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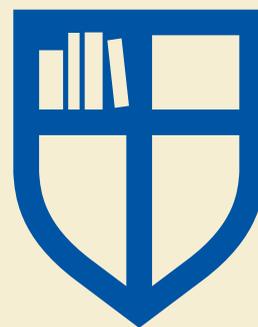
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**EPISCOPAL
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Governing Board President's Message

Doreen S. Oleson, Ed.D.

I write as the new president of the NAES Governing Board, not quite six months into my term. As you will see in this report, the National Association of Episcopal Schools is in excellent fiscal and programmatic health. The purpose of such health is to support your mission and work as Episcopal school leaders. As the head of an Episcopal school for many years, I know first hand the difference NAES can make in the lives of our institutions. I am grateful for the opportunity to lead the Governing Board in identifying the strategic priorities for the next phase of the Association's life and in supporting the development of the resources for their implementation. I look forward to sharing with you the fruits of these efforts with the publication of the forthcoming NAES strategic plan.

Work on the new strategic plan began in 2010-2011, under the leadership of the Rev. Roger A. Ferlo, Governing Board president (2008-2011), who joined the Governing Board in 1996. We all owe Roger a debt of gratitude for his leadership, wisdom, and commitment to Episcopal schools and the life of NAES. Please join me in thanking him, and Pat Dickens and Jim Freeman, for their service on the Governing Board.

NAES is in excellent fiscal shape. NAES concluded 2010-2011 with a budget surplus and reached its goal, set by the Governing Board in 2000, to establish a reserve fund equal to one year's operating expenses; approximately \$1 million. This reserve adds the

intended fiscal strength and confidence in the Association's continuing work even in uncertain economic times. This accomplishment is something of which we can all be proud.

NAES' strong fiscal health is important, but without accompanying commitments to using resources wisely, seeking to meet members' needs, and insuring the health and vitality of Episcopal schools, such health is squandered. The activities detailed in this report form portions of these commitments. We have much to celebrate: the publications of new resources; the success of Biennial Conference 2010 and other conferences; and the introduction of our webinar series. There is also the continuing work of presence, advice, and consultation.

The other portions of these commitments will be found in the programmatic and operational steps taken to implement the forthcoming strategic plan in the coming years. The entire Governing Board and I look forward to this next phase in the life of NAES. We hope you will too, and that you will let us know how we are doing.

My thanks to you for your support of NAES and to our shared life as Episcopal schools. God bless you in your work and life, and that of your faculty and staff, students, families, and larger communities.



Doreen S. Oleson Ed.D.

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Executive Director's Message

The Rev. Daniel R. Heischman, D.Min.

As I see on paper the actual number of programs, school visits, publications, and partnership ventures NAES has been involved with, over the past year, my reaction is no doubt a familiar one to all of you who have reviewed a tangible accounting of all that you have accomplished over a similar period of time—"We did all that?"! Yes, we have done much, and together that list tells the quite remarkable story of NAES' mission, priorities, and initiatives. To be sure, the year demanded the best from us, but also left us with a satisfying sense that we are indeed striving to meet the most important goal of providing the best in services to our member schools.

School Visits & Consultations

A large part of our work is visiting schools, working with school and church leaders, answering telephone and email inquiries, and providing counsel and a sympathetic ear. We received 133 inquiries from schools, their sponsoring organizations, and dioceses. A breakdown, by percentage, of specific types of inquiries, compared to the prior year, is given here:

	2010-2011	2009-2010
<i>Governance and</i>		
<i>Church/School Relations</i>	36.0%	21.4%
<i>School Management</i>	25.0%	29.5%
<i>Episcopal Identity</i>	19.0%	12.6%
<i>Leadership Transition</i>	10.0%	12.0%
<i>School Start-Up/Expansion</i>	10.0%	24.0%
<i>Strategic Planning</i>	0.0%	0.5%

Conferences

In addition to Biennial Conference 2010 (see page 5), the Association sponsored or cosponsored a variety of professional development conferences last year.

- NAES/SAES Newly Appointed Heads Institute, September 23–25, 2010, New Orleans, LA. Our

thanks to the Edward E. Ford Foundation for underwriting this event.

- NAES/CSEE ChapToR, February 2–4, 2011, Garrison, NY. This conference for chaplains and teachers of religion was organized by the Center for Spiritual and Ethical Education.
- Institute for Aspiring Heads, April 7–9, 2011, Portland, OR. Our thanks to the Edward E. Ford Foundation for underwriting this event.

Webinars

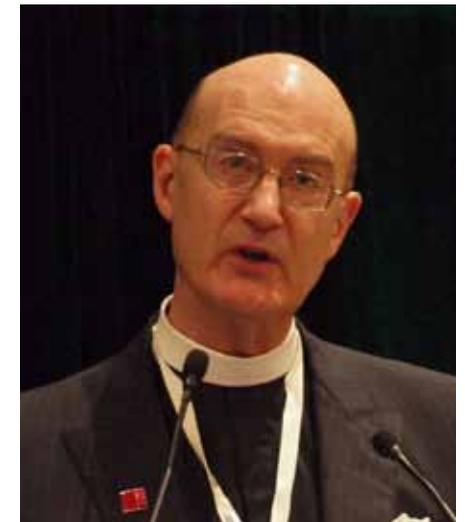
New in 2010-2011 was a series of webinars for school leaders. The success of these offerings served as a launch pad for an expanded series in 2011-2012.

- The Shared Life of Early Childhood Education Programs and Their Sponsoring Organizations, March, 3, 2011.
- Educating Your Board About the Episcopal Identity of Your School, March 24, 2011. Our thanks to Tad Bird of All Saints' Episcopal School of Fort Worth for presenting.
- Episcopal Parish Day School Bylaws, April 28, 2011.

Publications

I am especially proud of the release of two new important NAES publications in the 2010-2011 year.

- *Reasons for Being: The Culture and Character of Episcopal Schools, Second Edition*
- *Principles of Good Practice for Leadership Transitions in Episcopal Schools*



The Rev. Daniel R. Heischman, D.Min.

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Ann Mellow, associate director, shepherded the former title, while Laura Walker, former NAES associate senior consultant, was instrumental in the creation of the latter. I know that you join me in thanking them for their work on these valuable new titles in the NAES resource library.

Collaboration

Through myriad speaking and preaching engagements, and collaboration, 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 in 2010-2011 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
- Church Pension Group
- Church Schools in the Diocese of Virginia
- Colleges & Universities of the Anglican Communion
- Consortium of Endowed Episcopal Parishes
- Council for American Private Education
- Duke Divinity School
- Episcopal Camps and Conference Centers
- The Episcopal Church
- Episcopal Church Foundation
- Episcopal Divinity School
- Episcopal Relief & Development
- National Association of Independent Schools
- New York State Association of Independent Schools
- Northeastern Independent Schools Spiritual Council
- Seminary of the Southwest
- Southwestern Association of Episcopal Schools
- Virginia Theological Seminary

Thank You to Our Supporters

The Association's financial position is strong. Our thanks to all the members, corporate subscribers, donors, supporters, and volunteers for your gifts of time, talent, and treasure.



Governing Board and Staff

We are blessed by the commitment and work of the Association's Governing Board. At the end of 2010-2011, we bade farewell to Pat Dickens and Jim Freeman. I am grateful for the perspective they offered the Association through work on the Governing Board.

This spring brought an end to an extraordinary period of service and exemplary leadership, lasting from 1996 to 2011, when the Rev. Dr. Roger Ferlo stepped down as president of the Governing Board. Roger's time on the Governing Board was distinguished not only by the variety of roles he played but the personal commitment he demonstrated to the Association. I will always think of Roger as a priest who sought, above all, to bring together pastoral ministry with the love of learning. A natural teacher if ever there was one, Roger taught me so much about the leadership of an association as well as the art of juggling church and school. His sense of humor and reading of complex situations kept me going on many occasions. Moreover, his vision for what NAES could be kept the entire association going in the right direction. In

so many ways I see our upcoming strategic plan as a tribute to his vision for NAES.

Please join me in thanking the NAES staff for its hard work and careful stewardship of these resources this past year. As always, they are dedicated to our collective mission and to you. They are constantly exploring new, cost-effective avenues for the delivery of resources and services and I am grateful for the expertise they bring to their work.

We bade farewell to Sarah Paden, our administrative assistant, at the end of 2010-2011. We wish her well as she pursues her acting career. Look for her on a television program, film screen, or stage near you!

As I wrote at the beginning of this message, the life of NAES is full, complex, diverse, and rewarding. We look forward to bringing you the next chapter of that life with the forthcoming strategic plan, and the programmatic initiatives designed to make the plan a reality.

May God bless you all in your life and work.

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Outreach Fund Grants

Each year NAES designates \$12,000 or 10% of its budgeted Annual Fund goal, whichever is higher, to be distributed in the form of grants to members, associate members and regional, state or diocesan Episcopal schools organizations. These grants support projects commensurate with the mission and philosophy of the Association.

- Calvary Episcopal School, Bastrop, TX—Tuition Assistance Program, which supports ten low-income families to enroll their children in school.
- The Gooden School, Sierra Madre, CA—Liturgy Project, to support an internship responsible for updating the school's liturgical materials.
- Grace Montessori School, Allentown, PA—Scholarship Fund Program, provides assistance to low-income families so that their children can enjoy life-long benefits in cognitive, psychological, social, physical and spiritual development
- St. Andrew's Episcopal School, New Orleans, LA—Scholarship Fund Program, which supports field trips to liturgically historical places for 7th and 8th grade students, tying teachings of the Bible to the world around them.
- St. Catherine's School, Richmond, VA—Biblical Garden, to assist in funding a Biblical garden to provide education and service opportunities for students while learning the faith stories of the Bible, and foster a larger ecological calling to preserve all of God's creations.
- St. George's Independent Schools, Memphis, TN—Camp Dragon, a summer camp dedicated to the physical, spiritual, emotional, and intellectual development of disadvantaged urban youth.
- St. James' Episcopal School, Austin, TX—Scholarship Program, which provides support for students in a diverse East Austin early childhood program.
- St. John's Episcopal Parish Day School, Chula Vista, CA—Peace Builders Program, an inclusive school-climate program creating peaceful learning environments, where everyone learns, acquires, and practices skills to ensure positive and respectful behaviors in order for students to achieve academic, personal, and interpersonal success.
- St. John's Northwest Military Academy, Delafield, WI—Religious Studies Program, including funding guest speakers and field trips to diverse places of worship for 60 students.
- St. Luke's Episcopal Day School, Baton Rouge, LA—Community Garden, to assist in funding a community garden to foster God's gifts, create and nurture partnerships, and promote personal formation of moral, spiritual, and social development for students and the community.
- St. Paul's Episcopal Montessori School, San Antonio, TX—Nurturing the Dream, to support commitment of fostering inclusivity, equity, and justice within the school through tuition assistance for underserved populations.
- St. Stephen's Episcopal Day School, Miami, FL—Enhancing Two Food Ministries, to assist in expanding the scope and offerings of the Sandwich ministry (distributed to the homeless in Coconut Grove) and the Food Pantry Program.



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Biennial Conference 2010

Biennial Conference 2010 was a tremendous success. Participants in San Antonio were inspired by the worship and witness of Les Petits Chanteurs of Port-au-Prince, Haiti. They were challenged by the words of keynote speaker Eboo Patel of Interfaith Youth Corps, our Opening Eucharist preacher, the Rev. Paula Lawrence-Wehmiller, and our other featured speakers. They learned from colleagues, renewed old friendships, and made new ones. They experienced that they are part of a larger community of Episcopal schools "from every family, language, people, and nation." Our thanks to all who made the Biennial possible.

Local Arrangements Committee

Mr. Robert G. Devlin, Jr., *Co-chair*
James A. Freeman, Ph.D., *Co-chair*
The Rev. Catherine T. Boyd
Mr. Gary Chambers
The Rev. Matthew V. Frey
Mr. Gregory Hutchinson
Mrs. Cindy LaPorte
Ms. Scotty Macdaniel
Ms. Ashley P. Miles
Mrs. Lucy C. Nazro
Ms. Jill Oettinger
Mrs. Jennifer T. Wickham
The Rev. Jonathan W. Wickham
Mrs. Connie R. Wootton

Ruth Jenkins Award

Rena H. DuBose

John D. Verdery Award

The Rev. Richardson W. Schell

Keynote Speaker

Mr. Eboo Patel

Featured Speakers

The Hon. Esperanza Andrade
Rabbi Barry H. D. Block
The Rev. Roger A. Ferlo, Ph.D., D.D.
The Rev. Paula Lawrence-Wehmiller
The Rt. Rev. Gary R. Lillibridge
Mrs. Sue Nichols
Mrs. Laura C. Walker

Workshop Presenters

Thank you to the presenters for sharing their expertise and wisdom with their fellow Episcopal school leaders.

Community Service Project

Good Samaritan Community Center, San Antonio, TX

Worship Service Participants

Good Samaritan Community Center, San Antonio, TX
St. David's Episcopal School, San Antonio, TX
St. George Episcopal School, San Antonio, TX
St. Luke's Episcopal School, San Antonio, TX
St. Mark's Episcopal Church, San Antonio, TX
St. Paul's Episcopal Montessori School, San Antonio, TX
TMI—The Episcopal School of Texas, San Antonio, TX

Centerpieces

Mrs. Lily M. Juve, art teacher, and the students of St. George Episcopal School, San Antonio, TX

Parent Volunteers

Good Samaritan Community Center, San Antonio
St. David's Episcopal School, San Antonio
St. George Episcopal School, San Antonio
St. Luke's Episcopal School, San Antonio
St. Paul's Episcopal Montessori School, San Antonio
TMI—The Episcopal School of Texas, San Antonio



Eboo Patel

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Les Petits Chanteurs

Les Petits Chanteurs de l'École de la Ste. Trinité, Port-au-Prince, Haiti—Père David César, director

Jennifer Wickham, St. George Episcopal School, San Antonio, TX, and John Moon, St. Stephen's Episcopal School, Austin, TX, local area visit coordinators

Home-stay families of San Antonio, TX, and Austin, TX

Les Petit's Chanteurs' visit was made possible by donations from the following individuals and organizations.

All Saints Episcopal Day School, Hoboken, NJ
All Saints Episcopal Parish, Hoboken, NJ
All Saints' Episcopal Day School, Austin, TX
The Rev. Susan Anderson-Smith
The Rev. Lisa S. Barrowclough, D.Min.
Berkeley Preparatory School, Tampa, FL
The Bishop's School, La Jolla, CA
Campbell Hall (Episcopal), North Hollywood, CA
Ms. Marcy Cathey
Children's Medical Missions of Haiti, Harrisburg, PA
Christ Church Episcopal Preschool, Ponte Vedra, FL
The Rev. Henry L. Doyle
Mr. Leo P. Dressel
The Rev. Clinton Dugger
The Episcopal Academy, Newtown Square, PA
Episcopal Church of the Good Shepherd, Corpus Christi, TX
The Episcopal Diocese of Texas, Houston, TX
The Gooden School, Sierra Madre, CA
Grace Church School, New York, NY
Grace Episcopal Church, Alexandria, VA
Grace Episcopal School, Alexandria, VA
The Rev. Daniel R. Heischman, New York, NY
Holy Innocents' Episcopal Church, Atlanta, GA
Holy Innocents' Episcopal School, Atlanta, GA
The Rev. Ralph F. Howe, Jr. and Suzette Fourrier Howe
National Cathedral School, Washington, DC
Doreen S. Oleson, Ed.D.

Palmer Trinity School, Palmetto Bay, FL
St. Andrew's Episcopal Church, New Providence, NJ
St. Andrew's Episcopal School, Austin, TX
St. Chrysostom's Day School, Chicago, IL
St. Francis Episcopal Day School, Houston, TX
St. George Episcopal Church, San Antonio, TX
St. George Episcopal School, San Antonio, TX
St. George's School, Middletown, RI
St. Hilda's & St. Hugh's School, New York, NY
St. James Episcopal Church, Alexandria, LA
Saint James School, Saint James, MD
St. John Chrysostom Episcopal Church, Rancho Santa Margarita, CA
St. John's Episcopal Parish Day School, Tampa, FL
St. John's Episcopal School, Rancho Santa Margarita, CA
St. Mark's Episcopal Church, San Antonio, TX
St. Martin's Episcopal School, Atlanta, GA
St. Mary's Episcopal Day School, Tampa, FL

St. Mary's Episcopal School, Memphis, TN
St. Stephen's Episcopal Church, Wimberley, TX
St. Stephen's Episcopal School, Austin, TX
St. Thomas Church and Choir School, New York, NY
The Rev. Edmund K. Sherrill II
Southwestern Association of Episcopal Schools, Canyon, TX
TMI—The Episcopal School of Texas, San Antonio, TX
Trinity Episcopal Church and St. Richard's Episcopal School, Indianapolis, IN
Trinity Episcopal School, Charlotte, NC
Trinity Episcopal School, Marshall, TX
Trinity Episcopal School of Austin, Austin, TX
Walter and Carolyn McCoy
The Rev. Luther Zeigler

Episcopal Schools Night Fund Raiser for Haiti
San Antonio Spurs, San Antonio, TX



Les Petits Chanteurs

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Conference Sponsors

Church Pension Group, New York, NY
Doctor of Ministry in Educational Leadership Program,
Virginia Theological Seminary, Alexandria, VA
The Episcopal Diocese of Texas, Houston, TX
School and Student Services by NAIS, Washington, DC
Seminary of the Southwest, Austin, TX

Tabletop Exhibitors

Episcopal Camps and Conference Centers,
San Antonio, TX
The Episcopal Church Foundation, New York, NY
The Episcopal Diocese of Haiti Partnership Program,
Fort Lauderdale, FL
Episcopal Relief & Development, New York, NY
Independent School Management, Wilmington, DE
RenWeb School Management Software, Burleson, TX
Sewanee: The University of the South, Sewanee, TN
Southwestern Association of Episcopal Schools,
Canyon, TX



The Rev. Paula Lawrence-Wehmiller



The Rev. Roger A. Ferlo, 2010-2011 NAES Governing Board president, and Rena H. DuBose, *Ruth Jenkins Award* recipient



The Rev. Richardson W. Schell, *John D. Verdery Award* recipient

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Member & Associate Member Schools

NAES thanks its 2010-2011 members and associate members for their support and participation. We are glad to welcome and serve them all.

Member schools are: 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.

Associate members are Episcopal school start-up committees and schools not Episcopal Church-related but sympathetic to the aims and purposes of the Association. These committees and schools are non-voting associate members.

Abbie Loveland Tuller School, Tucson, AZ
The Advent Episcopal School, Birmingham, AL
Advent Parish Day School, Tallahassee, FL
All Hallows Episcopal Nursery School, Wyncote, PA
All Saints' Episcopal School of Fort Worth,
Fort Worth, TX
All Saints by-the-Sea Parish School, Santa Barbara, CA
All Saints Cathedral School, Charlotte Amalie,
St. Thomas, VI
All Saints Episcopal Day School, Florence, SC
All Saints Early Learning Center, Jacksonville, FL
All Saints Episcopal Day School, Hoboken, NJ
All Saints Episcopal Day School, Las Vegas, NV
All Saints Episcopal Day School, Phoenix, AZ
All Saints Episcopal School, Beaumont, TX
All Saints Episcopal School, Tyler, TX
All Saints Preschool, Chevy Chase, MD
All Saints Preschool, Hilton Head, SC
All Saints' Academy, Winter Haven, FL
All Saints' Episcopal Day School, Carmel, CA
All Saints' Episcopal School, Austin, TX
All Saints' Episcopal School, Morristown, TN

All Saints' Preschool, Kapaa, HI
Annie Wright School, Tacoma, WA
Ascension Day School, Clearwater, FL
Ascension Episcopal School, Houston, TX
Ascension Episcopal School, Lafayette, LA
Beaches Episcopal School, Jacksonville Beach, FL
Beauvoir, The National Cathedral Elementary School,
Washington, DC
Beginnings/Calvary Episcopal Church, Pittsburgh, PA
Berkeley Preparatory School, Tampa, FL
Bethany School, Cincinnati, OH
The Bishop John T. Walker School for Boys,
Washington, DC
Bishop Noland Episcopal Day School, Lake Charles, LA
Bishop Seabury Academy, Lawrence, KS
The Bishop Strachan School, Toronto, ON, Canada
The Bishop's School, La Jolla, CA
Boys' Home, Inc., Covington, VA
Breck School, Minneapolis, MN
Brooks School, North Andover, MA
The Butterfly House, Alexandria, VA



Calvary Episcopal School, Bastrop, TX
Calvary Episcopal School, Richmond, TX
Calvary Nursery School, Stonington, CT
Campbell Hall (Episcopal), North Hollywood, CA
Canterbury School, Greensboro, NC
The Canterbury School of Florida, St. Petersburg, FL
Carillon Preschool, Portola Valley, CA
Casady School, Oklahoma City, OK
The Cathedral School, Little Rock, AR
Cathedral School for Boys, San Francisco, CA
The Cathedral School of St. John the Divine,
New York, NY
CFS, The School at Church Farm, Exton, PA
Chatham Hall, Chatham, VA
The Cherub School, Mechanicsville, VA
A Child's Garden School, San Gabriel, CA
Children of Grace Preschool, Gainesville, GA
Children's Garden at The General Theological
Seminary, New York, NY
Children's School of Grace Episcopal Church,
Lexington, NC

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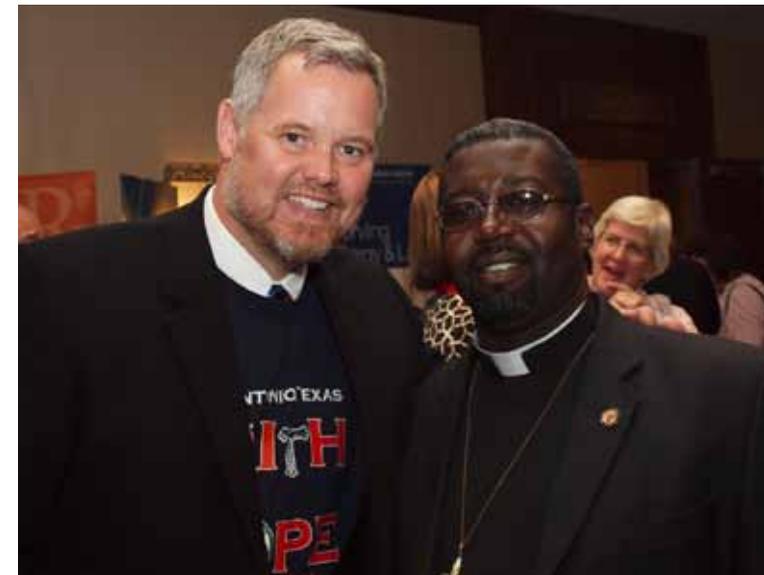
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Christ and Holy Trinity Preschool, Westport, CT
Christ Church Day School, Coronado, CA
Christ Church Day School, Easton, MD
Christ Church Episcopal Preschool, Glen Allen, VA
Christ Church Episcopal Preschool, Lake Oswego, OR
Christ Church Episcopal Preschool,
Ponte Vedra Beach, FL
Christ Church Episcopal Preschool, Wilmington, DE
Christ Church Episcopal School, Greenville, SC
Christ Church Kindergarten, Charlotte, NC
Christ Church Nursery School, Short Hills, NJ
Christ Church Parish Day School, South Hamilton, MA
Christ Church School, Paradise Valley, AZ
Christ Episcopal School, Nacogdoches, TX
Christ Episcopal School, Rockville, MD
Christ School, Arden, NC
Christ's Church Nursery School, Rye, NY
Christchurch School, Christchurch, VA
The Church of the Epiphany Day School, New York, NY
Church of the Good Shepherd Preschool, Salinas, CA
Church of the Holy Faith Early Childhood Community,
Santa Fe, NM
Coast Episcopal School, Long Beach, MS
Doane Stuart School, Rensselaer, NY
Eliza Corwin Frost Child Center, Bronxville, NY
Emmanuel Episcopal Church Day School,
Virginia Beach, VA
Emmanuel Episcopal Day School, Athens, GA
Emmanuel Episcopal Day School, Houston, TX
Emmanuel Episcopal Preschool, Fullerton, CA
Emmanuel Nursery School, Cumberland, RI
Epiphany Day School, New Iberia, LA
Epiphany Episcopal School, Danville, VA
Epiphany School, Dorchester, MA
The Episcopal Academy, Newtown Square, PA
Episcopal Collegiate School, Little Rock, AR
Episcopal Day School, Augusta, GA
Episcopal Day School, Southern Pines, NC
Episcopal Day School of Christ Church, Pensacola, FL
Episcopal High School, Alexandria, VA
Episcopal High School, Bellaire, TX
Episcopal High School of Baton Rouge, Baton Rouge, LA
The Episcopal Preschool, Inc., Lake Forest, IL
The Episcopal School in the City of New York,
New York, NY

Episcopal School of Acadiana, Inc., Broussard, LA
Episcopal School of Dallas, Dallas, TX
Episcopal School of Jacksonville, Jacksonville, FL
The Episcopal School of Knoxville, Knoxville, TN
The Episcopal School of Los Angeles, Los Angeles, CA
Esperanza Academy, Lawrence, MA
Good Samaritan Center, San Antonio, TX
Good Samaritan School, Corvallis, OR
Good Shepherd Day School, Lexington, KY
The Good Shepherd Day School, Punta Gorda, FL
Good Shepherd Episcopal School, Austin, TX
Good Shepherd Episcopal School, Dallas, TX
Good Shepherd Episcopal School, Richmond, VA
The Good Shepherd School, Lookout Mountain, TN
The Gooden School, Sierra Madre, CA
Grace Church School, New York, NY
Grace Day School, Massapequa, NY
Grace Episcopal Church Kindergarten and
Pre-Kindergarten, Hopkinsville, KY
Grace Episcopal Day School, Kensington, MD

Grace Episcopal Day School, Orange Park, FL
Grace Episcopal Kindergarten, Camden, SC
Grace Episcopal Preschool, Georgetown, TX
Grace Episcopal School, Alexandria, VA
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Greenbrier Episcopal School, Lewisburg, WV
Groton School, Groton, MA
Harvard-Westlake School, North Hollywood, CA
Havergal College, Toronto, ON, Canada
Heathwood Hall Episcopal School, Columbia, SC
Heronfield Academy, Hampton Falls, NH
Holderness School, Plymouth, NH
Holland Hall School, Tulsa, OK
Holy Comforter Episcopal Day School, Gadsden, AL
Holy Comforter Episcopal Preschool, Vienna, VA
Holy Comforter Episcopal School, Inc., Tallahassee, FL
Holy Cross Episcopal School, Montgomery, AL
Holy Innocents' Episcopal School, Atlanta, GA
Holy Nativity Episcopal School, Panama City, FL



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Holy Nativity School, Honolulu, HI
Holy Trinity Child Caring Center, Gainesville, FL
Holy Trinity Day School, Auburn, AL
Holy Trinity Day School, Greensboro, NC
Holy Trinity Episcopal Academy, Melbourne, FL
Holy Trinity Episcopal Day School, Clemson, SC
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Lakefield College School, Lakefield, ON, Canada
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Oregon Episcopal School, Portland, OR
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Palmer Preschool, Houston, TX
Palmer Trinity School, Palmetto Bay, FL
Parish Day School of Eastern Shore Chapel, Virginia Beach, VA
The Parish Episcopal School, Dallas, TX
Porter-Gaud School, Charleston, SC
Redeemer Episcopal Academy, Eatonton, GA
Redemption Christian Preschool, Southampton, PA
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St. James Academy, Monkton, MD
St. James Children's Center, Islamorada, FL
St. James Episcopal Day School, Alexandria, LA
St. James Episcopal Preschool, La Grange, TX
St. James Episcopal School, Corpus Christi, TX
St. James Episcopal School of Dallas, Dallas, TX
St. James Episcopal School, Inc., Ormond Beach, FL
St. James Preschool, Leesburg, VA
St. James School, Houston, TX
St. James School, Philadelphia, PA
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St. Luke's Episcopal School, San Antonio, TX
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St. Luke's Preschool, Anchorage, KY
St. Luke's School, New York, NY
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Capistrano, CA
St. Margaret's School, Tappahannock, VA
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St. Mark's Episcopal Academy, Cocoa, FL
St. Mark's Episcopal Day School, Brunswick, GA
St. Mark's Episcopal Day School, Jacksonville, FL
Saint Mark's Episcopal School, Altadena, CA
St. Mark's Episcopal School, Downey, CA
St. Mark's Episcopal School, Fort Lauderdale, FL
St. Mark's Episcopal School, Houston, TX
St. Mark's Episcopal School, Palm Beach Gardens, FL
Saint Mark's Episcopal School, Upland, CA
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St. Mark's Nursery School, New Canaan, CT
St. Mark's School, Southborough, MA
St. Martin's Episcopal School, Atlanta, GA
St. Martin-in-the-Fields Episcopal School, Winnetka, CA
St. Martin's Episcopal Preschool, Charlotte, NC
St. Martin's Episcopal Preschool, Houston, TX
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St. Martin's School, Bridgewater, NJ
St. Martin's-in-the-Field Day School, Severna Park, MD
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St. Mary's Episcopal Day School, Tampa, FL
St. Mary's Episcopal School, Edmond, OK
St. Mary's Episcopal School, Lakewood, WA
St. Mary's Episcopal School, Memphis, TN
Saint Mary's School, Raleigh, NC
St. Mary's-in-Tuxedo Preschool, Tuxedo Park, NY
St. Matthew's Episcopal Day School, Austin, TX
St. Matthew's Episcopal Day School, Pampa, TX
St. Matthew's Episcopal Day School, San Mateo, CA
St. Matthew's Parish School, Pacific Palisades, CA
St. Matthew's Preschool, Snellville, GA
St. Matthew's School, Bedford, NY
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St. Michael's Day School, Mission, KS
St. Michael's Episcopal Day School, Carmichael, CA
St. Michael's Episcopal Day School, Gainesville, FL
St. Michael's Episcopal Preschool, Mandeville, LA
St. Michael's Episcopal School, Bryan, TX
St. Michael's Episcopal School, Richmond, VA
St. Michael's Parish Day School, Tucson, AZ



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St. Patrick's Episcopal Day School, Thousand Oaks, CA
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St. Paul's Episcopal School, Columbus, MS
St. Paul's Episcopal School, Mobile, AL
St. Paul's Episcopal School, New Orleans, LA
St. Paul's Episcopal School, Oakland, CA
St. Paul's Episcopal School, Waco, TX
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Saint Paul's School, Clearwater, FL
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St. Peter's by-the-Sea Episcopal Day School,
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St. Peter's Community Arts Academy, Geneva, NY
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St. Peter's Episcopal Preschool, Conway, AR
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St. Philip's Episcopal Day School, Uvalde, TX
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St. Stephen's Episcopal School, Houston, TX
St. Stephen's Episcopal School, Wimberley, TX
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St. Thomas the Apostle Episcopal School, Houston, TX
St. Thomas' Nursery School, Fort Washington, PA
St. Thomas's Day School, New Haven, CT
St. Timothy's Episcopal Preschool, Signal Mountain, TN
St. Timothy's Learning Center, Daytona Beach, FL
St. Timothy's Preparatory School, Apple Valley, CA
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Trinity Episcopal Day School, Baton Rouge, LA
Trinity Episcopal Day School, Cranford, NJ
Trinity Episcopal Day School, Natchez, MS
Trinity Episcopal Day School on Asylum Hill,
Hartford, CT
Trinity Episcopal Learning Center, St. Augustine, FL
Trinity Episcopal Preschool, Moorestown, NJ
Trinity Episcopal School, Charlotte, NC
Trinity Episcopal School, Galveston, TX
Trinity Episcopal School, Marshall, TX
Trinity Episcopal School, New Orleans, LA
Trinity Episcopal School of Austin, Austin, TX
Trinity Parish Nursery School, Southport, CT
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Mr. Harry V. McKay, Jr.
Saint George's Episcopal School, Milner, GA -
Ms. Donna S. Mallett
Mr. and Mrs. Frank C. Schell, Jr.
Mrs. Jane W. Sellers
Mrs. Charles W. Shreiner, Jr.
Mr. Andrew K. Smith, in honor of Greenbrier Episcopal
School, Lewisburg, WV
The Rev. John F. Smith
Southwestern Association of Episcopal Schools,
Canyon, TX - Mrs. Connie R. Wootton, in memory
of Kathleen A. Schnabel
St. Andrew's Episcopal Church, New Providence, NJ -
The Rev. Margaret S. R. Hodgkins
St. Elizabeth's School, Denver, CO - Mr. Walter T.
McCoy
St. George's Kindergarten & Mothers Day Out,
Nashville, TN - Ms. Zee Pendleton
St. George's School, Middletown, RI - Mr. Eric F.
Peterson

St. John's Episcopal Church, Tampa, FL - The Rev.
Douglas E. Remer
St. John's Episcopal School, Dallas, TX - Mr. Mark
Crotty
St. Mark's Cathedral School, Shreveport, LA -
Mr. Christopher R. Carter
St. Mark's Episcopal Church, Glen Ellyn, IL - The Rev.
George D. Smith
St. Mark's Episcopal School, Downey, CA - Ms. Glenda
Roberts
St. Mary's Episcopal Day School, Tampa, FL - Mr. Scott
D. Laird
St. Stephen's Episcopal Church, Durham, NC - The Rev.
Robert K. Kaynor
St. Stephen's Episcopal Day School, Coconut Grove, FL -
Ms. Silvia Larrauri
Mrs. Karen O. Strimple
Mr. John Warren, in honor of the Rev. Barbara Talcott
Ms. Mary Katherine Wood
Wooster School, Danbury, CT - Mr. Timothy B. Golding



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Friends (\$50 - \$99)

Mr. Dirck Barhydt
Margaret Huling Bonz, Ph.D.
Mrs. Jacquelyn L. Callas
Christ Church Episcopal Preschool, Ponte Vedra Beach,
FL - Ms. Janet Blacker
Mr. John P. Cotton
The Rev. Brian E. Fidler
The Rev. Canon David R. Forbes, in honor of Mrs. Ann
Gordon
Ms. Mary Dee Hacker
Mrs. Carol G. Hjortsberg
The Rev. Ralph F. Howe, Jr.
The Rev. Linda L. Kerr
Mr. Robert E. Kirkpatrick
Palisades Episcopal School, Charlotte, NC - Ms. Kerin
S. Hughes
Nicole P. Passeggio, Ph.D.
Mr. John S. Rouleau, in honor of Chris Horgan
San Jose Episcopal Day School, Jacksonville, FL -
Mrs. Lori Menger
The Rev. Deborah W. Scalia
St. James Episcopal School, Inc., Ormond Beach, FL -
Mrs. Michelle Leek
St. Mark's Episcopal Church, Downey, CA - The Rev.
Canon Elizabeth B. Habecker
St. Mark's Episcopal School, Palm Beach Gardens, FL -
Ms. Kay A. Carnes
St. Michael's Episcopal School, Bryan, TX - Kathryn M.
Lucchese, Ph.D., in honor of Helen Syenca
The Rev. Barbara Talcott
Mr. Dean Hamilton Towner
The Rev. Edwin M. Ward, in memory of the Rev. John
Paul Carter

Donors

The Rev. Rosemary Beales
Canon Patricia B. Cameron
Mrs. Nancy T. Clausey
The Rev. Diane M. Estes, Ph.D.
The Rev. Todd R. FitzGerald
Mr. Phillip Foote
The Rev. Edward Stone Gleason
Mr. Peter K. Guinness
Ms. Sarah E. C. Paden
Saint James Episcopal Church, Monkton, MD -
The Rev. Charles L. Barton
Mr. Peter D. Sanders



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Muhlenberg Society

Established in 2009-2010, the Muhlenberg Society honors those NAES supporters who have taken the special step of including the Association in their long-term plans through a bequest or other type planned gift. The society is named for William Augustus Muhlenberg, who is widely regarded as the father of the Episcopal Church schools movement.

The Rev. George E. Andrews II
Mr. Barry Bedrick
Mrs. Susan Bedrick
Mrs. Merrily Dunlap
The Rev. Daniel R. Heischman, D.Min.
Mrs. Carol, G. Hjortsberg
Mrs. Judith W. Lineback, Esq.

Ms. Karan A. Merry
Doreen S. Oleson, Ed.D.
The Rev. Walter L. Prehn III, Ph.D.
Marianne V. Ryan, D.Min.
The Rev. Edmund K. Sherrill II
Mrs. Laura C. Walker

Endowment Fund for Leadership Development

Created in 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.

Sustaining Friends (\$250 - \$499)

The Rev. Henry L. Doyle

Supporting Friends (\$100 - \$249)

Merrily & Robert Dunlap

The Rev. Jonathan T. Glass Memorial Fund

This fund, established after the August 2004 death of the Rev. Jonathan T. Glass, NAES' then Associate Executive Director, honors his life and ministry and is intended, over time, to build an endowment to

underwrite new consulting and conference initiatives in areas where his passion and excellence made such a significant impact on so many Episcopal schools and their leaders.

Friends (\$50 - \$99)

Ms. Mary Katherine Wood

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Other Gifts of Support & In-kind Services

NAES thanks these organizations for their gifts of time, facilities, services, products, and money in support of our programs and operations in 2010-2011.

Facilities, Utilities, and Services

The Episcopal Church, New York, NY

Governing Board Meeting

September 17–18, 2010 • Alexandria, VA

Virginia Theological Seminary, Alexandria, VA

NAES/SAES Newly Appointed Heads Institute

September 23–25, 2010 • New Orleans, LA

The Bishop's School, La Jolla, CA

Edward E. Ford Foundation, Portland, ME

Episcopal School of Acadiana, Broussard, LA

Independent School Management, Wilmington, DE

Southwestern Association of Episcopal Schools,
Canyon, TX

Seminary Visit

January 12, 2011 • Alexandria, VA

Virginia Theological Seminary, Alexandria, VA

Seminary Visit

January 18–21, 2011 • Austin, TX

Seminary of the Southwest, Austin, TX

Governing Board Meeting

January 28–29, 2011 • Exton, PA

CFS, The School at Church Farm, Exton, PA

Seminary Visit

January 31, 2011 • Cambridge, MA

Episcopal Divinity School, Cambridge, MA

Seminary Visit

February 16, 2011 • Durham, NC

Duke Divinity School, Durham, NC

Educating Your Board About the Episcopal

Identity of Your School

March 24, 2011 • Webinar

All Saints' Episcopal School of Fort Worth,
Fort Worth, TX

Institute for Aspiring Heads

April 7–9, 2011 • Portland, OR

Brigham Hill Consultancy, Dallas, TX

Carney, Sandoe & Associates, Boston, MA

Center for Spiritual and Ethical Education,
Portland, OR

The Education Group, Dallas, Texas

Educators' Collaborative, L.L.C., Meriden, NH

Edward E. Ford Foundation, Portland, ME

Heidrick & Struggles, Washington, DC

St. Matthew's Episcopal School, San Mateo, CA

Governing Board Meeting

April 14–15, 2011 • Portland, OR

Oregon Episcopal School, Portland, OR



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Treasurer's Report

The fiscal year 2010-11 was a very successful one for the National Association of Episcopal Schools. Taking into account a significant grant received as well as unrealized gains/interest income on investments and restricted revenue earned within the Endowment, NAES ended the year with net income of \$384,394 and from this was able to add \$125,336 to its financial reserve fund.

The Association continues to be fiscally responsible. Budgeted income goals were exceeded while keeping expenses under budget without any sacrifice of programs or services offered. In fact, as you will read elsewhere in this report, a number of services expanded in scope and reach to membership.

A few budget highlights:

- Membership and Corporate Subscriber revenue exceeded budget by approximately \$18,000, and Annual Fund revenue was \$15,000 higher than expected.
- A successful Biennial Conference also significantly contributed to the increase in net revenue.
- NAES was the recipient of another major grant from Good Samaritan, Inc. This \$200,000 grant will be used to support the Episcopal Urban Schools Alliance (EUSA)—its organization, communication and growth—over the next three years.
- With careful oversight of association resources, our able NAES staff appropriately managed program as well as administrative and advancement expenses bringing these well under budget while fulfilling every mandate and obligation to membership.

- NAES reached its goal set by the Governing Board in 2000 to establish a reserve fund equal to one year's operating expenses; approximately \$1 million. This reserve adds the intended fiscal strength and confidence in the Association's continuing work even in uncertain economic times.
- With the reserve fund now at its targeted level, the Governing Board will allocate its 2010-11 unrestricted net income of \$125,000 to directly support and underwrite NAES programs in the coming year. A task force has been appointed to make a recommendation to the board at its January meeting.

NAES is a strong and vital resource for Episcopal schools working to meet the needs and aspirations of its member schools. Thank you for your continuing support of one another and our common service to students through NAES. With your continued membership and participation, the financial health and service of the Association will remain strong. Together, we look to the future.

Thank you.

The Rev. Edmund K. Sherrill II



The Rev. Edmund K. Sherrill II

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Statements of Financial Position

	Years Ended June 30,	
	2011	2010
ASSETS		
CURRENT ASSETS:		
Cash and Cash equivalents	\$376,830	\$423,537
Accounts receivable	\$6,484	\$8,865
Prepaid expenses	\$16,299	\$18,969
Total Current Assets	<u>\$399,613</u>	<u>\$451,371</u>
PROPERTY AND EQUIPMENT, NET	<u>\$2,322</u>	<u>\$6,273</u>
OTHER ASSETS:		
Cash designated for long term purposes	\$36,287	\$40,759
Investments in marketable securities	\$1,166,454	\$788,532
Investment in deferred annuity contract	\$59,668	\$58,349
Total Other Assets	<u>\$1,262,409</u>	<u>\$887,640</u>
	<u>\$1,664,344</u>	<u>\$1,345,284</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts payable	\$19,286	\$15,157
Accrued expenses	\$15,008	\$17,140
Post retirement benefits	\$13,160	\$12,132
Deferred revenue	\$192,311	\$247,509
Total Current Liabilities	<u>\$239,765</u>	<u>\$291,938</u>
LONG-TERM LIABILITIES		
Post-retirement benefits, net of current portion	-	\$13,160
Total Liabilities	<u>\$239,765</u>	<u>\$305,098</u>
COMMITMENTS AND CONTINGENCIES		
NET ASSETS:		
Unrestricted	\$1,392,095	\$1,011,144
Temporarily restricted assets	\$3,092	-
Permanently restricted assets	\$29,392	\$29,042
Total Net Assets	<u>\$1,424,579</u>	<u>\$1,040,186</u>
	<u>\$1,664,344</u>	<u>\$1,345,284</u>



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Statements of Activities & Changes in Net Assets

	Year Ended June 30, 2011				Year Ended June 30, 2010		
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Unrestricted	Permanently Restricted	Total
REVENUES, GAINS, AND OTHER SUPPORT:							
Membership and subscriber dues	\$853,625	-	-	\$853,625	\$828,434	-	\$828,434
Grants and gifts	\$200,500	-	-	\$200,500	\$50,000	-	\$50,000
Consulting, publications, honoraria	\$22,696	-	-	\$22,696	\$29,353	-	\$29,353
Contributions	\$95,130	-	\$350	\$95,480	\$64,795	\$22,692	\$87,487
Strachan Fund	\$16,992	-	-	\$16,992	\$16,448	-	\$16,448
Donated building services	\$114,324	-	-	\$114,324	\$118,044	-	\$118,044
Conferences	\$5,965	-	-	\$5,965	\$30,300	-	\$30,300
Biennial Conference	\$292,690	-	-	\$292,690	-	-	-
Investment income	\$30,466	\$584	-	\$31,050	\$12,323	-	\$12,323
Net realized and unrealized gains on investments	\$42,219	\$2,508	-	\$44,727	\$30,501	-	\$30,501
Miscellaneous	\$7,318	-	-	\$7,318	\$8,558	-	\$8,558
Total Revenues	\$1,681,925	\$3,092	\$350	\$1,685,367	\$1,188,756	-	\$1,211,448
Net assets released from donor and grantor restrictions	-	-	-	-	-	-	-
Total Revenues, Gains, and Other Support	\$1,681,925	\$3,092	\$350	\$1,685,367	\$1,188,756	\$22,692	\$1,211,448
EXPENSES:							
Program services	\$964,268	-	-	\$964,268	\$760,653	-	\$760,653
Communications and website development	\$123,976	-	-	\$123,976	\$127,391	-	\$127,391
Advancement	\$148,030	-	-	\$148,030	\$137,121	-	\$137,121
General and administrative	\$64,700	-	-	\$64,700	\$58,321	-	\$58,321
Total Expenses	\$1,300,974	-	-	\$1,300,974	\$1,083,486	-	\$1,083,486
INCREASE IN NET ASSETS:							
	\$380,951	\$3,092	\$350	\$384,393	\$105,270	\$22,692	\$127,962
Net Assets, Beginning of year	\$1,011,144	-	\$29,042	\$1,040,186	\$905,874	\$6,350	\$912,224
Net Assets, End of year	\$1,392,095	\$3,092	\$29,392	\$1,424,579	\$1,011,144	\$29,042	\$1,040,186

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Statements of Cash Flows

	Years Ended June 30,	
	2011	2010
CASH FLOWS PROVIDED BY (USED FOR):		
<u>OPERATING ACTIVITIES:</u>		
Increase in net assets	\$384,393	\$127,962
Adjustments to reconcile increase in net assets to net cash provided by operating activities:		
Depreciation and amortization	\$3,951	\$7,799
Unrealized gain on investments	(\$50,806)	(\$30,501)
Realized loss on investments	\$6,079	-
Changes in certain assets and liabilities:		
Accounts receivable	\$2,381	\$4,528
Prepaid expenses	\$2,670	(\$4,294)
Other assets	(\$1,319)	(\$1,369)
Accounts payable	\$4,129	\$136
Accrued expenses	(\$2,132)	\$2,834
Deferred revenue	(\$55,198)	\$135,491
Post-retirement benefits	(\$12,132)	(\$8,924)
Net Cash Provided by Operating Activities	\$282,016	\$233,662
<u>INVESTING ACTIVITIES:</u>		
Proceeds from sale of investments	\$69,223	-
Purchase of investments	(\$402,418)	(\$470,522)
Purchases of property and equipment	-	(\$4,399)
Net Cash Used for Investing Activities	(\$333,195)	(\$474,921)
<u>FINANCING ACTIVITIES:</u>		
Cash designated for long-term purposes	\$4,472	\$61,997
NET DECREASE IN CASH AND CASH EQUIVALENTS	(\$46,707)	(\$179,262)
<u>CASH AND CASH EQUIVALENTS:</u>		
Beginning of year	\$423,537	\$602,799
End of year	\$376,830	\$423,537

*A complete copy of the Association's audited financial statements,
including all notes, is available by contacting the NAES office.*



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2010-2011 Governing Board

The Most Rev. Katherine Jefferts Schori

Presiding Bishop and Primate
The Episcopal Church
New York, NY
Honorary Chair

The Rev. Roger A. Ferlo, Ph.D., D.D.*

Associate Dean and Director of the Institute for
Christian Formation and Leadership
Virginia Theological Seminary
Alexandria, VA
President

Doreen S. Oleson, Ed.D.

Head of School
Saint Mark's Episcopal School
Altadena, CA
Vice President

Ms. Karan A. Merry

Head of School
St. Paul's Episcopal School
Oakland, CA
Secretary

The Rev. Edmund K. Sherrill II

Head of School
CFS, The School at Church Farm
Exton, PA
Treasurer Pro-tempore

Laurie Bottiger, Ph.D.

Head of School
Esperanza Academy, School of Hope
Lawrence, MA

The Rt. Rev. Thomas E. Breidenthal D.Phil.

Bishop of Southern Ohio
The Episcopal Diocese of Southern Ohio
Cincinnati, OH

Mrs. Mary Ellen Christy

Headmistress
St. Chrysostom's Day School
Chicago, IL

Mr. Patrick M. Dickens*

Lafayette, LA

Mr. Kirk R. Duncan

Trustee
St. Laurence Education, Inc.
Atlanta, GA

Mrs. Catherine A. Ford

Headmaster
Holy Trinity Episcopal Academy
Melbourne, FL

James A. Freeman, Ph.D.*

Headmaster
TMI—The Episcopal School of Texas
San Antonio, TX

Monica M. Gillespie, Ph.D.

Head of School
St. Paul's School for Girls
Brooklandville, MD

The Rev. Daniel R. Heischman, D.Min.

Executive Director
National Association of Episcopal Schools
New York, NY
Ex officio

Mrs. Laurie B. Hogen

Head of School
Resurrection Episcopal Day School
New York, NY

Mr. Edward Kim

Head of School
Breck School
Minneapolis, MN

The Rev. Michael E. Spencer

Dean of Chapel and Religious Studies
St. Paul's School
Concord, NH

The Rev. Canon John H. Taylor

Vicar
St. John Chrysostom Episcopal Church
Rancho Santa Margarita, CA

Mrs. Connie R. Wootton

Executive Director
Southwestern Association of Episcopal Schools
Canyon, TX

**Concluded his service on June 30, 2011.*

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The Rev. Daniel R. Heischman, D.Min.

Executive Director
Muhlenberg Society, Planned Giving

Ann Mellow

Associate Director
*Resource & Publication Development,
Webinars, Consultations*

Linda A. Glad, CAE, CMP

Director of Operations
*Finances, Operations, Human Resources,
Outreach Fund Grants*

David J. Schnabel, CAE

Communications & Events Coordinator
*Conference Logistics, Communications, Marketing,
Resource & Publication Production, Webmaster,
Career Postings*

Sarah E. C. Paden*

Administrative Assistant
*Membership, Corporate Subscription, Database Records,
Annual Fund, Endowment Fund, Publication Orders*

**Departed NAES July 1, 2011*

About NAES

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 advances Episcopal education and strengthens Episcopal schools through essential services, resources, conferences, and networking opportunities on Episcopal school identity, leadership, and governance, and on the spiritual and professional development of school leaders.

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.

For more information visit www.episcopalschools.org.

National Association of Episcopal Schools
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New York, NY 10017
212.716.6134 • 800.334.7626, ext. 6134
info@episcopalschools.org

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.