

Friends Seminary
Annual Report To New York Quarterly Meeting
Academic Year 2015-2016
Tenth Month 2016

INTRODUCTION

Friends Seminary is pleased to offer our annual report to New York Quarterly Meeting. As a separately incorporated Quaker school, we are guided now and into the future by the *Essential Principles, Practices and Procedures* approved last December 2015; and, we are in a living, evolving, caring relationship with members of the Quarter.

The School will remain deeply rooted in and guided by the faith and practices of the Religious Society of Friends as a Quaker institution. We embrace the relationship with the Quarter and are ready to begin anew with consciously vibrant, knowledgeable and spiritual communications. We anticipate sharing responsibility for this relationship with the emerging Care Relationship Committee as yet to be appointed.

We are mindful of the responsibility to sustain this School we love. The strength of Friends Seminary lies in the personal, the formative, and the excellent academic experience for over 750 young people each year. Out of the turbulence and the hope of today's world, parents seek out this School; they entrust their children to over 170 of our faculty and staff who nurture young people, encourage their abilities and commitment to learning, their quest for understanding and confidence, and their pursuit of excellence and passion.

We pay careful attention to external pressures facing independent schools - the trends in the economic outlook for future families, the cost and affordability of an independent school education, and the demographics of future generations. So too, we look to you to understand the realities facing Quaker meetings.

This annual report is but one commitment to the Quarter. Beyond this report, the life and breadth of the School is available to you throughout the year. Please take seriously our invitations to enjoy the classroom experience, to talk with faculty, to attend the art and music and dance performances, to understand the service activities, to engage in reflective discussions, and to share with us our Meetings for Worship.

LIVING into OUR MISSION and FRIENDS TESTIMONIES AND PRACTICES¹

For our community, the defining nature of the Friends Seminary experience is the Quaker essence of the School, the essence we share with Brooklyn Friends and Mary MacDowell and Quaker schools throughout the country. We integrate silence, study, and service: we practice equality, integrity, peace, and preservation of the natural world. Our Mission and our *Faith and Practice* guide our meetings for worship and appreciation for deep reflection; the manner in which we educate and administer; the way we treat one another; the disciplines by which we govern ourselves; and the service we practice.

¹ Essential Principles, Practices and Procedures

The students reflect deeply upon their experiences within the 15th Street Meetinghouse during their June graduation ceremony. The Meetinghouse is the single most important space in which young people under our care come of age, worship together in weekly Meetings for Worship, assemble to discuss major world topics, gather for Peace Week presentations, play their instruments and sing their songs, and return as alumni.

Joint activities with the Quarter and 15th Street Meeting ...

Inaugural Quaker Seminar - The Care Committee, and the School's Faith and Practice Committees played an integral role with Friends Seminary's Center for Peace, Equity and Justice to organize the *Quaker Seminar* with the purpose of furthering our communities' understanding and connection to Quaker activism. George Lakey, long-time Quaker non-violent activist and respected academic, led the discussion entitled *Bringing the Quaker Legacy of Action to the Climate Crisis*.

Care Committee (established 2008) – In addition to its contribution to the Quaker Seminar, members of the Care Committee worked with the School's Lower School Head, John Evans, to bring Emily Provance, Bobby Gonzalez, and Marian Baker to speak engagingly to students in the Lower School assemblies.

S.P.I.C.E.S. Art Exhibit - NYQM artists joined Friends Seminary students in presenting an art exhibit on Quaker values. With each individual contributing their own artistic vision, student and adult artists explored their interpretations of simplicity, peace, integrity, community, equality, and stewardship,

Rummage Collection for 15th Street Meeting - The School community collected "rummage" for the Meeting's 2016 Rummage Sale.

Meals for Guests of the Friends Shelter - Friends Seminary's food services provided hot meals for shelter guests each evening during the week when the School was in session. Faculty, staff and parents volunteered for weekend and holiday food provision and as overnight hosts. The Upper School's students interacted with shelter guests, and student jazz musicians performed at the annual MLK benefit concert.

Faith and Practice Committees realize the EPPPs, diversity and inclusion...

The Board's Faith and Practice Committee welcomed new members and met monthly, clerked by Carol Warner. Members who had worked extensively on the *Essential Principles, Practices and Procedures* initiated discussion of the implications of the EPPP's and ways to support the Governing Board. They looked at comparative racial diversity trends in independent schools (national, city, state and Quaker), and initiated a status report and series of queries for our Board, with an emphasis on the entry points for school admissions, financial aid, recruitment and retention of faculty, and quality of inclusion. For the second year in a row, members attended the Dalton Diversity "From Diversity to Community Conference."

Embrace of Quakerism in on-going ways...

- The Faculty's Faith and Practice Committee examined practices of silence in Lower School Meetings for Worship.

- The Center’s staff facilitated the Quaker Education workshop for new faculty during the annual August orientation.
- All new teachers participate in a Quakerism workshop at Pendle Hill within their first two years at the school.
- Friends Seminary remained an active member of Friends Council on Education and its Service Learning and Diversity and Inclusion Networks.
- Both the 9th and 12th grades enjoyed Powell House for their annual retreats.

The Center for Peace, Equity and Justice...

The Center for Peace, Equity and Justice serves as the heart of our testimony-based work. The Center and its staff embrace Quaker testimonies and practices as the unifying framework for the school-wide programs of diversity and inclusion, service learning, and global education. These programs expand awareness of social problems, develop appreciation for differences, and assure responsible citizenship for *all* members for the School community – students, parents, faculty and administrative staff alike. We highlight the following...

Diversity & Inclusion

We developed new initiatives across all three School divisions to deepen appreciation of differences and to support students to understand their own identities and their place in the world.

For the students, we facilitated difficult conversations on privilege, power, and identity through grade-level assemblies, workshops, trips and conferences. The Lower School united under the theme of “identity;” Middle Schoolers discussed “stereotypes” and “upstander activism”; and Upper Schoolers explored street harassment, antiracist practice, and LGBTQ+ rights. Students participated in “Young Men of Color,” “Young Women Strength,” and “Redefining Power” conferences as well as the NAIS Student Diversity Leadership Conference.

The Parent Association’s Diversity Committee hosted discussions for parents invested in our heterogeneous and multicultural community. Parents, and faculty and staff, held courageous conversations on race, gender, sexuality, and class informed by the work of Derald Wing Sue, Ta-Nehisi Coates, Janet Mock, and Roger Cohen. They engaged one another on the intricacies of identity, the dynamics of exclusion, ethnic bias, cultural discrimination, religious bigotry, and the human search for belonging.

In preparation for discussions on diversity and micro-aggressions, faculty, staff and School Committee members were encouraged to read *Case Studies on Diversity and Social Justice Education* by Paul C. Gorski and Seema G. Pothini, *Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do*, by Claude M. Steele, and *Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues On Race*, by Derald Wing Sue.

Service Learning

Service Learning is integrated into the class curricular experience and after-school service programs. The School sustains relationships with over 40 nonprofits throughout the year and the Upper School students (over 250 students) connect with at least one non-for-profit during the school year.

Friends Seminary served as an organizing school for the New York State Association of Independent Schools' Service Learning Network. The School played host in the spring of 2016 to over 20 schools. We collaborated with the Center for Spiritual and Ethical Education to create this professional development opportunity.

Public Purpose Partnerships

Friends Seminary, like other independent schools, commits institutional support to organizations making a positive difference in the public domain through their educational mission. Our administration, parents, and alumni offer space, teaching and governing skills; our students offer high numbers of volunteers.

On-going partnerships are:

- The GO Project, which helps shape the futures of low-income NYC public school children starting in the early elementary years.
- The Oliver Scholars Program, which works with Black and Latino students and uses a Friends' course in math and sciences.

This year we launched a new partnership with Reading Partners and PS 188, the Island School on Houston Street, Manhattan, a one-on-one Literacy Mentoring Program.

Sustainability and the Environment

The School is part of an organic waste recovery program in the Lower East Side, which redirects the school's cafeteria waste away from landfills through a partnership with The [Lower East Side Ecology Center](#) and [Common Ground Compost](#). Students help oversee that organic waste is turned into compost to support neighborhood community gardens. Additionally, Friends remains an active member of the [Green Schools Alliance](#) and participates in the implementation of interschool sustainability initiatives.

Friends Seminary served as an organizing school for the annual "Sustainability In School Communities Through Student Voices" Conference with partner schools and anchored by Anjali Appadurai and Kehkashan Basu, two women who have devoted their lives to issues of environmental justice and sustainability.

Family Service Initiatives

Friends Seminary families participated in service events throughout the year. The number of opportunities grows due to requests from our parents. After each experience, families return home with queries from the School's *Faith and Practice* to support family reflections.

- *9/11 Day of Service and Remembrance*. Sixty freshmen and parents traveled to Governor's Island to work with nonprofit partner Earth Matter at their urban farm and composting learning center.
- "It's My Park Day." At the October 17th event Friends Seminary volunteers helped maintain Stuyvesant Park's beauty with NYC Parks Department, The Stuyvesant Square Parks Association, and Stuyvesant Park Neighborhood Alliance.
- *God's Love We Deliver* received over 800 decorated bags to carry holiday meals to homebound individuals.
- *Food for Friends* - At this winter after-school event we packaged over 600 meals for City Harvest.
- *NYC Literacy Collection & Distribution* - The School serves as a book collection site for *Project Cicero*, a non-profit organization, which enhances classroom and school libraries

for under-resourced NYC public schools. Students and parents collected over 4,000 books and volunteered to sort and redistribute these books with other schools.

Upper School students logged over 4,000 volunteer hours with non-profits and community organizations across the city. Reflections on their service experiences are shared through a community blog, *Friends S.H.OUT*. Queries are used as prompts for these student reflections.

ACADEMIC YEAR HIGHLIGHTS

We perpetually develop curriculum to expand upon existing academic programs. There are real challenges awaiting this generation of students who will require subject-matter knowledge, and skills to tackle problems and opportunities as yet unknown. They will need creative problem solving, persistence, and teamwork skills, in addition to an elevated understanding of math, science, computer programming, and design skills.

Global Education for our students involves classroom study, and trips designed for cultural exploration, language study, historical research, and political investigation. The School offered two spring trips, one to South Africa and the other to France.

We launched our *Faculty Global Competencies Certificate Program*. Fourteen faculty completed a year-long, cross-cultural course culminating in an experience with educators in Bogota, Colombia. We were invited to introduce Quaker education pedagogy at an educators' conference as part of Colombia's mandate to incorporate peace education into its schools.

On-Line Learning – We explored the value of on-line learning and co-sponsored the first “On-Line and Blended Learning Symposium for Quaker Educators” in the New York metro area at Friends Academy. We joined the Hybrid Learning Consortium in preparation for offering next year on-line electives with 26 schools throughout this country and the world.

New Service Learning Curriculum - goLEAD is in its second year of development for the Middle School. Social justice and environmental themes are framed within the context of Quaker testimonies and practices. Issue-based topics include:

- access to clean, safe water
- impact of human waste on the environment
- conservation and preservation of natural resources and habitats
- human rights with a focus on child labor and trafficking
- gender-equality in education
- racial tensions and the voices of the underrepresented or misrepresented
- xenophobia
- refugee and humanitarian relief

goLEAD courses contain a student-based action project. For example: 5th graders oversee an organic waste project which redirects school's cafeteria waste from landfills to local community gardens' compost.

Adjustments to the New Schedule – We successfully piloted a new schedule to support allow immersive learning through longer class periods. There was review from all constituencies leading to adjustments for the following year.

Poet in Residence– We inaugurated the annual *Poet-in-Residence Program* beginning with Rachel Zucker, a parent and native New Yorker.

Current Events –

The Supreme Court - "The Fight to Fill Justice Scalia's Seat: Who's Right (and Left), and What's at Stake." Proponents of each side of the debate - NYU Professor and parent, Barry Friedman, and law student, Sophia Suarez- led the discussion.

Anti-Semitism, xenophobia, and Islamophobia - "Whose Religious Freedom?" Dr. Khyati Y. Joshi, Professor of Education at Fairleigh Dickinson University and nationally regarded scholar of race, religion, and social justice, explored religious discrimination and the need to democratize religious freedom.

US/China Relations - David Denoon, Quaker and NYU Professor of Politics and Economics and Director of the NYU Center on U.S.-China Relations, offered reflections.

Interdisciplinary learning – Continued emphasis on interdisciplinary learning leads to innovative collaboration. Examples...

- Using the resources of the History Department and Library, Grade 8 students studied and exhibited their project on *The Greensboro Sit-In Movement*. (March 7, 2016)
- Collaboration between the Science Department and the Center for Peace, Equity and Justice brought parents, staff and faculty from all divisions to join with 10th Grade Chemistry students for an interactive lab and presentation about water contamination in Flint, Michigan. This project extended into continued service and advocacy.

CAMPUS REDEVELOPMENT PROJECT - "Reimagining" Space

Based upon years of planning, we launched Phase 1 of our Campus Redevelopment Project immediately upon the end the students' departure. Over the summer, construction crews lifted one hundred and forty one tons of steel atop the 1964 Building (Hunter Hall) to form two new floors and a new play roof. The Project was on time (!) making possible the planned return of our students, faculty and staff to go about learning and growing together.

Throughout the new academic year, the work of finishing these new floors continues. In September 2017 we will begin our 232nd academic year occupying these new spaces while Phase 2 gets underway with the renovation of the three historic townhouses. Our website shares how children in each grade will be affected.

<http://www.friendsseminary.org/Page/Admissions/Lets-Grow-Together>

Attachments:

Facets of the School

Board of Trustees and Committee Members

Balance Sheet and Statement of Activities for FY 2015-2016

Respectfully Submitted,
Matthew Annenberg and Elizabeth Enloe, Co-Clerks,
Friends Seminary Board of Trustees

Facets of the School – 2015-2016

Meetings for Worship

Lower School - every Wednesday from 8:40-9:00 am.

Middle School - 12-14 times a month; Cycle Days 1,2,3,5,6 from 9:20-9:35 am

Upper School - 6-7 times a month; Cycle Days 3 and 6 from 1:15-1:55 pm

Tuition and Budget	2015-2016	2014-2015:	2013-2014
Total Tuition:	\$39,800	\$38,300	\$37,000
Percentage increase from prior year:	3.9%	3.5%	4.4%
Total Operating Budget:	\$37,346,000	\$35,803,000	\$34,070,000

The School’s Finance Committee and Board weigh carefully and painstakingly each year the total amount and the percentage increase we ask of our families. Tuition is the main source of revenue for faculty and staff salaries, curriculum and program, and facilities expenses.

Finances: The School’s finances remain healthy, including positive responses to the capital campaign. Please see attached *Balance Sheet* and *Statement of Activities*.

Enrollment:	2015-'16	14-'15	'13-'14	'12-'13	'11-12	'10-'11
Total Enrollment:	768	760	756	760	733	699
Students of Color:	32%	33%	32.2%	31.4%	30.4%	29.4%
<small>(07/08 was 27%)</small>						
Quaker Students:	17 (2%)	17 (2%)	18 (2%)	16 (2%)	13 (2%)	11 (2%)

Financial Aid:	2015-'16	14-'15	'13-'14	'12-'13	'11-'12	'10-'11
Budget:	\$4.8m	\$4.6m	\$4.4m	\$4.0m	\$3.7m	\$3.7
% receiving	22%	22%	22%	24%	24%	26%
Average tuition aid:	\$28,490					

A total of 16% of gross tuition is secured for financial aid each year. Financial aid meets the needs for both tuition and ancillary aid (admission application, testing fees, transportation, remediation, books, iPads, instruments, athletic equipment), as well as for after school program trips, tutoring, and summer camp. We allocate aid to as many financially deserving families and as equitably as possible among the three Divisions, and “stretch” as far as possible. It is a concrete commitment to a socio-economically diverse community.

Quaker Student Endowment: (in addition to regular financial aid)
 2015/16: 9 Students 6/30/2016 Balance: 1,142,508 (unaudited)
 2014/15: 8 Students 6/30/2015 Balance: \$1,235,786

Faculty and Staff: 2015-2016

Total Employment: 170

Total Employees of Color: 43 (25.3%)

Graduation and College Enrollment

Total students graduated 2015-2016: 73

89% of the Class of 2016 received acceptances from their 1st, 2nd, or 3rd choice colleges.

<http://www.friendsseminary.org/Page/2016-College-Destinations>

Friends Seminary Board Of Trustees 2015-2016		
		Ex-officio all committees, Finance (clerk), Ad Hoc Relationship
Matthew Annenberg, Co-Clerk	Member at Large	
Scott Carlson, Treasurer	NYQM (15 th Street)	Audit (clerk), Comm. to Evaluate Principal, Faith & Practice, Finance
Dot Cates	Member at Large/Faculty (Brooklyn Meeting)	Faith & Practice
Margery Cornwell	NYQM (15 th Street)	Care Committee, Faith & Practice, Ad Hoc Relationship
Kennedy Cogan	Member at Large	Buildings & Grounds, Finance, N&G (clerk)
Liz Di Giorgio	NYQM (Flushing)	Faith & Practice
Mark Doty	NYQM (Brooklyn)	Audit
Elizabeth Enloe, Co-Clerk	NYQM (15 th Street)	Ex-officio all committees, Comm. to Evaluate Principal, N&G
Gideon Gil	Member at Large	Buildings & Grounds
Libby Johnson	NYQM (15 th Street)	Care Committee
David Moody, Secretary	Member at Large	Comm. to Evaluate Principal, Finance, Personnel (clerk)
Parag Pande	Member at Large	Finance, Asst. Clerk
Peter Rahbar	Member at Large	Comm. to Evaluate Principal (clerk), Faith & Practice, Personnel
Benjamin Smith	NYQM (15 th Street)	Comm. to Evaluate Principal, N&G
Ann Sullivan	Member at Large	Personnel, N&G
Carol Warner	NYQM (15 th Street)	Faith & Practice (clerk), N&G, Ad Hoc Relationship
Hassan Wilson	Member at Large/Faculty	Faith & Practice
Vacant	NYQM (15 th Street Nominee)	

Executive Committee: Co-Clerks, Secretary, Treasurer, Clerk of Finance, and Clerk of N&G