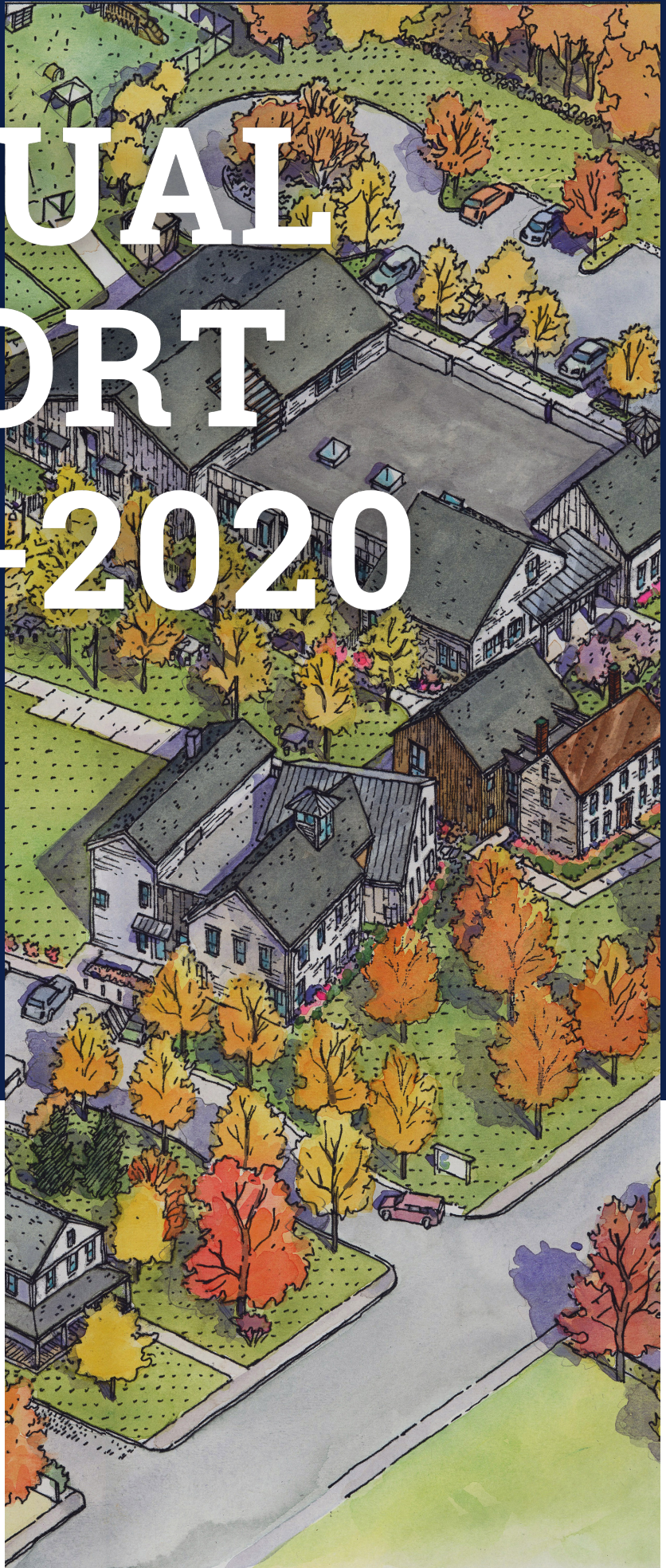


# ANNUAL REPORT 2019-2020



RIVERBEND  
SCHOOL





# OUR MISSION

Within a collaborative and respectful community, Riverbend School develops curious, self-confident, and independent lifelong learners by using Montessori principles to help each child flourish socially and thrive academically.

## DIVERSITY STATEMENT

Riverbend School believes in the importance of diversity, equity, inclusion, and social justice in our community. By embracing differences, valuing multiple perspectives, and developing a profound appreciation for our humanity, we hope to ensure that our campus spaces are safe and respectful for all children, families, and employees.

Riverbend School strives to:

- Create and sustain a diverse community of faculty, staff, students, and families
- Root our Montessori curriculum in developing the whole child, through practicing grace and courtesy, peace education, and multiculturalism
- Develop our awareness of implicit bias by rejecting stereotypes and prejudice
- Promote anti-bias educational practices
- Appreciate difference and interconnection
- Guide children to become global citizens who stand up for social justice



*This report acknowledges gifts received during Riverbend's fiscal year from July 1, 2019, to June 30, 2020. We have made every effort to correctly list our donors and volunteers. If your name was omitted or listed incorrectly, please accept our sincere apologies and contact Deb Hall, Director of Development at 508-655-7333 or [dhall@rvbs.org](mailto:dhall@rvbs.org).*



# From our Head of School

Dear Riverbend Community,

It would be bliss to block out the pandemic that has gripped our country. After all we have been living through this health crisis for close to a year. But it is not easy to ignore. We had to completely reinvent how to have school. For a school like Riverbend, because of the tenets of a Montessori education, it was not easy and frankly antithetical to our philosophy of education. Personally I was saddened on multiple levels at the onset of the pandemic, but disruption can lead us in unexpected directions. So I would rather focus on how we pushed through the pandemic and the potential for positive change and outcomes.



First and foremost our kids are in school. The overwhelming majority of our students were here in-person, every day. To see children in September, after being remote for six months, was an explosion of joy and exuberance-for them and their teachers. Despite the imposition of strict health protocols, there was an underlying deep appreciation for being able to see friends and continue learning.

And out of crisis bloomed a new campus. Yes, our building project that teetered on the edge of implosion on several occasions, became the phoenix rising from the ashes. In June we opened two new purpose built structures that have transformed our space. In the short term, these new spaces allowed us to implement mitigation protocols that before the construction would have been difficult at best. Generosity continued through the pandemic. We rallied to support our fundraising efforts, capital, annual fund, and the Ravens Relief Fund.

The word community was an anathema. We were podded up, masked up, and spending time looking at screens. But our community transcended these barriers. We were still able to pursue more modest community service projects, families were very generous in their support for one another (Ravens Relief Fund) , and our fantastic faculty and staff (adding donations to the Annual Fund to directly support the staff). And maybe most importantly the community worked hard to stay healthy. Parents took their roles seriously, the students made masks seem effortless-it's just what we do- and faculty played their parts to perfection. In short, we did our best to remain a caring, supportive and healthy community. But I am sure no one will miss the phrase "are you green today?"

So it is with my deepest gratitude and appreciation, to acknowledge the efforts of everyone in our community. We have persevered with tenacity and humor, a formidable combination. And it goes without saying that we are all eager to reclaim our school, and return Riverbend to being the vibrant Montessori community we know exists post-pandemic.

Best, Whitney

A handwritten signature in blue ink, appearing to be 'Whitney'.



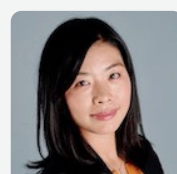
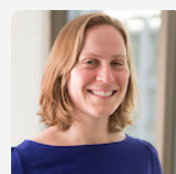
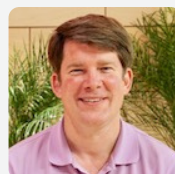
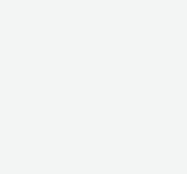
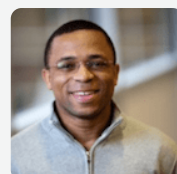
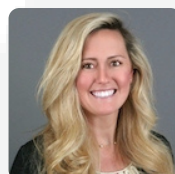
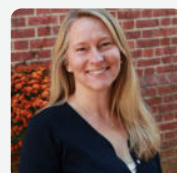
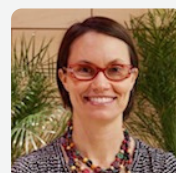
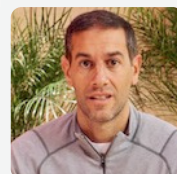
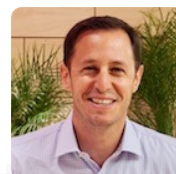
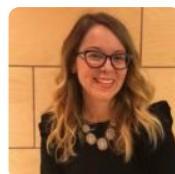
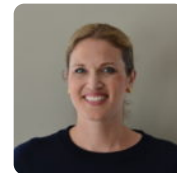
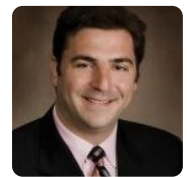
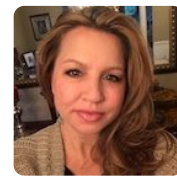
# 2019-2020 Board of Directors

The Riverbend Board of Directors, in partnership with Head of School, Whitney Slade, guide the overall direction of the school in accordance with both the mission and strategic plan. In addition, the Directors act as fiduciaries for the school and ensure the current and long-term fiscal health of Riverbend. Composed of current parents, alumni parents and community members, these exceptional volunteers represent an abundance of talent and provide significant financial support and guidance while dedicating countless hours in support of the school. We are deeply grateful for their passion and commitment for Riverbend.

## 2019-2020 Board of Directors

Shana Salzano, Chair  
Michael Tauer, Vice Chair  
Morgen Peck, Treasurer, Finance Committee Chair  
Caitlyn Siebenmorgen, Clerk  
Jessica Baur, Advancement Committee Co-Chair  
Dan Finn, Governance Committee Chair  
Chris Suraci, Plant Committee Chair  
Dave Young, Advancement Committee Co-Chair

Maram Abdel-Azim  
Sarah Adams  
Karin Riggs Barton  
Miguel Carmago  
Katie Fink  
Melissa Fletcher  
Emeka Iffih  
Elizabeth Milewski\*  
John Rowe  
Jane Ventrone  
Catherine Zhang



*\*Not pictured*



## From our Board Chair

It is hard to believe that just one year ago we were only beginning to learn about COVID-19 and the pandemic that would follow. In fact, we were just a few weeks into the new calendar year with no idea or precedent for what was about to unfold. As I look back though, it is hard to believe that only a year has passed. It has been extraordinary by any measure.

Who would have thought that circumstances would force us to convert to a fully remote environment? There was no detailed plan for anything like this. While we all faced an unprecedented set of circumstances and as more information about the virus became known, we continued to plan. This all combined to create a complex and fluid situation. But one thing never changed—the collective commitment that the Riverbend community has to each other and to nurture growth in a safe environment.

This community responded quickly and embraced the new norm. Within a couple of days, Riverbend was remote. And then, without hesitation, planning began to welcome the students back for fall 2020.

In September, students were welcomed back to the campus with a comprehensive set of “new-norm” protocols that established a safe learning environment. The planning for this started well before the end of the 2019-20 school year and continued right through the opening day. Let’s not forget that while all this planning was underway, we completed construction of, moved into, and planned to integrate the new school house and gymnasium buildings, two massive undertakings all completed within a matter of months.

Many schools today are still struggling with remote, or hybrid environments. From the beginning of this crisis, right through to the writing of this note, Riverbend has enjoyed continuity, in an environment that has emphasized learning and safety, all while the community has continued to evolve and strengthen. Riverbend has grown and is better for the experience we all shared together.







It is clear as we look forward to the new year that we have much to be grateful for. On behalf of the entire community, allow me to express gratitude:

- To Whitney and Grace for their leadership in guiding Riverbend through this past year.
- To the administration and faculty for the incredible resilience and commitment that has been on exhibit as each change was embraced, without complaint, but instead with one objective in mind—engaging the students in a safe environment.
- To the families, who have demonstrated their care for every other member in the community as new safety measures changed so much of what we took for granted.
- To the Board of Directors who gave substantial additional time this past year to offer ideas, advice, and counsel. This included calls that went late into the night and some weekends, all driven by a passionate commitment to ensure that students could learn and grow in a safe environment.
- And finally, to the student community. They have adapted and embraced the “new-normal” with a serious sense of responsibility while still keeping the smiles and laughs that inspire all of us.

We have so much to celebrate as Riverbend has evolved and grown through this crisis. In the end, it is the care and respect we have for each other that has allowed the community to endure through massive uncertainty, and come through stronger than we entered it.

Let’s hope that the worst is behind us. But if not, I am confident that the Riverbend community will find the path through it, and not just survive, but thrive.

It is a special honor for me to be able to share this note of gratitude on behalf of the Board, but also as a parent. I wish all of you peace, good health, and happiness in this new year and beyond.

Shana Salzano, Board Chair



# Thank you Volunteers!

At Riverbend, volunteers are the heart of our school. We are grateful to the many parents, alumni, grandparents and community members who give of their time and talent to make Riverbend an exceptional place for students and families. Volunteers serve as field trip chaperones, lunch helpers, event planners and staff, classroom readers and so much more. From contributions large and small every volunteer at Riverbend matters and is appreciated! While we extend our heartfelt thanks to all volunteers, we would like to give special thanks to the following:

## Room Parents

Sarah Hahn (Mulberry), Jennifer Schaeffer (Tupelo), Miji Petroff (Willow), Molly Carney, Miriam Waldheter (Oak), Sarah Kasper, Jeff Perrott (Elm), Alison Malm, Lindsey Galvao (Maple), Dena Patterson, Jin Chow (Birch), Tanya Milette (Ms. Sundstrom's LE), Katie Meyer (Mr. Cohen's LE), Jillian Conway (Mrs. Kim's LE), Denise Tarbox, Kara Kolomitz-Condlin (UE), Christina Papageorgiou, Laura Carney, MS

## Host Families

Sarah Adams, Monica Caldas, Molly Carney, Daria Cho, Lauren Foley, Jennifer Durham-Fowler, Lindsey Galvao, Shara Gollo, Sarah Hahn, Kate Hartman, Sarah Kasper, Elizabeth Korngold, Sarah Larson, Kimberly Leiva, Erin Macgowan, Elizabeth Milewski, Christina Papageorgiou, Shruti Panjini, Jeff Perrott, Ashley Quates, Irem Reel Sen, Miriam Waldheter, Catherine Zhang

## Room Parent Coordinators

Sarah Tauer and Kate Hartman

## Curricular Arts and Performances for Students (CAPS) Committee

Daria Cho, Sarah Tauer, Rena van Haren, Elisabet Levy, Jillian Conway

## Advancement Committee

Maram Abdel-Azim, Jessica Baur, Daria Cho, Jim Hartman, Elizabeth Milewski, Shana Salzano, Sarah Tauer, Dave Young

## Plant Committee

Maram Abdel-Azim, Sarah Adams, Miguel Camargo, Andrew Gallinaro, Emeka Iffih, Morgen Peck, John Rowe, Shana Salzano, Whitney Slade, Donna Volpe Strouse, Chris Suraci

## Tasty Tuesdays

Organizers: Elissa McGinty and Marie Laskowsky

Volunteers: Jessica Baur, Daria Cho, Elisabet Levy, Elizabeth Milewski, Neeti Mehta, Shana Salzano

## Extensions Committee

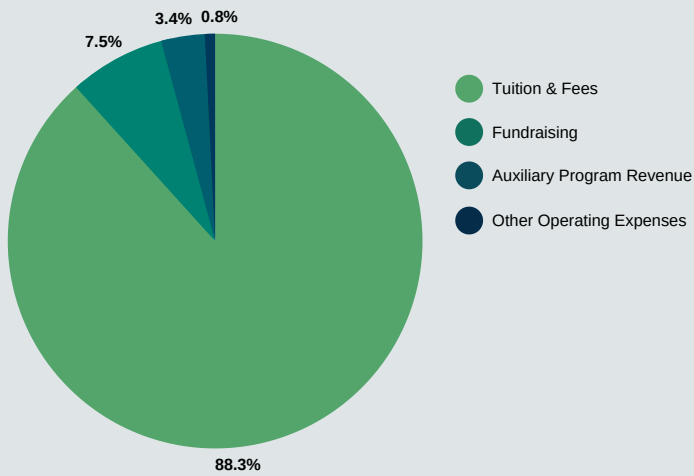
Coordinator: Christina Papageorgiou; Members: Sarah Adams, Cameron Anderson, Daria Cho, Tom DiCesare, Jeff Perrott, Julia Rowe, Julian Scherer, Vivian Scherer, Tashin Shamma, Sarah Watkins

## Community Service

Jim Hartman and Sarah Tauer

# Financial Overview

## FY21 REVENUE (PROJECTED)

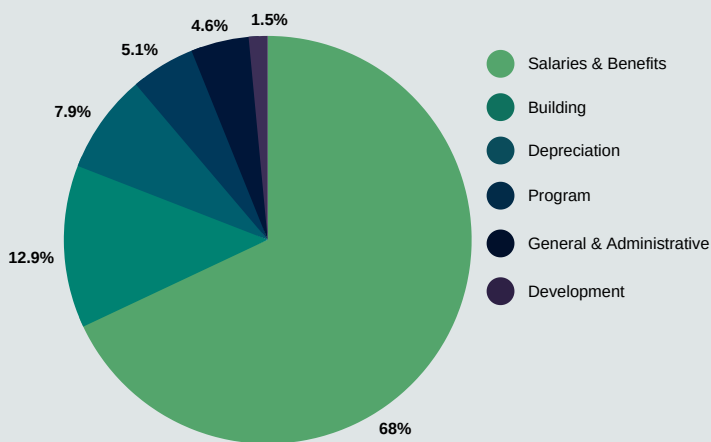


## OPERATING BUDGET CASH BASIS

	Actual		Projected
	FY2019 (audited)	FY2020 (audited)	FY2021
<b>REVENUE</b>			
Gross Tuition	4,494,320	4,799,110	4,626,315
Less Assistance	693,335	752,943	704,900
Net Tuition	<b>3,800,985</b>	<b>4,046,167</b>	<b>3,921,415</b>
Auxiliary Program Revenue	362,034	451,277	151,613
Other Operating Income	68,970	89,254	35,190
<b>Total Revenue</b>	<b>4,231,989</b>	<b>4,586,698</b>	<b>4,108,218</b>
<b>EXPENSES</b>			
Salaries & Benefits	3,148,563	3,367,716	3,122,908
Program	326,632	324,198	233,170
Building	486,116	476,395	593,783
General & Administrative	167,027	168,173	209,585
Development	84,209	55,119	70,000
Depreciation	238,993	218,428	363,067
<b>Total Expenses</b>	<b>4,451,540</b>	<b>4,610,029</b>	<b>4,592,513</b>
<b>NET REVENUE / DEFECIT</b>	(219,551)	(23,331)	(484,295)
<b>Enrollment</b>	187	201	190
<b>DONATION INCOME</b>			
Annual Fund	173,096	159,374	115,000
Gala	117,493	16,424	0
Misc. Fundraising	1,623	13,693	17,000
Restricted Donations*	211,306	406,263	200,000
<b>Total</b>	<b>503,519</b>	<b>595,754</b>	<b>332,000</b>
<b>NET REVENUE with DEVELOPMENT</b>	<b>283,968</b>	<b>572,423</b>	<b>(152,295)</b>

\*Restricted donations include capital campaign funds raised for our building project

## FY21 EXPENSES (PROJECTED)





# Campus Expansion

In October 2020, Riverbend commenced work on a building project that ultimately produced a new school house building with three purpose-built Lower Elementary classrooms and an art and design space, and a full size gymnasium. This project was an ambitious one necessitated by the ending of the lease of the beloved Brick Building, which had been part of our school's history since the 1980s.



The design and construction of these two buildings was a product of extensive planning by multiple committees made up of Board members and school administrators. Design, fundraising, and financing all had to be completed before a shovel could begin excavation. During October through December the site was excavated and prepped, drainage systems were installed and concrete pads/foundations had to be poured, all before cold winter weather descended upon us. By December, framing of the school house building had commenced, and the ultimate outline began to take shape. Simultaneously, the foundation of the gym was poured and the pad had to be precisely poured to ensure a level surface for what was to be our gym basketball court.

As the new year commenced, the steel was delivered for the gymnasium and the wood framing for the second floor of the school house building headed skywards. Once the walls were in place all MEP (mechanical, electrical, and plumbing) projects commenced, and the wood framing for the roof was in place. In February the steel skeleton for the gym was erected, and by March we could see what the eventual building would look like.

The spring months were occupied with all the internal construction, and further refinements until we could actually walk the space and begin to see how future occupants would utilize the rooms. Light fixtures, data drops, fire and safety elements, and testing of the HVAC systems all started to come together in late May to early June. The actual planning for a certificate of occupancy was quickly becoming a reality. The final inspections of the buildings, MEP, and fire safety all took place as planned, and on June 29 we were granted access to our two new beautiful spaces.

Much of the project took place during a pandemic, and was completed just short of nine months—from the first shovel in the ground to moving furniture into classrooms. While this was cause for some nervous moments, all aspects of construction proceeded as planned with no disruption. Our hope is that our entire community will see the school house and gym almost a year later as the pandemic begins to lose its grip.



*Middle School (left), October 2019*



*Middle School, Lower Elementary, gymnasium, July 2020*

# Gifts to Riverbend

Fundraising is an important source of income for our school to bridge the gap between the cost of tuition and the actual cost of educating our students. Riverbend relies on contributions from our community to both support the operating budget and allow us to fund special projects, and dollars raised impact every area of our school including teacher salaries and professional development, classroom supplies and materials, financial aid, field trips, enrichment programs and so much more.

A Alumni  
AP Alumni Parent  
FS Faculty/Staff  
G Grandparent  
🐦 Ravens Circle\*

\* 3+ consecutive years  
of Annual Fund giving

## RIVERBEND STARS (\$10,000+)

Jeffrey and Daria Cho 🐦  
Daniel and Dana Finn 🐦  
James Hartman and Karen Flathers AP 🐦  
Emeka and Allian Ifih AP 🐦  
Pauline Kalman Revocable Inter Vivos Trust;  
Brown & Knight  
Morgan Lackenbauer and Morgen Peck 🐦  
John and Marie Laskowsky 🐦  
Guillermo and Kimberly Leiva 🐦  
Michael and Sarah Tauer 🐦  
Jim and Shana Salzano 🐦  
Chris and Laura Suraci AP 🐦  
David Young and Michelle Mayer AP 🐦

## INVENTORS (\$5,000+)

Gerret and Jessica Baur 🐦  
Steven and Renee Finn G  
Jordan and Deborah Hall FS 🐦  
Stephen Krom and Hope Helmbrecht  
Jingyu Wang

## PIONEERS (\$2,500+)

Franklin and Bonnie Blackstone G  
Lauren and Chris Devaux 🐦  
Richard and Joan DiChiaro G  
Gavin and Annette Ford G  
Frederick and Katherine Hartman 🐦  
William and Christine Kendall 🐦  
Matthew and Elizabeth Milewski 🐦  
Demetrios and Christina Papageorgiou 🐦  
Andy and Melinda Rothstein 🐦  
John Rowe and Julia DiChiaro-Rowe 🐦  
Steve and Caitlyn Siebenmorgen 🐦  
John and Jennifer Schaeffer  
Michael and Claudina Stevenson 🐦  
Rui Tang and Liyun Zhang 🐦  
Wayne Vetrone and Denise Tarbox 🐦

## INNOVATORS (\$1,000+)

Karin Riggs Barton AP/FS 🐦  
Tom Bures and Liesl Sitton 🐦  
Luiz and Evelyn Camargo 🐦  
Andrew Clarkson and Laura Carney  
Changjian(Jimmy) Chow and Jin Zheng  
Kirk and Laurie Davis AP  
Christine Marc and Sascha Demmerle  
Allen and Lisa Downey 🐦  
Daniel Fink 🐦  
Phillip and Sarah Larson  
Scott and Sarah Lemke  
Brian and Dena Patterson 🐦  
Robert and Elizabeth Perrott G  
Mark and Amanda Price  
Tahsin Shamma and Maram Abdel-Azim 🐦  
Whitney Slade FS 🐦  
James Strouse and Donna Volpe Strouse AP/FS 🐦  
Grace Yannakakis and David Howland FS  
Zhen Wang and Yili Pan

## EXPLORERS (\$500+)

Monica Caldas and Jonathan Benton  
Katie Fink 🐦  
Melissa and Colin Fletcher  
Steve and Susannah Hann 🐦  
Vincent Lee and Lily Liang  
Aaron and Elisabet Levy 🐦  
Catherine and Pedro Lopez-Baldrich 🐦  
Paul and Oclo Mason AP 🐦  
Karl and Elin Proppe G 🐦  
Pasquale and Consiglia Puleo FS G 🐦  
Eran Segal and Pnina Feldman  
Lynn and Robert Shevory FS 🐦  
Gordon and Patti Spence G  
Le Sun and Yihong Xiao 🐦  
Fer Vazquez and Maggie Fang



# Gifts to Riverbend

*The following includes donations to all Riverbend fundraising campaigns and also in-kind gifts.*

## FRIENDS (\$100+)

Anonymous G  
Craig and Sarah Adams 🐦  
Gary and Henriette Arenson G  
Shannon and George Blair  
Larry and Diana Bolick AP  
Fadia Brangwynne FS 🐦  
Somwang Buramongkol and Rangsiya Maneekan  
Edward and Molly Carney 🐦  
Lene Castro FS 🐦  
Eric and Eunice Chapon  
Ruth and Alan Conway G  
June Downey G  
Doug and Shannon Drenik 🐦  
Rick Felty and Dorie Cameron AP 🐦  
Charles and Shannon Field  
Alice Fisher G  
Michael and Suzanne Fisher AP 🐦  
Daniel and Lauren Foley  
Frank and Terry Foster G  
Ricardo and Lindsey Galvao 🐦  
Eugenia and Alexander Garbolevsky  
Janet and John Gelcich FS 🐦  
Simeon and Nikki Greene 🐦  
Robert and Jennifer Henley 🐦  
Melissa and Bohdar Herman  
Michele Howell FS 🐦  
Jim and Candace Kasser G  
Woosung Kim and Soomyung Cho 🐦  
Michael and Deborah Kris  
Suruchi Lal FS 🐦  
Shawn and Francis Laughlin  
Matthew and Patricia Lurvey  
Kathy and Jay Mace G  
Alison Malm  
Greg and Tanya Milette 🐦  
Jim Merullo and Amy Harris AP 🐦  
Geoff Moorhead and Cristina Almansa  
Robert Murray and Holly Malin-Murray  
Paul and Trudy Newman 🐦  
Kevin and Ildiko Nielsen AP  
Daniel and Jennifer Nissi 🐦  
Timothy Orcutt and Jayne Byrne  
Carol Osler and Peter Tordo AP  
Lester and Kathleen Patterson G  
Michael Radin and Debra Daniels AP  
Kirsten Renee Root 🐦  
Saghi and Ashkan Saadi  
Julian and Vivian Scherer 🐦  
Rutvij Sharma and Meghna Trivedi  
Jane Ventrone  
Chandresh and Mausami Vora  
Dave Wilkins FS 🐦  
Stephen and Jennie Wilkinson  
Andrea M Winterer  
Wen Xue and Xingyue He



*Class of 2019*













# Gifts to Riverbend

## DONORS (Up to \$100)

Bill and Emily Alex  
Anonymous *A*  
Anonymous  
Marwan and Lily Awad  
Thomas Barone *FS*  
Kathleen Battaglia *FS*   
Sarah Bourque *FS*  
Jonathan and Sarah Bracken *FS*  
Natalie Catlett *FS*  
Laura Torredeflot Codina *FS*  
Alan Cohen *FS*   
Tim Dalia *FS*   
James and Kathleen Donohue  
Jennifer Durham-Fowler and Jeb Fowler  
Melissa Ennulat *FS*  
Lauren Faberman *A*  
Giovanna Foley *G*  
Janey Fryer *FS*   
Ahmed Gayed and Dina Sorour *AP*   
Cidalia and Mario Galvao *G*  
Neal Glick and Lisa Hack   
Sergio and Susan Gomez  
Dawn Gunn-Brown *FS*   
Adam Gusman and Elizabeth Lapon *FS*   
Daniel and Sarah Hahn  
Megan Hall  
Chuan He and Lingling Gan  
Amy Hille *FS*   
Patrick and Susan Hurley  
Evan S. Jacob *FS* 

## CORPORATE DONORS & MATCHING GIFT COMPANIES

Adage Capital Management  
Amazon Smile  
Citizens Bank  
Ipsen  
Microsoft  
New York Life  
Papageorgiou Dental Associates  
R.C. May & Associates, Inc.  
Stop and Shop A+ Rewards  
TripAdvisor  
Wellesley Bank Charitable Foundation

Sarah Kasper and David Hoffmann   
Albert Kim *A*  
Alexander A. Klinoff *FS*   
Charles Kreiman and Heather Vinci *FS*   
Danielle and Christine Leary-Jakes *FS*   
Catherine McClary *FS*   
James and Lindsey McElligott  
Adriana and Tom McLaughlin *FS*   
Christian McPherson *FS*   
Shamit and Neeti Mehta   
Seth Meicht and Cameron Anderson *FS*   
Shawnnee Lane Miranda *FS*   
Julie Miranda-Ahern and Bill Ahern *FS*   
Jay Pauley and Linda Lu Pauley  
Herica Paixao *FS*  
Sarah Peña *FS*  
Sara Reagan *FS*   
Dianne Reid *FS*   
Ana Maria Restrepo and Dana Selawsky *FS*   
Jami Riley *FS*   
Mark and Leah Robinson   
Apurva Rupwate and Radhika Treon  
Zhuohua (Dennis) Shen and Chuan (Charlotte) Ding  
Lisa Slotnick *FS*  
Cameron Strouse *A*  
Evan Strouse *A*  
Sarah Sundstrom *FS*   
Nathan Suraci *A*  
Kerry Tubbs and Bindy Fleischman  
Alexandra Troli *FS*  
Miriam and Evan Waldheter  
Mark Warren and Irawaty Liputra   
Olivia Whitman *FS*

## TRIBUTE DONATIONS

From Maram Abdel-Azim and Tahsin Shamma  
in Honor of the First Day of Ramadan  
From Larry and Diana Bolick  
in Honor of Margaret Ann Bolick  
From Alice Fisher in Honor of Kim Fisher  
From Giovanna Foley in Honor of Henry Foley  
From Carol Osler and Peter Tordo  
in Honor of John Garrett Tordo  
From Robert Perrott  
in Honor of Coco, Lili & Cici Perrott  
From Karl and Elin Proppe  
in Honor of Karolina and Mattias Levy  
From Kirsten Root  
in Honor of Alan Cohen and Anna Harea



## Annual Fund

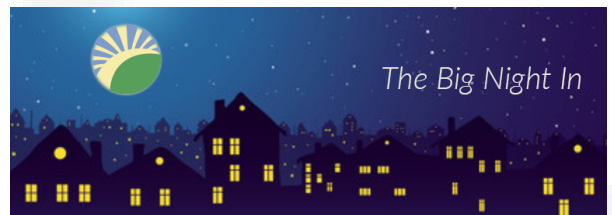
Last year's Annual Fund theme was "We're All In." We are exceedingly grateful for the generous support from our community, and especially proud of our Faculty and Staff and Board of Directors for showing that they are "All In" for Riverbend by reaching 100% participation in the Annual Fund. We would like to extend a special thanks to our donors who are part of the Raven's Circle and have supported our Annual Fund for three or more consecutive years.



## Auction

The week of April 3rd, 2020, Riverbend hosted our first ever online only auction, "The Big Night In!" 10% of all proceeds were donated to our community service partner, the Natick Service Council.

We'd like to thank all of the community members who donated items and participated in the virtual event.



## Capital Campaign

Thanks to the generous support of lead donors, Riverbend was able to complete our Phase 2B building project in time for the start of the 20-21 school year. We are grateful for these amazing community members for helping us continue to fulfill our vision for a purpose-built, unified campus.



## Additional Giving

We would also like to thank all donors to our restricted giving programs, such as Classroom Wish Lists and the Ravens Relief Fund for financial aid.

