENERAL CONVENTION RESOLUTIONS

As we began the last fiscal year, we at NAES could not have known of two of the biggest projects that would demand our time and efforts over the past year. The resolutions that General Convention passed on lay benefits—to our surprise!—demanded a quick and comprehensive response from us. I am most grateful for the work of the Task Force formed by our Governing Board to investigate and make recommendations to our schools, indeed the entire Episcopal Church, regarding the challenges that these new canons posed to our school communities. While the issues at hand are far from resolved, and we continue to be committed to the ideals expressed in the intentions behind the resolutions, I believe that we at NAES—particularly in the report we completed and circulated throughout the entire

church—have led the way in raising some important issues as well as inviting critical reflection on the implications of such actions at this particular time.

Please join me in thanking the members of the Task Force for their thoughtful hard work:

Mrs. Connie R. Wootton, Task Force Chair
Southwestern Association of Episcopal Schools
Canyon, Texas

Serena E. Beeks, D.Min.
Commission on Schools
The Episcopal Diocese of Los Angeles
Los Angeles, California

The Right Reverend Thomas E. Breidenthal, D.Phil.
The Episcopal Diocese of Southern Ohio
Cincinnati, Ohio

Mr. J. Chip Broadway, Jr.
Church Schools in the Diocese of Virginia
Richmond, Virginia

David H. Charlton, Ed.D.
Church Schools in the Diocese of Virginia
Richmond, Virginia

Mr. Patrick M. Dickens
Ascension Episcopal School
Lafayette, Louisiana

Mrs. Catherine A. Ford
Holy Trinity Episcopal Academy
Melbourne, Florida

The Reverend Canon Preston B. Hannibal
The Episcopal Diocese of Washington
Washington, DC

The Reverend R. Stanley Runnels
St. Paul's Episcopal Church and Day School
Kansas City, Missouri

The Reverend Roger A. Ferlo, Ph.D., D.D. (*ex-officio*)
Virginia Theological Seminary
Alexandria, Virginia

HAITI EARTHQUAKE

Likewise, the news of the earthquake in Haiti, in early January, found our staff responding to a wide variety of inquiries, expressions of concern, and eagerness on the part of our school communities to be involved. We were greatly aided by the fine work and ability to respond to such a widespread crisis, as shown in the work of Episcopal Relief and Development. Likewise, leaders of the efforts on the part of Episcopal schools to establish partnerships with schools in the Episcopal Diocese of Haiti, particularly the Reverend Roger Bowen and Dr. Serena Beeks, were invaluable in providing all of us information on the situation in Haiti, as well as helping schools understand the pace of response to a tragedy of such scope.

Both of these situations came to us, in a way, as interruptions, and I am pleased to say that we clearly saw God in these interruptions, be it in the care, patience, and commitment of a wide variety of people in schools or churches, or in the grace-filled moments when we understand that, though interruptions come to us quickly, the response we make oftentimes must be tempered and paced. The unexpected is not always received with a warm welcome, but the opportunities and gifts they offer to us are, in the long run, immense.

Despite the unexpected, we were able to proceed with planned initiatives and programs this past year.

ADVICE AND ASSISTANCE

NAES continues to provide advice and assistance on a variety of school identity, leadership, and governance topics to its member schools via telephone, e-mail, and, when necessary, on site consultation, nine (9) of which took place in 2009-2010. Laura Walker, senior associate consultant to NAES (through December 2009), and Ann Mellow, our associate director, perform the bulk of this work and in 2009-2010 they received 167 inquiries from 98 schools, their sponsoring organizations and dioceses. The Association received 166 inquiries from 69 organizations in 2008-2009. A breakdown, by percentage, of specific types of inquiries is given here:

	2009-2010	2008-2009
<i>Governance and</i>		
<i>Church/School Relations</i>	21.4%	29.5%
<i>School Management</i>	29.5%	29%
<i>Episcopal Identity</i>	12.6%	9%
<i>Leadership Transition</i>	12%	12%
<i>School Start-Up/Expansion</i>	24%	18.7%
<i>Strategic Planning</i>	0.5%	1.8%

OUTREACH FUND GRANTS

The Association annually sets aside up to 10% of Annual Fund contributions or \$12,000, whichever is higher, for distribution as Outreach Fund grants to member schools. In 2009-2010, NAES received many more grant applications than it had available funds. After a difficult review process, grants were made in June 2010 to the following schools:

- Bishop Noland Episcopal School, Lake Charles, Louisiana—*Creating a Field Guide for Our Schoolyard*
- Coast Episcopal School, Long Beach, Mississippi—*Biennial Conference 2010 Scholarship*
- Imago Dei Middle School, Tucson, Arizona—*Biennial Conference 2010 Scholarship*
- Parish Episcopal School, Dallas, Texas—*Digital Enhancements for Chapel*
- St. Andrew's School, Richmond, Virginia—*Biennial Conference 2010 Scholarship*
- St. Anne's School of Annapolis, Annapolis, Maryland—*Biennial Conference 2010 Scholarship*
- St. Elizabeth's School, Denver, Colorado—*Biennial Conference 2010 Scholarship*
- St. James' Episcopal School, Warrenton, Virginia—*Biennial Conference 2010 Scholarship*
- St. James' School, Houston, Texas—*Toddler Space Rebuild*
- St. Paul's Episcopal Montessori School, San Antonio, Texas—*Leveling the Playing Field for Inner-city Youth*
- St. Peter's Episcopal Preschool, Conway, Arkansas—*Biennial Conference 2010 Scholarship*

- St. Stephen's Episcopal Church School, Whitehall, Pennsylvania—*Biennial Conference 2010 Scholarship*
- St. Stephen's Preschool, Santa Clarita, California—*Biennial Conference 2010 Scholarship*

Complete descriptions may be found online at www.episcopalchools.org/outreachgrants2010/.

PROFESSIONAL AND SPIRITUAL DEVELOPMENT

The Association offered a series of conferences and retreats designed to strengthen the professional and spiritual lives of the participants.

NAES/SAES Newly Appointed Heads Institute

This conference was new to the NAES schedule and was cosponsored with the Southwestern Association of Episcopal Schools (SAES). Fifteen (15) newly appointed heads of school gathered in Houston, Texas, October 1–3, 2009, to examine distinctive and oftentimes unaddressed aspects of Episcopal headship including Episcopal identity, the spiritual life of a school, board-head and constituency relations, school finances, development and advancement issues, and the importance of self-care. NAES and SAES staff and board members led the conference, along with Edward Kim, head of school, Breck School, Minneapolis, Minnesota; Ned Smith, head of school, Episcopal High School, Bellaire, Texas; and Gloria Snyder, The Education Group, Dallas, Texas.

ChapToR 2010

Cosponsored by the Center for Spiritual and Ethical Education (CSEE), fifty-one (51) chaplains and teachers of religion braved a blizzard and gathered February 4–6, 2010 at Virginia Theological Seminary (VTS) in Alexandria, Virginia for an exploration of “the chaplain as teacher, the teacher as chaplain.” The Reverend Roger A. Ferlo (VTS), Elisabeth Kimball (VTS), the Reverend David Gortner (VTS), David Streight (CSEE), and I facilitated the gathering. My thanks to Ann Mellow and the staffs, faculties, and students of VTS and Episcopal High School, Alexandria, for their hospitality and heroic efforts in making sure all were housed, warmed, and fed.

Early Childhood Education Program Leadership Day

St. Mark's Episcopal Church and Day School,

Glendale, California was the February 9, 2010 site of our Early Childhood Education Leadership Day. Thirty-six (36) directors, chaplains, rectors, and trustees learned about leading chapel services, Episcopal identity, shared expense allocation, and the structure of bylaws. Ann Mellow and I were joined, as content leaders, by Serena E. Beeks, D.Min., Commission on Schools, The Episcopal Diocese of Los Angeles, and Bill Gordh, The Episcopal School in the City of New York.

Heads' Retreat 2010

Five (5) heads of school joined the Reverend Canon Thomas G. Clarke, Thomas Clarke Consulting, Inc., and me in San Francisco for an exploration of the progress of the soul and the authentic spiritual nature of headship. The event took place February 23–24, 2010.

Institute for Aspiring Heads 2010

Fort Lauderdale, Florida was the site of this second edition of this NAES conference, which was held April 8–10, 2010 and partially under-written by the Edward E. Ford Foundation. Eleven (11) individuals considering Episcopal school headship attended. A group of head search consultants, Sean Murphy (head of school at Palmer Trinity School, Palmetto Bay, Florida), Ann Mellow, and I led the group through discussions of the head search process, headship generally, and the unique aspects of Episcopal school headship.

PREPARATION OF PRINCIPLES OF GOOD PRACTICE FOR LEADERSHIP TRANSITIONS IN EPISCOPAL SCHOOLS

The Governing Board approved this addition to the *Principles of Good Practice* series in 2009-2010. Designed to assist schools in preparing for and undertaking a leadership transition, it also includes helpful tips to parishes with a school that are searching for a new rector. Our thanks to Laura Walker for her dedicated work as the document's author and editor.

REASONS FOR BEING: THE CULTURE AND CHARACTER OF EPISCOPAL SCHOOLS, SECOND EDITION

During this past year, Ann Mellow spearheaded the preparations for a new edition of *Reasons for Being: The Culture and Character of Episcopal Schools*, which was published in July 2010. The book's layout and production was the work of David Schnabel.

At NAES we spend a great deal of time helping

schools come up with the positive language and imagery that help them tell the story of being an Episcopal school. *Reasons for Being* is an extension of that effort, bringing together some fine thinkers that represent both a variety of Episcopal schools as well as diverse vocational and geographic perspectives on the essential matter that brings us all together, Episcopal identity. Our thanks to them for their thoughtful essays.

2010-2011 members receive a complimentary copy. Additional copies may be purchased at www.episcopalschools.org/bookstore/.

REVAMPING NETWORK

During the first half of calendar 2010, the staff undertook the conversion of *Network*, our member newsletter, from a print to an electronic publication delivered by e-mail. The resulting publication, which debuted with the August 2010 issue, provides articles, announcements, resources, and calendar reminders directly linked to the NAES website. This integrated approach allows greater timeliness and improved access to materials. We hope you are enjoying this change and are eager for your feedback on this project.

COMMUNITY AND PARTNERSHIPS

Through myriad school visits, speaking and preaching engagements, and graduation speeches, staff members helped to advance the cause of Episcopal education, the mission of the Association, and Episcopal school leaders in making connections and building community. We are glad to have collaborated or in 2009-2010 with a variety of allied organizations.

- American Society of Association Executives
- Berkeley Divinity School at Yale
- Center for Spiritual and Ethical Education
- The Children's Storefront
- The Church Club of New York
- Church Pension Group
- Colleges & Universities of the Anglican Communion
- Consortium of Endowed Episcopal Parishes
- Council for American Private Education
- Episcopal Camps and Conference Centers
- The Episcopal Church
- Episcopal Church Foundation
- Episcopal Relief and Development
- Hawai'i Association of Independent Schools

- National Association of Independent Schools
- New York State Association of Independent Schools
- Northeastern Independent Schools Spiritual Council
- The School of Theology, The University of the South
- Southwestern Association of Episcopal Schools
- Virginia Theological Seminary

PLANNED GIVING

This past year, the Governing Board worked to create the Muhlenberg Society, which honors those NAES supporters who have taken the special step of making a planned gift to the Association. NAES is in the process of seeking and receiving founding Society members, whose induction will take place at Biennial Conference 2010 in San Antonio, Texas. For more information about this opportunity, I refer you to page nineteen (19) of this report.

THANK YOU LAURA WALKER

It has been the Association's great pleasure since 2006, and mine since my arrival in 2007, to have Laura C. Walker with us as senior associate consultant. At the end of calendar 2009, NAES bade her a fond farewell as she made the transition to a fully independent consulting practice. Her dedication, deep knowledge of Episcopal school issues, and love of our schools and NAES have been important assets to our collective mission and ministry. We thank her for sharing her wisdom, faithfulness, and grace, and we wish her well.

As is so often the case, when all of us look on months that have passed by so quickly, we often realize that we have accomplished much and made modest to important progress on other matters. The hand of God may not have been easily seen at the onset of the unexpected, not to mention those initiatives intentionally undertaken without certainty as to their ultimate fruition. In review, however, we see just how much God has blessed us this past year, particularly through the wonderful support we as a staff have received from the NAES Governing Board, our school membership, and individuals who continue to support us through the Annual Fund and the Endowment Fund.

Given the grace we have experienced through the interruptions of our individual and collective lives, we are strengthened to embrace whatever new interruptions lie waiting for us around the corner!

Members

The Association thanks its 2009-2010 members for their support and participation. Schools owned, operated, or sponsored by a parish, cathedral, diocese, religious community, or other recognized Episcopal Church organization, and schools under the jurisdiction or operating as an Episcopal school with the knowledge and consent of the bishop of the dioceses in which they are located may join the Association as voting members.

BRITISH VIRGIN ISLANDS

Valley, Virgin Gorda, St. Mary's Primary School

HONDURAS

San Pedro Sula, Cortés, Jardín Escuela e Instituto Bilingue Episcopal El Buen Pastor

ALABAMA

Auburn, Holy Trinity Day School
Birmingham, The Advent Episcopal School
Gadsden, Holy Comforter Episcopal Day School
Mobile, St. Luke's Episcopal School
Mobile, St. Paul's Episcopal School
Montgomery, Holy Cross Episcopal School
Talladega, St. Peter's Episcopal Day School

ARIZONA

Phoenix, All Saints Episcopal Day School
Phoenix, St. Paul's Preparatory Academy
Prescott, St. Luke's School Montessori School
Tucson, Abbie Loveland Tuller School
Tucson, Imago Dei Middle School
Tucson, St. Michael's Parish Day School

ARKANSAS

Conway, St. Peter's Episcopal Preschool
Little Rock, Episcopal Collegiate School

CALIFORNIA

Aliso Viejo, St. Mary and All Angels School
Altadena, Saint Mark's Episcopal School
Apple Valley, St. Timothy's Preparatory School
Ben Lomond, St. Andrew's Episcopal Church Preschool
Carmel, All Saints' Episcopal Day School
Carmichael, St. Michael's Episcopal Day School
Chula Vista, St. John's Episcopal Parish Day School



Coronado, Christ Church Day School
Downey, St. Mark's Episcopal School
Foster City, St. Ambrose/Sea Breeze School
Fullerton, Emmanuel Episcopal Preschool
Huntington Beach, St. Wilfrid's Christian Preschool
La Canada, St. George's Episcopal Preschool
La Jolla, The Bishop's School
Los Angeles, St. James' Episcopal School
Menlo Park, Trinity School
North Hollywood, Campbell Hall (Episcopal)
North Hollywood, Harvard-Westlake School
Oakland, St. Paul's Episcopal School
Orinda, St. Stephen's Nursery School
Pacific Palisades, St. Matthew's Parish School
Palm Desert, Saint Margaret's Episcopal School
Portola Valley, Carillon Preschool
Rancho Santa Margarita, St. John's Episcopal School
Riverside, All Saints Carden Academy
Roseville, St. John's School
Salinas, Church of the Good Shepherd Preschool
San Diego, St. Andrew's By the Sea Preschool
San Diego, St. David's Preschool
San Francisco, Cathedral School for Boys

San Gabriel, A Child's Garden School
 San Juan Capistrano, St. Margaret's Episcopal School
 San Marino, St. Edmund's Nursery School
 San Mateo, St. Matthew's Episcopal Day School
 Santa Barbara, All Saints by-the-Sea Parish School
 Santa Clarita, St. Stephen's Preschool
 Saratoga, Saint Andrew's School
 Sierra Madre, The Gooden School
 Thousand Oaks, St. Patrick's Episcopal Day School
 Upland, Saint Mark's Episcopal School
 Winnetka, St. Martin-in-the-Fields Episcopal School

COLORADO

Denver, St. Anne's Episcopal School
 Denver, St. Elizabeth's School

CONNECTICUT

Danbury, Wooster School
 Darien, Saint Luke's Parish School
 Kent, Kent School
 New Canaan, St. Mark's Nursery School
 New Haven, St. Thomas's Day School
 Pomfret, The Rectory School
 South Kent, South Kent School
 Southport, Trinity Parish Nursery School
 Stonington, Calvary Nursery School
 Westport, Christ and Holy Trinity Preschool



DELAWARE

Middletown, St. Andrew's School
 Middletown, St. Anne's Episcopal School
 Wilmington, Christ Church Episcopal Preschool
 Wilmington, St. David's Episcopal Day School

DISTRICT OF COLUMBIA

Washington, Beauvoir, The National Cathedral Elementary School
 Washington, The Bishop John T. Walker School for Boys
 Washington, National Cathedral School
 Washington, St. Albans School
 Washington, St. Columba's Nursery School
 Washington, St. John's Episcopal Preschool
 Washington, St. Patrick's Episcopal Day School

FLORIDA

Boca Raton, Saint Andrew's School
 Boynton Beach, Saint Joseph's Episcopal School, Inc.
 Bradenton, Saint Stephen's Episcopal School
 Clearwater, Ascension Day School
 Clearwater, Saint Paul's School
 Cocoa, St. Mark's Episcopal Academy
 Coconut Grove, St. Stephen's Episcopal Day School
 Coral Gables, St. Philip's Episcopal School
 Coral Gables, St. Thomas Episcopal Parish School
 Coral Gables, U.M./Canterbury Preschool
 Coral Springs, St. Mary Magdalene Preschool
 Daytona Beach, St. Timothy's Learning Center
 DeLand, St. Barnabas Episcopal School
 Delray Beach, St. Paul's Episcopal Day School
 Englewood, St. David's Episcopal Day School
 Fleming Island, St. Margaret's Children's House
 Fort Lauderdale, St. Mark's Episcopal School
 Fort Pierce, St. Andrew's Episcopal Academy
 Fruitland Park, Holy Trinity Episcopal School
 Gainesville, Holy Trinity Child Caring Center
 Gainesville, St. Michael's Episcopal Day School
 Islamorada, St. James Children's Center
 Jacksonville, All Saints Early Learning Center
 Jacksonville, Episcopal High School of Jacksonville
 Jacksonville, San Jose Episcopal Day School
 Jacksonville, St. Catherine's Episcopal Preschool
 Jacksonville, St. Mark's Episcopal Day School
 Jacksonville Beach, Beaches Episcopal School
 Key Biscayne, St. Christopher's by-the-Sea Montessori
 Longwood, Sweetwater Episcopal Academy
 Melbourne, Holy Trinity Episcopal Academy
 Orange Park, Grace Episcopal Day School

Ormond Beach, St. James Episcopal School, Inc.
 Palm Beach Gardens, St. Mark's Episcopal School
 Palmetto Bay, Palmer Trinity School
 Panama City, Holy Nativity Episcopal School
 Pensacola, Episcopal Day School of Christ Church
 Ponte Vedra Beach, Christ Church Episcopal
 Preschool
 Punta Gorda, The Good Shepherd Day School
 Sarasota, St. Boniface Preschool
 Sarasota, St. Wilfred Preschool
 St. Augustine, Trinity Episcopal Learning Center
 St. Petersburg, The Canterbury School of Florida
 Tallahassee, Advent Parish Day School
 Tallahassee, Holy Comforter Episcopal School, Inc.
 Tampa, Berkeley Preparatory School
 Tampa, St. John's Episcopal Parish Day School
 Tampa, St. Mary's Episcopal Day School
 Tequesta, Good Shepherd Episcopal School, L.L.C.
 Vero Beach, Saint Edward's School
 Wellington, St. David's Episcopal School, Inc.
 Winter Haven, All Saints' Academy
 Winter Park, St. Richard's Episcopal Preschool
 Winter Park, Trinity Preparatory School of Florida

GEORGIA

Athens, Emmanuel Episcopal Day School
 Atlanta, Holy Innocents' Episcopal School
 Atlanta, St. Anne's Day School
 Atlanta, St. Laurence Education, Inc.
 Atlanta, St. Martin's Episcopal School
 Augusta, Episcopal Day School
 Brunswick, St. Mark's Episcopal Day School
 Columbus, St. Thomas Day School
 Cumming, Episcopal Church of the Holy Spirit
 Preschool
 Eatonton, Redeemer Episcopal Academy
 Gainesville, Children of Grace Preschool
 LaGrange, St. Mark's Kindergarten
 Marietta, St. Peter and St. Paul Episcopal Preschool
 Milner, Saint George's Episcopal School
 Peachtree City, St. Andrew's Day School
 Sautee Nacooche, Resurrection Episcopal Preschool
 Snellville, St. Matthew's Preschool

GUAM

Tamuning, St. John's Episcopal School

HAWAII

Honolulu, Holy Nativity School
 Honolulu, Iolani School
 Honolulu, St. Andrew's Priory School
 Honolulu, St. Clement's School



Kapaa, All Saints' Preschool
 Makawao, Seabury Hall

ILLINOIS

Chicago, St. Chrysostom's Day School
 Chicago, St. Gregory Episcopal School
 Glen Ellyn, St. Mark's Parents' Day Out Child Care
 Program
 Hinsdale, Grace Church Preschool
 Lake Forest, The Episcopal Preschool, Inc.

INDIANA

Indianapolis, St. Richard's School

IOWA

West Des Moines, St. Timothy's Preschool

KANSAS

Lawrence, Bishop Seabury Academy
 Mission, St. Michael's Day School
 Salina, St. John's Military School

KENTUCKY

Anchorage, St. Luke's Preschool
 Hopkinsville, Grace Episcopal Church Kindergarten
 and Pre-Kindergarten
 Lexington, Good Shepherd Day School
 Lexington, St. Michael's School
 Louisville, St. Alban's Childcare Center

LOUISIANA

Alexandria, St. James Episcopal Day School
Baton Rouge, Episcopal High School of Baton Rouge
Baton Rouge, St. Luke's Episcopal Day School
Baton Rouge, Trinity Episcopal Day School
Cade, Episcopal School of Acadiana, Inc.
Lafayette, Ascension Episcopal School
Lake Charles, Bishop Noland Episcopal Day School
Mandeville, St. Michael's Episcopal Preschool
Metairie, The Little School at St. Martin's Episcopal Church
Metairie, St. Augustine's Episcopal School
New Iberia, Epiphany Day School
New Orleans, Grace Child Center
New Orleans, St. Andrew's Episcopal School
New Orleans, St. George's Episcopal School
New Orleans, St. Paul's Episcopal School
New Orleans, St. Philip's Episcopal Preschool
New Orleans, Trinity Episcopal School
Shreveport, St. Mark's Cathedral School

MARYLAND

Annapolis, St. Anne's School of Annapolis
Annapolis, St. Margaret's Day School
Baltimore, Church of the Redeemer Parish Day School
Bethesda, Washington Episcopal School
Brooklandville, St. Paul's School
Brooklandville, St. Paul's School for Girls
Chevy Chase, All Saints Preschool
Easton, Christ Church Day School
Ellicott City, St. John's Parish Day School
Ellicott City, St. Peter's Episcopal Church School
Glen Arm, Trinity Church Day School
Glenn Dale, Holy Trinity Episcopal Day School
Kensington, Grace Episcopal Day School
Monkton, St. James Academy
Olney, St. John's Episcopal School
Potomac, St. Andrew's Episcopal School
Potomac, St. James' Children's School
Rockville, Christ Episcopal School
Saint James, Saint James School
Severna Park, St. Martin's-in-the-Field Day School
Silver Spring, Good Shepherd Preschool
Towson, Trinity Episcopal Children's Center
Upper Marlboro, Queen Anne School

MASSACHUSETTS

Andover, Christ Church Children's Center
Dorchester, Epiphany School
Groton, Groton School

Lawrence, Esperanza Academy, School of Hope
North Andover, Brooks School
South Hamilton, Christ Church Parish Day School
Southborough, St. Mark's School

MINNESOTA

Faribault, Shattuck-St. Mary's School
Minneapolis, Breck School

MISSISSIPPI

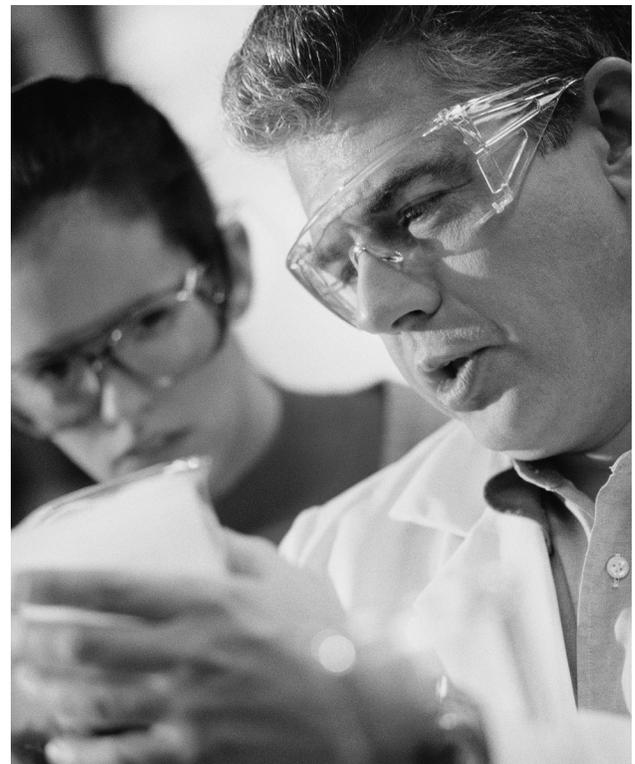
Columbus, St. Paul's Episcopal School
Long Beach, Coast Episcopal School
Natchez, Trinity Episcopal Day School
Ocean Springs, St. John's Episcopal School
Ridgeland, St. Andrew's Episcopal School

MISSOURI

Kansas City, St. Paul's Episcopal Day School
St. Louis, The St. Michael School

NEW HAMPSHIRE

Bethlehem, The White Mountain School
Concord, St. Paul's School
Hampton Falls, Seacoast Academy
Plymouth, Holderness School
Portsmouth, Little Blessings Child Care Center



NEW JERSEY

Bridgewater, St. Martin's School
Burlington, Doane Academy
Hoboken, All Saints Episcopal Day School
Moorestown, Trinity Episcopal Preschool
New Providence, St. Andrew's Nursery School & Kindergarten
Newark, St. Philip's Academy
Short Hills, Christ Church Nursery School
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Thank you for your continuing support of the Annual Fund.

Despite the continuing uncertainty many have over the country's economic outlook, and its effect on a shrinking pool of expendable dollars available for charitable support, the number of persons giving to the Annual Fund increased by about eighteen percent (18%) from the previous year. Every constituent group (heads of school, chaplains, teachers, trustees, etc.) showed an increase in the number of individuals giving. This is good news and an important trend for the organization to meet its budget goals. We remain most grateful to those who made NAES such a priority in the past year.

On top of this result, the newly established NAES Endowment Fund for Leadership Development was successfully launched, with gifts and pledges made in excess of our target goal. I am also pleased to let you know that the Governing Board has established the Muhlenberg Society as the vehicle through which to acknowledge and thank our supporters who have made a planned gift to the Association. It is evident that many in our educational and parish institutions desire to support the extended work of NAES and do what they can to advance the programs offered while keeping membership dues at reasonable rates.

As the year continues to unfold before us, NAES still looks to your additional support by which we may serve our friends and colleagues in Episcopal Schools, especially those who have so little resources. On behalf of the Governing Board, thank you for your welcome and faithful support.

See you in San Antonio!



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Over the years, NAES has helped to identify, recruit, prepare, support, and sustain Episcopal school leaders through programs and resources that strengthen leadership and governance and uphold Episcopal identity in our schools. By assisting leaders, we help to ensure that the missions of Episcopal schools are built on a Christian love that guides and challenges both students and adults to build lives of genuine meaning, purpose, faithfulness, and service. This on-going work is crucial to the success of Episcopal schools now and in the future.

Established by the Governing Board in the autumn of 2008, the NAES Endowment Fund for Leadership Development will help ensure that NAES has the resources to offer leadership development programs and resources for current and future Episcopal school leaders. As a true endowment, it will allow individuals, corporations, and foundations to offer their support, secure in the knowledge that the Association will administer such gifts in a manner faithful to its mission and the wishes of the donor.

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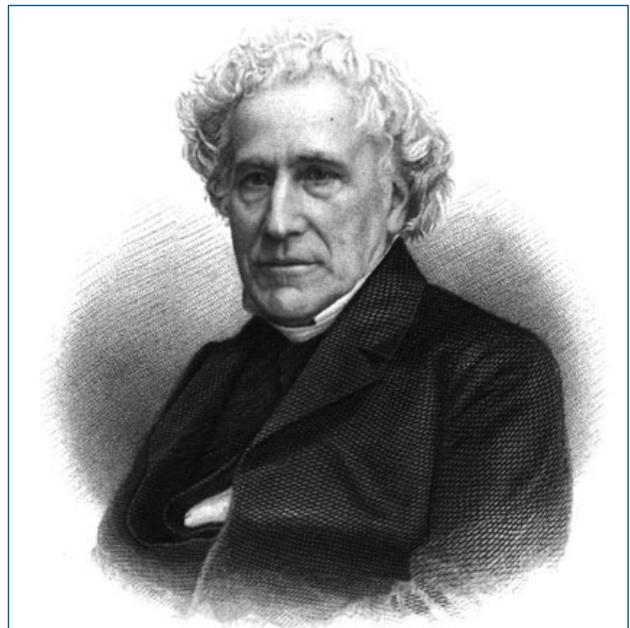
We invite you to become a founding member of the Muhlenberg Society. Your enduring gift will help to insure that NAES continues its ministry of service to those who serve Episcopal schools. Just as William Augustus Muhlenberg's influence went far beyond his own lifetime, so too will your support of NAES, the only organization of its kind that is Episcopal in character and national in scope, have a lasting impact.

Gifts of such lasting value are truly an expression of an individual's desire that the programs, institutions, and values most important to him or her will help to influence and guide future generations. Founding membership in the Muhlenberg Society is open to individuals who simply indicate to NAES that the Association is included in their estate planning. NAES is also happy to direct questions about other planned giving options to those we work closely with at the Episcopal Church Foundation.

The induction of founding members of the Society will take place at the Association's Biennial Conference 2010 in San Antonio, Texas. A complete list of members will be published annually beginning with the *2010-2011 Annual Report*.

JOINING THE MUHLENBERG SOCIETY

For information about joining the Muhlenberg Society by making a planned gift to the National Association of Episcopal Schools, please contact the Reverend Daniel R. Heischman, executive director, at <drh@episcopalschools.org>, or 800.334.7626, ext. 6133, or 212.716.6133. Or visit www.episcopalschools.org/MakeAGift/.



WILLIAM AUGUSTUS MUHLENBERG (1796-1877)

Widely regarded as the father of the Episcopal Church schools movement, William Augustus Muhlenberg founded the first nineteenth century Anglican school of Christian learning. The Flushing Institute, on New York's Long Island, was established in 1827 as a boys boarding school where they would pursue general academics, be nurtured in an environment that stressed moral and spiritual education, while also receiving training for service in the Church. Ten years after its founding, the school expanded into St. Paul's College. Muhlenberg's vision and influence quickly spread. In 1842 he participated in the establishment of Saint James Hall near Hagerstown, Maryland, later to become Saint James School. He subsequently left his mark on Episcopal education, directly influencing many of our oldest Episcopal schools, including St. Paul's School in Concord, New Hampshire and Groton School in Groton, Massachusetts.

Other Gifts of Support

NAES thanks these organizations for their gifts of time, facilities, services, products, and money in support of our programs and operations.

FACILITIES, UTILITIES, AND SERVICES

The Episcopal Church and the Episcopal Church Center, New York City, New York

EPISCOPAL URBAN SCHOOLS ALLIANCE MEETING SEPTEMBER 16, 2009 • ALEXANDRIA, VIRGINIA

Virginia Theological Seminary, Alexandria, Virginia

SEMINARIANS RECEPTION

SEPTEMBER 17, 2009 • ALEXANDRIA, VIRGINIA

Virginia Theological Seminary, Alexandria, Virginia

GOVERNING BOARD MEETING

SEPTEMBER 17–18, 2009 • ALEXANDRIA, VIRGINIA

Virginia Theological Seminary, Alexandria, Virginia

NAES/SAES NEWLY APPOINTED HEADS INSTITUTE OCTOBER 1–3, 2009 • HOUSTON, TEXAS

Breck School, Minneapolis, Minnesota

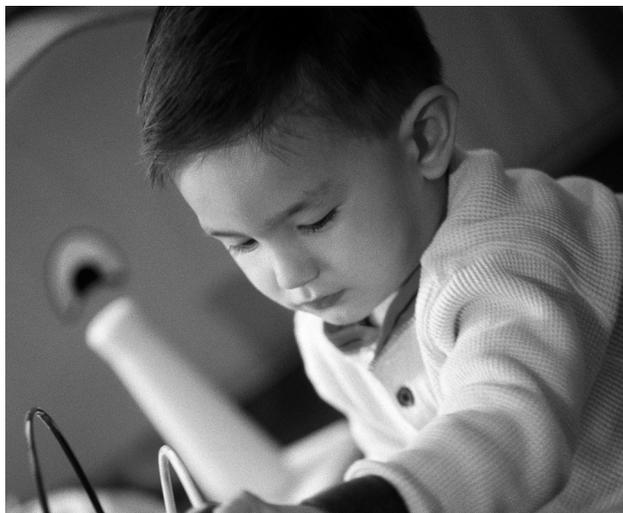
The Education Group, Dallas, Texas

Edward E. Ford Foundation, Portland, Maine

Episcopal High School, Bellaire, Texas

Southwestern Association of Episcopal Schools,

Canyon, Texas



GOVERNING BOARD MEETING

JANUARY 28–29, 2010 • NEW YORK, NEW YORK

The Episcopal Church and the Episcopal Church Center, New York, New York

NAES/CSEE CHAPTOR CONFERENCE

FEBRUARY 4–6, 2010 • ALEXANDRIA, VIRGINIA

Center for Spiritual and Ethical Education, Portland, Oregon

Episcopal High School, Alexandria, Virginia

Virginia Theological Seminary, Alexandria, Virginia

EARLY CHILDHOOD EDUCATION

PROGRAM LEADERSHIP DAY

FEBRUARY 9, 2010 • LOS ANGELES, CALIFORNIA

Commission on Schools, The Episcopal Diocese of Los Angeles, Los Angeles, California

St. Mark's Episcopal Church and Day School, Glendale, California

HEADS' RETREAT

FEBRUARY 23–24, 2010 • SAN FRANCISCO, CALIFORNIA

Thomas G. Clarke Consulting, Inc., Palm Springs, California

SEMINARIANS MEETING

MARCH 4, 2010 • SEWANEE, TENNESSEE

The School of Theology, The University of the South, Sewanee, Tennessee

INSTITUTE FOR ASPIRING HEADS

APRIL 8–10, 2010 • FORT LAUDERDALE, FLORIDA

Brigham Hill Consultancy, Dallas, Texas

Carney, Sandoe & Associates, Boston, Massachusetts

The Education Group, Dallas, Texas

Educational Directions Incorporated, Portsmouth, Rhode Island

Educators' Collaborative, L.L.C., Meriden, New Hampshire

Edward E. Ford Foundation, Portland, Maine

Heidrick & Struggles, Washington, DC

Palmer Trinity School, Palmetto Bay, Florida

Financial Report and Statements

The National Association of Episcopal Schools ended the 2009-2010 fiscal year with very positive financial results. NAES exceeded its budgeted income goals and kept expenses under budget. Dues revenue exceeded the budgeted amount by approximately \$19,000, and revenue from consultations in 2009-2010 was double what had been expected. Successful conferences sponsored by NAES also significantly contributed to the increase in net revenue. Taking into account unrealized gains on investments and higher interest income for the NAES Long Term Reserve Fund, as well as restricted revenue received for the NAES Endowment Fund, the Association was nonetheless able to add \$64,874 to its financial reserve fund.

Fundraising, however, continues to be a challenge. Despite an eighteen percent (18%) increase in the number of donors, Annual Fund revenues were thirty-two percent (32%) below budgeted revenue; however, the Association received \$22,692 in gifts to the NAES Endowment Fund, for a total of \$87,487 in gifts to NAES. The Association was also the recipient of a grant from the Edward E. Ford Foundation, a \$50,000 matching grant that is being used to support the Association's programs and services in the area of school leadership development. NAES quickly met its \$50,000 challenge through additional

contributions in membership dues and increased giving from donors last year, and received the grant in November, 2009. We thank the Edward E. Ford Foundation for its generous support.

Program, administrative and advancement expenses were under budget by approximately \$31,000, thanks to the careful management of resources by NAES staff. Personnel costs were contained in the areas of medical insurance and professional development, for a savings of \$17,000.

NAES has been able to establish a significant financial reserve during the last ten years. As is the case with our schools, building and maintaining a reserve fund is critically important to ensuring the future financial health of the Association. Reserve funds provide a fiscal foundation for operations and programs, as well as providing a financial cushion protecting NAES should the unexpected occur; it is an important component in long-term planning for the Association.

As we continue during this period of economic uncertainty, NAES is fortunate to find itself in a strong financial position. We are truly grateful to our member schools and generous donors for their leadership and continued support.



STATEMENTS OF FINANCIAL POSITION

THE YEARS ENDING JUNE 30

2010

2009

Assets

Current Assets:

Cash and cash equivalents	\$423,537	\$602,799
Accounts receivable	\$8,865	\$13,393
Prepaid expenses	\$18,969	\$14,675
Total Current Assets	\$451,371	\$630,867

Property & Equipment, Net:¹

\$6,273	\$9,673
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Other Assets:

Cash designated for long term purposes	\$40,759	\$102,756
Investments in marketable securities	\$788,532	\$287,509
Other investments in deferred annuity contracts	\$58,349	\$56,980
Total Other Assets	\$887,640	\$447,245

\$1,345,284	\$1,087,785
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Liabilities and Net Assets

Current Liabilities:

Accounts Payable	\$15,157	\$15,021
Accrued Expenses	\$17,140	\$14,306
Post Retirement Benefits ²	\$12,132	\$10,491
Deferred Revenue ³	\$247,509	\$112,018
Total Current Liabilities	\$291,938	\$151,836

Long-term Liabilities:

Post retirement benefits net of current portion ⁴	\$13,160	\$23,725
Total Liabilities	\$305,098	\$175,561

Commitments and Contingencies:

-	-
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Net Assets:

Unrestricted	\$1,011,144	\$905,874
Restricted	\$29,042	\$6,350
Total Net Assets	\$1,040,186	\$912,224

\$1,345,284	\$1,087,785
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Notes

- Property and equipment are listed net of accumulated depreciation. They are recorded at cost and depreciation is provided on the straight-line method over the expected life of the asset.
- Current year retirement benefits for former executive director.
- Deferred revenue is comprised of prepaid membership dues for the 2010-2011 year and deferred Biennial Conference 2010 revenue.
- Retirement benefits for former executive director, net of current portion.

THE YEARS ENDING JUNE 30

2010

2009

STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS

Revenues, Gains and Other Support

	Unrestricted	Permanently Restricted	Total	Unrestricted	Permanently Restricted	Total
Memberships and subscriber dues	\$828,434	-	\$828,434	\$818,386	-	\$818,396
Grants and gifts	\$50,000	-	\$50,000	\$9,358	-	\$9,358
Consulting, publications, honoraria	\$29,353	-	\$29,353	\$19,217	-	\$19,217
Contributions	\$64,795	\$22,692	\$87,487	\$97,590	\$4,350	\$101,940
Strachan Fund ⁵	\$16,448	-	\$16,448	\$16,216	-	\$16,216
Donated building services ⁶	\$118,044	-	\$118,044	\$121,585	-	\$121,585
Conferences	\$30,300	-	\$30,300	\$23,805	-	\$23,805
Biennial Conference ⁷	-	-	-	\$226,329	-	\$226,329
Investment income	\$12,323	-	\$12,323	\$21,123	-	\$21,123
Unrealized gain (loss) on marketable securities	\$30,501	-	\$30,501	(\$47,430)	-	(\$47,430)
Miscellaneous	\$8,558	-	\$8,558	\$15,761	-	\$15,761
Total Revenue	\$1,188,756	\$22,692	\$1,211,448	\$1,321,940	\$4,350	\$1,326,290

Net assets released from donor and grantor restrictions

	-	-	-	-	-	-
Total Revenues, Gains and Other Support	\$1,188,756	\$22,692	\$1,211,448	\$1,321,940	\$4,350	\$1,326,290

Expenses

Program services	\$760,653	-	\$760,653	\$960,922	-	\$960,922
Communications and web site development	\$127,391	-	\$127,391	\$93,390	-	\$93,390
Advancement	\$137,121	-	\$137,121	\$145,274	-	\$145,274
General and administrative	\$58,321	-	\$58,321	\$67,117	-	\$67,117
Total Expenses	\$1,083,486	-	\$1,083,486	\$1,266,703	-	\$1,266,703

Increase (Decrease) in Net Assets

Increase (Decrease) in Net Assets	\$105,270	\$22,692	\$127,962	\$55,237	\$4,350	\$59,587
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Net Assets, beginning of year

Net Assets, beginning of year	\$905,874	\$6,350	\$912,224	\$850,637	\$2,000	\$852,637
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Total Net Assets, end of year

Total Net Assets, end of year	\$1,011,144	\$29,042	\$1,040,186	\$905,874	\$6,350	\$912,224
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Notes

5. Strachan Fund revenue is the interest income derived from investments held in trust by The Domestic and Foreign Missionary Society of the Protestant Episcopal Church USA.
6. The National Association of Episcopal Schools occupies, without charge, an office suite in The Episcopal Church Center, 815 Second Avenue, New York, NY 10017. Its estimated fair rental value, utilities and in-kind services are reported as both revenue and expense.
7. Biennial Conference revenues and expenses are reported in the fiscal year in which the conference occurs.

Complete financial statements, audited by our independent accountants, are available upon request. The National Association of Episcopal Schools, Inc., is exempt from income taxes under section 501(c)(3) of the IRS Code.

STATEMENTS OF CASH FLOWS

THE YEARS ENDING JUNE 30

	2010	2009
Cash Flows Provided By (Used For)		
<u>Operating Activities:</u>		
Increase in net assets	\$127,962	\$59,587
Adjustments to reconcile increase in net assets to net cash provided by operating activities:		
Depreciation and amortization	\$7,799	\$8,802
Unrealized loss (gain) on investments	(\$30,501)	\$47,430
Changes in certain assets and liabilities:		
Accounts receivable	\$4,528	\$4,487
Prepaid expenses	(\$4,294)	\$7,462
Other assets	(\$1,369)	(\$1,510)
Accounts payable	\$136	(\$11,911)
Accrued expenses	\$2,834	\$4,173
Deferred revenue	\$135,491	(\$90,777)
Post-retirement benefits	(\$8,924)	(\$7,802)
Net Cash Provided by Operating Activities	\$233,662	\$19,941
<u>Investing Activities:</u>		
Purchase of marketable securities	(\$470,522)	(\$43,885)
Purchases of property and equipment	(\$4,399)	-
Net Cash Used for Investing Activities	(\$474,921)	(\$43,885)
<u>Financing Activities:</u>		
Cash designated for long term purposes	\$61,997	\$33,135
Net (Decrease) Increase in Cash and Cash Equivalents	(\$179,262)	\$9,191
Cash and Cash Equivalents		
Beginning of year	\$602,799	\$593,608
End of year	\$423,537	\$602,799



NAES Mission, Philosophy, and Staff

The National Association of Episcopal Schools (NAES) is an independently incorporated, voluntary membership organization that supports, serves, and advocates for the vital work and ministry of those who serve over 1,200 Episcopal schools, early childhood education programs, and school establishment efforts throughout The Episcopal Church. Chartered in 1965, with historic roots dating to the 1930s, NAES is the only pre-collegiate educational association that is both national in scope and Episcopal in character. The Association offers a variety of services, publications, resources, and conferences consonant with its mission and focused principally on Episcopal school identity, leadership, and governance, and on the spiritual and professional development of school leaders.

MISSION AND PHILOSOPHY

The mission of the National Association of Episcopal Schools is to serve those who serve Episcopal schools. Within the Christian tradition of inclusion and open inquiry, NAES:

- Affirms the spiritual dimension of learning that values both faith and reason;
- Creates and nurtures an extended community of leaders in order to foster partnerships, unity, mutual support and professional growth;
- Promotes personal formation through moral, spiritual, intellectual, creative, physical and social development;
- Assists Episcopal schools in creating supportive communities through worship, learning, pastoral care and service;
- Recognizes, appreciates and supports the diversity within and among Episcopal schools; and
- Helps schools explore, discover and articulate their visions and ministries as Episcopal schools.

NATIONAL ASSOCIATION OF EPISCOPAL SCHOOLS

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Mr. David J. Schnabel, CAE

ADMINISTRATIVE ASSISTANT

Ms. Sarah E. C. Paden

SENIOR ASSOCIATE CONSULTANT TO NAES

Mrs. Laura C. Walker (*through December 31, 2009*)



In compiling this report, every effort has been made to ensure its accuracy. Please report any errors to the NAES office and accept our apologies.

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A PRAYER FOR EPISCOPAL SCHOOLS

God of knowledge and wisdom, we pray to you for all the schools across this country, which are part of the Episcopal Church. We remember them in their variety, in their differences, and in what they share. Give us open doors, open minds, and open hearts that we might accept, learn, and love everything and everyone whom you have given us. Help us to share our lives and what we have, and to learn from all those who are in school with us. We pray in the name of Jesus who opened his arms to all, young and old. Amen.

John F. Smith, *Cycle of Prayer for Episcopal Schools*, 2nd ed.
(New York: National Association of Episcopal Schools, 2008), 24.