



National Association
of Episcopal Schools
Excellence Through Association

2015-2016 ANNUAL REPORT



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Governing, Board President's Message



“Be Quick To Listen” was our association’s theme for the 2015-2016 academic year; how appropriate to the communication age in which we live! In this context, Episcopal schools are tasked with a great and meaningful mission, one that claims an important responsibility to be models of civility and sources of wisdom for our students—in short, to rise above the noise.

Episcopal schools share a special witness and service to impart God’s love to the students and families in our care. In so doing, we sow hope well beyond the years our students are with us. The National Association of Episcopal Schools (NAES) is blessed to bring together a community of thoughtful leaders, good listeners, who are committed to mutual support in our shared ministry. In this Annual Report you will find many examples of such leadership.

Some of these good people have faithfully agreed to serve on the NAES board: Ms. Meredyth Cole (Head of School, Episcopal School of Dallas, Dallas, TX), Canon Z. Vance Wilson (Headmaster, St. Albans School, Washington DC), and the Rt. Rev. Robert Wright (Bishop of Atlanta, The Episcopal Diocese of Atlanta, Atlanta, GA). Each of these colleagues are individuals of great faith and ability and we welcome their contributions offered on your behalf.

It has been a year filled with opportunities and we remain most grateful to all those who have helped advance the good work of the association through the Annual Fund and those who have helped the association get closer to its monetary goals in establishing three funds to support the lasting work of Heads, Chaplains and exemplary governance.

Although there will soon be another year with its own theme, my prayer is that our association remains ready to listen and respond to God’s continuous call to this delightful service!

A handwritten signature in black ink, appearing to read "E. Sherrill". The signature is fluid and cursive, written in a professional style.

The Rev. Edmund K. Sherrill II
Governing Board President

Executive Director's Message



At first glance, one might assume that compiling an annual report is an onerous task—something that needs to be done “for the record.” In fact, this document is vital to our commitment to accountability and transparency as well as a proud testimony to the important work of this association. It also serves as yet one more way of engaging in something that we can never do too much of - thanking people for their crucial support.

Last autumn, in my Episcopal Schools Celebration meditation, I wrote about Carl Rogers’ concept of “active listening” (resurrecting a name and phrase from the past, to be sure!), and I remarked with regret how listening, these days, is in such short supply. We may think, one year on, that our country has in fact slid even further away from the exhortation of James, “Let everyone be quick to listen, (while) slow to speak (and) slow to anger.”

Yet, as you will see in what follows, above the noise of politics and popular media there is actually a great amount of listening going on in Episcopal schools. Through NAES events, Network articles, the Commons blog, on social media, and in our phone conversations we hear our members articulating the hopes and fears of our world, all things they have gleaned from their work of careful listening. From their grounding in Episcopal identity they are crafting courageous responses to the manifold needs and cries of our times. Throughout the day, our teachers and administrators carry out the challenging but satisfying work aptly described by virtually any group of students in Episcopal schools when asked the question, “What do you most like about your school?” “Our teachers,” they will quickly respond, “they really care and they listen to us. They take us seriously.”

The greatest joy of our work at NAES comes in our sharing the privilege of working with these dedicated people, true professionals who know the importance of being quick to listen. We give thanks for the hard work you do in paying attention to numerous students, parents, and their extended communities. It is an art, a skill, a true sign of discipleship that cannot be taken for granted in our world today.

Warm regards,

A handwritten signature in black ink that reads "Daniel R. Heischman". The signature is fluid and cursive, with the first name being the most prominent.

The Rev. Daniel R. Heischman, D.D.
Executive Director

Mission & Purpose

Our Mission & Philosophy

The mission of NAES 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.

Promotes personal formation through moral, spiritual, intellectual, creative, physical and social development.

Recognizes, appreciates and supports the diversity within and among Episcopal schools.

Creates and nurtures an extended community of leaders in order to foster partnerships, unity, mutual support and professional growth.

Assists Episcopal schools in creating supportive communities through worship, learning, pastoral care and service.

Helps schools explore, discover and articulate their visions and ministries as Episcopal schools.

Mission & Purpose

What We Do

*Consonant with our mission and philosophy, we advance Episcopal education, strengthen Episcopal schools, and foster “**excellence through association**” by providing essential services, resources, conferences, and networking opportunities on:*

Leadership and Governance

matters pertaining to church-school relations and governance; leadership transition; school ministry recruitment, training, and deployment; and school establishment, expansion, and planning.

Episcopal School Identity

as expressed through school worship; religious studies and formation; service and service-learning; equity and justice; and school life and culture.

Spiritual and Professional Development

of heads of school, chaplains and teachers of religion, rectors, trustees and vestries, administrators, and teachers.

Be Quick to Listen:

Episcopal Schools Celebration 2015-2016

“Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change. In Fulfillment of his own purpose he gave us birth by the word of truth, so that we would become a kind of first fruits of his creatures. You must understand this, my beloved: let everyone be quick to listen, slow to speak, slow to anger; for your anger does not produce God’s righteousness... But be doers of the word, and not merely hearers who deceive themselves... [T]hose who look into the perfect law, the law of liberty, and persevere, being not hearers who forget but doers who act—they will be blessed in their doing.”

—James 1:17-25



From the message to Episcopal schools from Presiding Bishop Katharine Jefferts Schori:

"This year's Episcopal Schools Celebration theme is drawn from scripture passages that explore the interplay of listening and learning, listening and action, listening and understanding. How will we encourage and nurture young people to be "doers of the Word and not merely hearers?" How will we teach them to "be quick to listen, slow to speak, slow to anger" so that they may hear and learn from God and the others in their midst?"

Episcopal schools are populated by a rich variety of human beings, from increasingly diverse religious, cultural, and economic backgrounds. This intentional pluralism of most Episcopal schools is a hallmark of their participation in God's mission. Our schools are most effective when they do so in the graceful and inclusive manner that is the hallmark of the Anglican approach to education. I give thanks for each leader, teacher, administrator, volunteer, and staff member in Episcopal schools. "

2015-2016 Conferences, Meetings, and Webinars

NAES conferences, smaller meetings, and webinars strengthen Episcopal schools through professional development that is relevant to current trends and issues. A particular focus on the spiritual development of school leaders sets our gatherings apart just as networking and fellowship provide a distinct context for the important work that goes on at these events.

Conferences and meetings:

Jonathan T. Glass Institute for New Heads,
Orlando, FL

Episcopal Urban School Alliance Annual
Meeting, St. James School, Philadelphia

NAES Heads Retreat at Cathedral School for

Boys, San Francisco, CA

NAES Leaders for the Future Conference,
Nashville, TN

Chaplains Retreat 2016, Linthicum, MD

Webinars:

New Chaplains Introduction to Episcopal
Schools and NAES

Episcopal Identity 101

Considering a Capital Campaign? presented by
The Focus Group

Lower School Chapel: Ideas and Approaches

The Church School Relationship: Shared Spaces
and Expenses

Starting and Sustaining Planned Giving in Your
Episcopal School, presented by the Episcopal
Church Foundation

Leadership Skills: Interviewing 101, presented
by CalWest Educators Placement

Disruptive Service: Moving From Needs
to Assets, presented by Episcopal Relief
and Development

Early Childhood Education Program
Governance: Are Your Bylaws Working?

Marketing your school's Episcopal Identity

Disciplined Investing in a Changing World,
presented by the Murphy Wealth Management
Group, UBS

NAES Staff in the Community

By listening to our members, NAES stays on top of current trends and advocates effectively for Episcopal education. To stay relevant, NAES staff engages in ongoing education, collaboration with outside organizations, and meaningful conversation with our members in diverse contexts.

Service to the wider school and church world:

Dan Heischman continued as President of the Council for American Private Education (CAPE), is a member of the board for the Church Schools in the Diocese of Virginia, and holds an adjunct faculty position in the Doctor of Ministry in Educational Leadership program at Virginia Theological Seminary.

Ann Mellow is an active trustee on the boards of Brooklyn Heights Montessori School and Grace Church School in New York City, contributed the article “Shared Calendar = Less Conflict” to the Episcopal Church Foundation’s Vital Practices, participated in discussions among a network of ISAnet’s Professional Development Directors, presented at the New York State Association of Independent Schools’ (NYSAIS) Emerging Leaders Institute, spoke on “Religion and Spirituality: Opportunities and Obstacles to Inclusion” for the National Association of Independent Schools’ (NAIS) Equity Summit in Washington, DC, and delivered a keynote address on Episcopal identity for a Member Coffee of the Mid-Atlantic Episcopal Schools Association (MAESA).

Both Dan and Ann were requested to serve on school accreditation and evaluation teams.

Learning Highlights:

Dan Heischman received Media Training from the Freidman Foundation through his role with CAPE. Ann Mellow attended the Spirituality of the Child Conference at Columbia Teachers College and participated in gender inclusivity training for school administrators from the Ackerman Family Institute. Linda Burnett and David Schnabel attended the Annual Meeting of the American Society of Association Executives and Linda attended a conference of the Professional Convention Management Association.

Building our relationships:

NAES was well represented at the most recent General Convention of the Episcopal Church with Dan, Ann, David and Sarah Tielemans all present in Salt Lake City. Additionally, we are privileged to occupy office space in the Episcopal Church Center in New York City, where Dan regularly celebrates midday Eucharist. Dan and Ann were also on hand to connect with NAES members at the Southwestern Association of Episcopal Schools’ conference and the NAIS Annual Conference, as well as the NAIS People of Color Conference. Ann could be found at the Florida Council of Independent Schools Annual Convention, and Dan was available at the Southern Association of Independent Schools Conference. Dan preached at the MAESA annual student service in the National Cathedral in Washington, DC and continues to be in regular contact with seminaries throughout the country.

Website Snapshot – In 2015-2016, the NAES website experienced an 11% increase in the number of unique users of our website and a 34% increase in page views. That means more individuals are

accessing more of our online content! What single resource garnered the most attention? It was the library article “So What Does a Chaplain Do Anyway?”

Consulting: Some of the most important work of the association is the direct consultation we provide in response to our members' specific inquiries; whether by phone, email, or in person visits. Our staff—in particular Dan and Ann—spend hundreds of hours each year assisting schools translate best practices into their unique contexts. This year, the subjects that most dominated these conversations were Governance and Church-School Relations, bylaws, and leadership transitions. Other topics

included head and chaplain evaluation, resources for Episcopal identity, clergy compensation, as well as a number of various school management questions. We heard from five school exploration committees. We are grateful to our Annual Fund donors whose investment in NAES provides the resources necessary to keep consulting services accessible to the broadest scope of our membership.

This year on The Commons blog:

House: The Book That Changed My Life, Nick Stoneman, President, Shattuck-St. Mary's School, Faribault, MN

Why One Church Stopped Helping, Ann Mellow

Trusting in the Gifts of the Present, The Rev. Peter M. Carey, Chaplain, Berkeley Preparatory School, Tampa, FL

Flood Memory: When the Waters Rose, Cindy LaPorte, Head of School, All Saints' Episcopal Day School, Austin, TX

Blessings During a School Day, The Rev. Canon Norman S. Hull, Lower and Middle School Chaplain, Campbell Hall (Episcopal), North Hollywood, CA

Tag, You're It! Ann Mellow

Finding God in the World, The Rev. Peter M. Carey, Chaplain, Berkeley Preparatory School, Tampa, FL

The Why of Episcopal Schools, The Rev. David A. Madison, D.Min., Executive Director, the Southwestern Association of Episcopal Schools

For the Love of Chaplains, Ann Mellow

Sticking Around, Dan Heischman

Chapel and the Deepening of Family Bonds, The Rev. Canon Norman S. Hull, Lower and Middle School Chaplain, Campbell Hall (Episcopal), North Hollywood, CA

The Self-Driving Car, Ann Mellow

STEM Meets Service, Ann Mellow

Highlighted articles from this year's Network Newsletter:

Mixing Tears and Laughter, Dan Heischman

Bylaws: The Foundation of Effective Governance, Ann Mellow

Wilderness as Life-Changing Teacher, The Rev. Andrew K. Barnett, Bishop's Chair for Environmental Studies, Campbell Hall (Episcopal), North Hollywood, CA

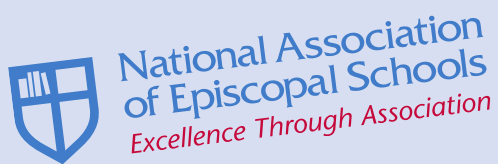
"Eyes to See": A Vision of Episcopal Schools, Ann Mellow

Fear and Hope in the Age of Anxiety: Moral Lessons for Schools, Ann Mellow

Transgender People in Episcopal Schools: An Invitation to Discernment, Dan Heischman

Re-Framing Education About Religious Beliefs and Practices: A New Toolkit for Teachers, Laurie Boone Hogen, retired head of school at All Saints' Episcopal Day School in Carmel, CA and Resurrection Episcopal Day School, NY, NY, former member of the NAES Governing Board, recipient of the NAES Ruth Jenkins Award

POGP For School Ministry in Episcopal Schools



Principles of Good Practice for School Ministry in Episcopal Schools

National Association of Episcopal Schools

Preface

The ministry of a school chaplain, in Episcopal schools, is both a time-honored one, as well as one that currently exists amidst a great deal of change. Given the increasingly fluid and complex religious landscape of our culture, chaplains now minister in a school community that is increasingly diverse: in most schools a variety of religions are represented as well as an increasing number of students, parents, and faculty who come to the school with no experience with any religious tradition. As the role of the school head changes—with increased pressure on the advancement and marketing fronts—the nature of the chaplain-head relationship is changing. As a result of denominational preferences and religious affiliations becoming more interchangeable, the relationship of the school chaplain to the Episcopal tradition of the school can seem increasingly complex.

Amidst these changes, an effective school chaplain can make an extraordinary difference in life of an Episcopal school. As pastor, priest, prophet, and teacher, the chaplain can

In February, NAES announced the release of its Principles of Good Practice for School Ministry in Episcopal Schools. The ministry of a school chaplain, in Episcopal schools, is both a time-honored one, as well as one that currently exists amidst a great deal of change. Given the increasingly fluid and complex religious landscape of our culture, chaplains now minister in a school community that is increasingly diverse: in most schools a variety of religions are represented as well as an increasing numbers of students, parents, and faculty who come to the school with no experience with any religious tradition.

Amidst these changes, an effective school chaplain can make an extraordinary difference in the life of an Episcopal school. As pastor, priest, prophet, and teacher, the chaplain can serve as a binding, spiritual force, standing at the crossroads of faith and reason, individual and community, tradition and change.

The POGP for School Ministry in Episcopal Schools highlights the potential for school chaplaincy and serves as a resource for schools to construct and evaluate the role of the chaplain as well as review their Episcopal identity.

NAES Grants

Thank you to our Annual Fund donors who make the Outreach Fund Grants program possible!

In 2015-2016, \$14,000 was awarded to provide access to the NAES Biennial Conference 2016 (to be held in New Orleans, LA) to schools that would otherwise not be able to participate.

Recipients of these grants included:

St. Peter's Community Arts Academy,
Geneva, NY

St. Paul's Episcopal School, New Orleans, LA

St. Michael's School, Tucson, AZ

St. Mary of the Angels, Orlando, FL

Saint James' Episcopal School, Warrenton, VA

St. James Academy, Monkton, MD

St. Gabriel Episcopal School, Portland, OR

Episcopal Day School of Christ Church Parish,
Pensacola, FL

Holy Nativity School, Honolulu, HI

Holy Trinity Episcopal School, Houston, TX

St. Anne's Episcopal School, Middletown, DE

San Jose Episcopal Church and Day School,
Jacksonville, FL

Grace Episcopal Day School, Kensington, MD

St. Martin's Episcopal Preschool, Charlotte, NC

Special thanks to the Shield-Ayres Foundation and the Good Samaritan Foundation for their support of the Haiti Partnership Program Grants! This program, with awards totaling \$12,500, enabled life changing opportunities for students, faculty, administrators and parents at five Episcopal schools in the US. Two grant awards supported professional development for Haitian teachers – one of which served multiple schools – thereby improving the quality of

education for hundreds of students. Two grant awards incorporated WaSH (Water, Hygiene, and Sanitation) initiatives and two incorporated support for feeding programs. Learn more about the impact through these visual reports: Videos from St. Stephen's & St. Agnes School, Alexandria, VA: <https://youtu.be/uUtYmi-kGQA> and St. Paul's Episcopal Day School, Kansas City, MO: <https://vimeo.com/162255824> and photos from St. John's Northwestern Military Academy, Delafield, WI: <http://bit.ly/1Si2AiI>

Recipients of these grants included:

St. Stephen's and St. Agnes School,
Alexandria, VA

Saint Mark's Episcopal School, Upland, CA

St. John's Northwestern Military Academy,
Delafield, WI

St. Paul's Episcopal Day School, Kansas City, MO

Holy Trinity Episcopal School, Fruitland Park, FL

Esperanza Academy, Lawrence, MA

A growing number of Episcopal schools are being established in historically under-served, low-income communities. Episcopal Urban School Alliance (EUSA) members fill a pressing educational need and make a significant difference on behalf of children and families in poverty.

Like other schools with a similar mission, most of the EUSA members use a tuition-free model that relies on donations, grants, and in-kind services to sustain the school financially. Others have adopted a sliding scale fee structure or meet the school's operating costs through a combination of low fees and charitable contributions.

NAES Grants *continued*

Visit these remarkable schools online to see videos and learn more about their ministry!

***Anna Julia Cooper Episcopal School,
Richmond, VA***

***The Bishop John T. Walker School
for Boys, Washington, DC***

The Church Farm School, Exton, PA

Epiphany School, Dorchester, MA

Esperanza Academy, Lawrence, MA

Imago Dei Middle School, Tucson, AZ

St. Andrew's School, Richmond, VA

St. Elizabeth's School, Denver, CO

St. James School, Philadelphia, PA

***The Neighborhood Academy,
Pittsburgh, PA***

Trinity Academy, Hartford, CT

NAES is grateful to the Good Samaritan Foundation for its loyal support of EUSA schools. Thanks to their generosity, in 2015-2016 we distributed \$20,000 in grants to Alliance members. These funds were for marketing for recruitment and advancement initiatives, with special consideration for the importance of their Episcopal identity in the governance and daily operations of their schools.

**Anna Julia Cooper Episcopal School,
Richmond, VA**

Creation of a communications plan and campaign.

**The Bishop John T. Walker School
for Boys, Washington, D.C.**

Creation of an admissions brochure and bus stop advertisement.

Esperanza Academy, Lawrence, MA -
Creation of a promotional video series.

Imago Dei Middle School, Tucson, AZ

- Creation of a 10th Anniversary video
(see <http://www.imagodeischool.org/media/>).

St. Andrew's School, Richmond, VA

To conduct a marketing study and develop a marketing plan.

St. Elizabeth's School, Denver, CO

For outreach including through videos, yard signs and website.

St. James School, Philadelphia, PA

Creation of Annual Report

We were uniquely proud in 2015-2016 to send a copy of Dan's Weekly Meditations: 2011-2014, the latest NAES publication, to every member. From a review in CAPEoutlook (Issue 417), under the title "Weekly Meds":

"Does your mind jump from thought to thought like a restless monkey jumping from limb to limb? Try Weekly Meditations: 2011-2014... Ideal for frenzied educators, the book provides short, dense, inspiring reflections that serve to slow things down and offer a fresh perspective on the noble work of education."

Members & Associate Members

A Child's Garden School, San Gabriel, CA
Advent Parish Day School, Tallahassee, FL
All Hallows Episcopal Nursery School, Wyncote, PA
All Saints' Academy, Winter Haven, FL
All Saints by-the-Sea Parish School, Santa Barbara, CA
All Saints Cathedral School, Charlotte Amalie, St. Thomas, VI
All Saints Episcopal Day School, Hoboken, NJ
All Saints' Episcopal Day School, Austin, TX
All Saints' Episcopal Day School, Carmel, CA
All Saints' Episcopal Day School, Phoenix, AZ
All Saints Episcopal School, Tyler, TX
All Saints Episcopal School, Beaumont, TX
All Saints' Episcopal School, Philadelphia, PA
All Saints' Episcopal School of Fort Worth, Fort Worth, TX
All Saints Preschool, Chevy Chase, MD
All Saints Preschool, Hilton Head, SC
All Saints' Preschool, Kapaa, HI
Anna Julia Cooper Episcopal School, Richmond, VA - Episcopal Urban School Alliance member
Arcadia Episcopal Preschool, Arcadia, CA
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
Bishop Noland Episcopal Day School, Lake Charles, LA
Bishop Seabury Academy, Lawrence, KS
Breck School, Minneapolis, MN
Bright Beginnings Episcopal Preschool, Jackson, WY
Brooks School, North Andover, MA
Calvary Episcopal Preparatory, Richmond, TX
Calvary Episcopal School, Bastrop, TX
Calvary Nursery School, Stonington, CT
Campbell Hall (Episcopal), North Hollywood, CA
Canterbury School, Greensboro, NC
Carillon Preschool, Portola Valley, CA
Casady School, Oklahoma City, OK
Cathedral School for Boys, San Francisco, CA
Chatham Hall, Chatham, VA
Children of Grace Preschool, Gainesville, GA
Christ and Holy Trinity Preschool, Westport, CT
Christ Church Day School, Easton, MD
Christ Church Day School, Coronado, CA
Christ Church Episcopal Preschool, Glen Allen, VA
Christ Church Episcopal Preschool, Wilmington, DE
Christ Church Episcopal Preschool, Lake Oswego, OR
Christ Church Episcopal School, Greenville, SC
Christ Church Nursery School, Short Hills, NJ
Christ Church School, Paradise Valley, AZ
Christ Episcopal Preschool, Ponte Vedra Beach, FL
Christ Episcopal School, Nacogdoches, TX
Christ School, Arden, NC
Christchurch School, Christchurch, VA
Christ's Church Nursery School, Rye, NY
Church of the Ascension and Holy Trinity Preschool, Pueblo, CO
Coast Episcopal School, Long Beach, MS

Members & Associate Members *continued*

Doane Academy, Burlington, NJ
Doane Stuart School, Rensselaer, NY
El Buen Pastor Episcopal School, San Pedro Sula, Cortés, Honduras
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
Epiphany Day School, New Iberia, LA
Epiphany Episcopal School, Villanueva, Cortés, Honduras
Epiphany Episcopal School, Danville, VA
Epiphany School, Dorchester, MA - Episcopal Urban School Alliance member
Episcopal Children's Services, Inc., Jacksonville, FL
Episcopal Collegiate School, Little Rock, AR
Episcopal Community School of New Orleans, Exploratory Committee, New Orleans, LA
Episcopal Day School, Southern Pines, NC
Episcopal Day School, Augusta, GA
Episcopal Day School of Christ Church Parish, Pensacola, FL
Episcopal Day School of Evergreen, Evergreen, CO
Episcopal High School, Alexandria, VA
Episcopal High School, Bellaire, TX
Episcopal School of Acadiana, Inc., Broussard, LA
Episcopal School of Baton Rouge, Baton Rouge, LA
Episcopal School of Jacksonville, Jacksonville, FL
Episcopal School of Nashville, Nashville, TN
Esperanza Academy, Lawrence, MA - Episcopal Urban School Alliance member
Good Shepherd Episcopal School, Richmond, VA
Good Shepherd Episcopal School, Dallas, TX
Good Shepherd Episcopal School, LLC, Tequesta, FL
Good Shepherd Preschool, Silver Spring, MD
Grace Children's Academy, Hinsdale, IL
Grace Church School, New York, 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 School, Georgetown, TX
Grace Episcopal School, Alexandria, VA
Grace Episcopal School, Monroe, LA
Grace Montessori School, Allentown, PA
Grace-St. Luke's Episcopal School, Memphis, TN
Groton School, Groton, MA
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 Cross Pre-School, North Plainfield, NJ
Holy Innocents' Episcopal School, Atlanta, GA
Holy Nativity Episcopal School, Panama City, FL
Holy Nativity School, Honolulu, HI
Holy Spirit Episcopal School, Tela, Atlantida, Honduras
Holy Trinity Day School, Auburn, AL
Holy Trinity Episcopal Academy, Melbourne, FL
Holy Trinity Episcopal Day School, Clemson, SC
Holy Trinity Episcopal Day School, Glenn Dale, MD
Holy Trinity Episcopal School, Houston, TX
Holy Trinity Episcopal School, Fruitland Park, FL
Holy Trinity Episcopal School, La Ceiba, Atlantida, Honduras
Holy Trinity Episcopal School, Inc., Gainesville, FL
Holy Trinity Preschool, Fayetteville, NC
Imago Dei Middle School, Tucson, AZ - Episcopal Urban School Alliance member
Iolani School, Honolulu, HI
Kent School, Kent, CT
Little School at Grace Church, Charleston, SC

Members & Associate Members *continued*

National Cathedral School, Washington, DC
Oak Hall Episcopal School, Ardmore, OK
Oregon Episcopal School, Portland, OR
Palisades Episcopal School, Charlotte, NC
Palmer Trinity School, Palmetto Bay, FL
Parish Day School of Eastern Shore Chapel, Virginia Beach, VA
Parish Episcopal School, Dallas, TX
Porter-Gaud School, Charleston, SC
Redeemer Montessori School, Irving, TX
Redemption Christian Preschool, Southampton, PA
Resurrection Children's Center, San Antonio, TX
Resurrection Episcopal Day School, New York, NY
Resurrection Episcopal Preschool, Sautee-Nacoochee, GA
Saint Andrew's Episcopal School, Saratoga, CA
Saint Andrew's School, Boca Raton, FL
Saint Anselm's Academy, Shoreham, NY
Saint Edward's School, Vero Beach, FL
Saint James' Episcopal School, Warrenton, VA
Saint James Planning Group, Lancaster, PA
Saint James School, Hagerstown, MD
Saint Joseph's Episcopal School, Inc., Boynton Beach, FL
Saint Luke's Parish School, Darien, CT
Saint Mark's Episcopal School, Upland, CA
Saint Mark's School, Altadena, CA
Saint Mary's School, Raleigh, NC
Saint Michael Episcopal School, Dallas, TX
Saint Stephen's Episcopal School, Bradenton, FL
Saint Thomas Choir School, New York, NY
San Jose Episcopal Day School, Jacksonville, FL
Seabury Hall, Makawao, HI
Shattuck-St. Mary's School, Faribault, MN
South Kent School, South Kent, CT
St. Aidan's School, Malibu, CA
St. Alban's Day School, Harlingen, TX
St. Albans School, Washington, DC
St. Ambrose/Sea Breeze School, Foster City, CA
St. Andrew's Episcopal Academy, Fort Pierce, FL
St. Andrew's Episcopal Preschool, Burke, VA
St. Andrew's Episcopal School, Newport News, VA
St. Andrew's Episcopal School, Austin, TX
St. Andrew's Episcopal School, Ridgeland, MS
St. Andrew's Episcopal School, Potomac, MD
St. Andrew's Episcopal School, New Orleans, LA
St. Andrew's Episcopal School, Houston, TX
St. Andrew's Preschool & Day Care Center, Nogales, AZ
St. Andrew's Preschool & Kindergarten, New Providence, NJ
St. Andrew's School, Middletown, DE
St. Andrew's School, Richmond, VA - Episcopal Urban School Alliance member
St. Andrew's-Sewanee School, Sewanee, TN
St. Anne's Day School, Atlanta, GA
St. Anne's Episcopal Day School, Salem, VA
St. Anne's Episcopal School, Middletown, DE
St. Anne's Episcopal School, Denver, CO
St. Anne's School of Annapolis, Annapolis, MD
St. Augustine's Episcopal School, Metairie, LA
St. Barnabas Episcopal School, DeLand, FL
St. Bartholomew Community Preschool, New York, NY
St. Benedict Montessori Pre-school, Apalachicola, FL
St. Benedict's Episcopal School, Smyrna, GA
St. Boniface Episcopal School, Comfort, TX
St. Catherine's School, Richmond, VA
St. Christopher School, Fort Worth, TX
St. Christopher's by-the-Sea Montessori School, Key Biscayne, FL
St. Christopher's Day School, Gladwyne, PA
St. Christopher's Episcopal PreSchool, Killeen, TX
St. Christopher's Preschool, Springfield, VA
St. Christopher's School, Richmond, VA
St. Chrysostom's Day School, Chicago, IL
St. Clement's School, Honolulu, HI
St. Columba's Nursery School, Washington, DC
St. David's Episcopal Day School, Wilmington, DE

Members & Associate Members *continued*

St. David's Episcopal School, San Antonio, TX
St. David's Episcopal School, Inc., Wellington, FL
St. David's School, Raleigh, NC
St. Edmund's Nursery School, San Marino, CA
St. Elizabeth's School, Denver, CO, - Episcopal Urban School Alliance member
St. Francis Creche, Great Falls, VA
St. Francis Day School, Greensboro, NC
St. Francis Episcopal Day School, Houston, TX
St. Francis Preschool, Novato, CA
St. Gabriel Episcopal School, Portland, OR,
St. George Episcopal School, San Antonio, TX
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Niches: An occasional communiqué to the friends of Episcopal schools

This year NAES re-imagined and re-launched its Niches messages, sharing personal messages of the meaning behind Episcopal schools.

- **Dan Heischman** on “Be Quick To Listen”, NAES Episcopal Schools Celebration theme for 2015-2016.
- **Jay Secor**, retired headmaster on founding independent schools, the ministry of Episcopal schools, and NAES as a backstop and constant friend.
- **The Rev. Todd R. FitzGerald**, Chaplain, St. Stephen’s Episcopal School, Austin, TX on relationships, school ministry as “a process”, and encouragement as a NAES resource.
- **Desi Goodwin**, student, St. Mark’s, Southborough class of 2016 on the impact of the Haiti Partnership Program on her life.

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Why I Give...

Thank you to NAES supporters who shared with us what motivates their generosity!

“During my 32 year tenure as head of St. Andrew's School in Austin, NAES gave me the wisdom, the guidance and support as I faced important decisions – some difficult. NAES also gave me lasting friendships which I will treasure forever.”

–*Lucy C. Nazro D.H.L.*

“Episcopal schools are the growing edge of God's hope for our world.”

–*The Rev. P. Roger Bowen*

“I know of no better places committed to faith and pluralism, creativity and critical conversation, tradition and innovation than Episcopal schools. Rooted in faith, hope, and love, I believe Episcopal education is sowing seeds that will transform the future and bear fruits of justice.”

–*The Rev. Timothy Seamans*

“...Episcopal schools touch, shape and transform young lives. Enough said!”

–*Margaret D. Moore*

“Episcopal schools take the spiritual and religious education of their students seriously. They are explicit in what they stand for from a spiritual and moral standpoint, and they are all-inclusive in their approach in laying out this message.”

–*David Gould*

“I support NAES and Episcopal schools because we build the character and values necessary for a stronger citizenry in the future.”

–*Christopher R. Tompkins*

“...that the good and godly work of teachers, administrators, and students would continue to shed the light of wisdom, joy, and love in a world that so desperately needs these things.”

–*The Rev. Lisa Barrowclough*

“Because of the great leadership at NAES!”

–*Malcolm Lester*

“Episcopal schools connect the head to the heart; instilling enthusiasm, responsibility, and strong moral character in our students, while equipping them to excel both academically and socially.”

–*Kerin Hughes, Palisades Episcopal School*

“I believe strongly in supporting Episcopal schools in thanksgiving for those who educated my four children; but also because, for many children, it may be the only exposure they have to the love of Christ in an educational setting.”

–*Father Ralph Howe, Jr.*

Planned Giving: The 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 of planned gift. The society is named for William Augustus Muhlenberg, who is widely regarded as the father of the Episcopal Church schools movement.

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THE NATIONAL ASSOCIATION OF EPISCOPAL SCHOOLS
STATEMENTS OF FINANCIAL POSITION

ASSETS	June 30,	
	2016	2015
CURRENT ASSETS:		
Cash and cash equivalents	\$ 757,746	\$ 580,057
Accounts receivable	21,386	7,693
Pledges receivable	65,163	217,402
Prepaid expenses and other current assets	24,560	9,312
Total Current Assets	<u>868,855</u>	<u>814,464</u>
PROPERTY AND EQUIPMENT, NET	<u>6,066</u>	<u>738</u>
OTHER ASSETS:		
Cash designated for long-term purposes	31,842	8,627
Pledges receivable, noncurrent, net	20,208	39,298
Investments in marketable securities	1,796,217	1,726,132
Investment in deferred-annuity contract	65,977	64,594
Other assets	63,776	46,400
Total Other Assets	<u>1,978,020</u>	<u>1,885,051</u>
	<u>\$ 2,852,941</u>	<u>\$ 2,700,253</u>
 LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts payable	\$ 27,843	\$ 30,189
Accrued expenses	24,043	29,773
Deferred revenue	305,796	205,515
Other liabilities	73,790	50,939
Total Current Liabilities	<u>431,472</u>	<u>316,416</u>
COMMITMENTS AND CONTINGENCIES		
NET ASSETS:		
Unrestricted assets	1,588,739	1,578,880
Temporarily restricted assets	530,426	519,493
Permanently restricted assets	302,304	285,464
Total Net Assets	<u>2,421,469</u>	<u>2,383,837</u>
	<u>\$ 2,852,941</u>	<u>\$ 2,700,253</u>

**THE NATIONAL ASSOCIATION OF EPISCOPAL SCHOOLS
STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS**

	Year Ended June 30, 2016			Year Ended June 30, 2015		
	Unrestricted	Temporarily	Permanently	Unrestricted	Temporarily	Permanently
		Restricted	Restricted		Restricted	Restricted
REVENUES, GAINS AND OTHER SUPPORT:						
Membership and subscriber dues	\$ 964,391	\$ -	\$ -	\$ 941,045	\$ -	\$ 941,045
Consulting, publications, honoraria	16,738	-	-	17,969	-	17,969
Contributions	133,575	9,631	16,840	363,458	296,361	762,666
Strachan fund	15,285	-	-	14,354	-	14,354
Donated building services	83,129	-	-	133,006	-	133,006
Conferences	20,475	-	-	1,710	-	1,710
Biennial conference	-	-	-	360,099	-	360,099
Investment income	59,341	11,145	-	46,163	3,371	49,534
Net realized/unrealized gain (loss)	16,576	(4,043)	-	(48,159)	(873)	(49,032)
Miscellaneous	17,083	-	-	11,105	-	11,105
Total Revenues	1,326,593	16,733	16,840	1,840,750	298,859	2,242,456
Net assets released from donor and grantor restrictions	5,800	(5,800)	-	-	-	-
Total Revenues, Gains and Other Support	1,332,393	10,933	16,840	1,840,750	298,859	2,242,456
EXPENSES:						
Program services	862,061	-	-	1,095,238	-	1,095,238
Communications and web site development	111,552	-	-	121,615	-	121,615
Advancement	258,016	-	-	365,030	-	365,030
General and administrative	90,905	-	-	103,205	-	103,205
Total Expenses	1,322,534	-	-	1,685,088	-	1,685,088
CHANGES IN NET ASSETS	9,859	10,933	16,840	155,662	298,859	557,368
Net Assets, Beginning of year	1,578,880	519,493	285,464	1,423,218	220,634	1,826,469
Net Assets, End of year	\$ 1,588,739	\$ 530,426	\$ 302,304	\$ 1,578,880	\$ 519,493	\$ 2,383,837

THE NATIONAL ASSOCIATION OF EPISCOPAL SCHOOLS
STATEMENTS OF CASH FLOWS

	Year Ended June 30,	
	2016	2015
CASH FLOWS PROVIDED BY (USED FOR):		
<u>OPERATING ACTIVITIES:</u>		
Changes in net assets	\$ 37,632	\$ 557,368
Adjustments to reconcile changes in net assets to net cash provided by operating activities:		
Depreciation and amortization	1,475	11,613
Realized/Unrealized (gain) loss on investments	(12,533)	49,032
Discount on pledges receivable	1,592	1,802
Changes in certain assets and liabilities:		
Accounts receivable	(13,693)	3,268
Pledges receivable	169,737	(132,202)
Prepaid expenses and other current assets	(15,248)	24,096
Investment in deferred-annuity contract	(1,383)	(1,264)
Other assets	(17,376)	(17,222)
Accounts payable	(2,346)	9,921
Accrued expenses	(5,730)	1,201
Deferred revenue	100,281	(128,264)
Other liabilities	22,851	17,562
Net Cash Provided by Operating Activities	<u>265,259</u>	<u>396,911</u>
<u>INVESTING ACTIVITIES:</u>		
Proceeds from sale of investments	13,783	1,423,815
Purchase of investments	(71,335)	(1,893,403)
Purchase of equipment	(6,803)	-
Net Cash Used for Investing Activities	<u>(64,355)</u>	<u>(469,588)</u>
<u>FINANCING ACTIVITIES:</u>		
Cash designated for long-term purposes	<u>(23,215)</u>	<u>42,048</u>
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	177,689	(30,629)
CASH AND CASH EQUIVALENTS:		
Beginning of year	<u>580,057</u>	<u>610,686</u>
End of year	<u>\$ 757,746</u>	<u>\$ 580,057</u>

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**National Association
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**815 Second Avenue, Third Floor,
New York, NY 10017**

Toll free: (800) 334-7626, ext. 6134

Direct dial: (212) 716-6134

Fax: (212) 286-9366

Email: info@episcopalschools.org

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