



ANNUAL REPORT 2021-2022



MillenniumSchool

DEAR MILLENNIUM COMMUNITY,

This Annual Report is a compilation of our gratitude and a true testament to the power of what we can do together! In this report, you will find a few program highlights along with financial and philanthropic reporting for the 2021-22 school year. We would like to extend special thanks to our incredibly talented group of faculty, staff, and Board Members, whose energy, passion, and creativity were instrumental in having a successful school year.

Despite the continuing challenges faced by the pandemic, our incredible community continued to demonstrate resilience, flexibility, and authentic support for one another. This enabled us to provide our students with a high-quality whole-student education while sustaining our focus on the emotional well-being of those we serve. Your steadfast partnership and generosity were a much-needed vote of confidence for our mission to provide innovative developmental experiences.

This report highlights the impact of our community's generosity. Together we delivered a powerful academic and whole-self program, launched the development of a strategic plan, re-invented our real-world experiential program, retained a talented group of faculty, continued our educator professional development wellbeing programs, and graduated a talented and prepared group of 8th graders.

Thanks to your efforts, we were able to dedicate nearly \$900,000 in financial assistance, provide top salaries and benefits to ensure we could attract and retain the highest quality Guides, deliver on our commitment to professional development, and strengthen our mindfulness and social-emotional programs. In the end, we successfully completed our sixth year of operations. We were camping again, celebrating our third class of graduates and reaching many educators with our signature Forum program.

We are so grateful to all of the families, foundations, and local organizations that volunteered to support Millennium School and Millennium Forum. The commitment is truly inspirational. On behalf of the amazing students and educators in our extended community, the Board of Trustees, and our colleagues... thank you.

WITH APPRECIATION,

JEFF SNIPES

BOARD CHAIR & FOUNDER
MILLENNIUM.ORG



ROBERTO D'ERIZANS
HEAD OF SCHOOL
MILLENNIUM SCHOOL



SPECIAL THANKS
TO OUR 2021-22
VOLUNTEERS

**Annual Fund
Parent Captains**

Rene Casis
Jennifer Hayward
Christine Imrey
Helene Kocher
Paul Kocher
Amy Sezak
Alan Sezak

**Admissions
Volunteers**

Christie Lee Duffy
Angela Han
Melissa Trimble Luciano
Tracey Murnaghan
Amy Sezak
Yoko Tada

**2021-22 Real-World
Program Volunteers**

Sarah Behr
Simmin Holland
John Klopf
Marisa Mitchell
Jessica Pahler
Vanessa Silva
Duane Valz
Lisa Zander





FLEXIBLE TUITION

Since our inception, Millennium has sought to cultivate a diverse and inclusive community, prioritizing family access to tuition assistance. Amongst our peer group of San Francisco independent schools, we are proud to commit the highest percentage of our operational budget to our Flexible Tuition Program (21% in 2020-21). It is through the generous gifts of families and local donors that we are able to deliver a robust academic and real-world program, and we are immensely grateful to everyone who contributed to the Annual Fund.

Millennium provided financial assistance to 29% of our families in 2021-22, making our unique program more accessible in what we recognize is already one of the country's most expensive cities. In past years, financial assistance has reached as much as 50% of our students. Millennium strives to be a school that represents the city of San Francisco found directly outside our school's walls: a city of different races and ethnicities, gender identities, socioeconomic positions, sexual orientations, cultures, religions, and nationalities, to name a few. Our flexible tuition program, while not a solution to the inequities that exist in our society, allows us to bridge the gap for many families.



ASHLEY NICKELS
DIRECTOR OF ADMISSIONS
AND COMMUNICATIONS

Our Guides are always learning, engaging in the same practices and pursuit of goals we work to instill in our students. Thanks to the ongoing support of our generous donors through the Annual Fund, our growth occurs with a variety of facilitators in a myriad of ways.

Sometimes professional development takes place all together, applying facilitated protocols to examine student work and assessment practices, in immersive retreats, or through ongoing support from our mindfulness consultant, Daniel Rechtschaffen. Regular collective experiences are built into our weekly staff meetings. Time is set aside to align on our classroom practices, refine our curriculum collaboratively, and review our personal and professional goals.

Other opportunities are highly individualized. Staff and guides alike are supported through one-on-one coaching, attending conferences to deepen their knowledge of subject-specific content or research-based best practices, participating in transformative retreats, or becoming certified in particular modalities. In 2022 alone, our faculty attended professional development in order to build skills in providing coaching and feedback, enhance their well-being, develop anti-racist STEM curricula, expand their social-emotional learning (SEL), and advance their pedagogy. We are excited and grateful for these opportunities, and the ability to carry our embodied knowledge into our classrooms and school community.

STEPHANIE KINKEL
ACADEMIC ARCHITECT





TRANSDISCIPLINARY ACADEMIC EXPERIENCE

As we implement our strategic plan, we aim to anticipate the world our students will inhabit as adults and to prepare them for it. At the very heart of competency-based learning is empowering students to think critically and engage with their world with facility. We know that what is most important to learn will still be meaningful in 20 years.

Ask a young learner in our community, and they'll tell you that they've already begun to see the impacts of the Academic Architecture project. From a set of transdisciplinary academic and whole-self skills to the implementation of Toddle to link evidence to learning, students and staff are shifting their lenses to see learning as the building of skills in a broader context.

With the generous support of Annual Fund donations, the Academic Architecture project will continue to articulate and refine our competencies. By codifying the 'Millennium Way', we can clarify our instructional approaches, and make these unique aspects of Millennium School more broadly available to other educators. Moreover, as we work with guides, students, and advisors to assess relevant transdisciplinary and whole-self skills, we will build a better model for not only the students at Millennium but students beyond our walls as well.

STEPHANIE KINKEL
ACADEMIC ARCHITECT



Social-emotional learning (SEL) is at the heart of our school. We work intentionally each day to create a safe space where students are empowered to understand and show up as their authentic selves. Our approach to discipline embraces restorative justice, and preserves authentic relationships at the center of our work. We know that prioritizing a student's well-being is essential in their ability to engage in enriching learning experiences. Our alumni regularly report that they gained self-confidence and awareness, resilience, mindfulness skills, and a love for authentic learning during their time at Millennium.

To create this unique environment, our staff regularly develop curricula, engage in professional development trainings, utilize the support of experts to guide and measure our work, and include the feedback and direction of our entire community in the design process. You see this not only in Forum and advisory, mindfulness, and Councils, but also in everyday Quests and our real-world program. All of this is possible through the generous support of our Annual Fund.

KATE MORIARTY
DIRECTOR OF
STUDENT PROGRAMS



In pursuit of our mission to share our techniques with others, Millennium continued its experiment to provide Forum to 150+ Educators within SFUSD and across the U.S. Forum Educators reported that being in practice with each other throughout the year produced improvements in:

- **Reduced Anxiety**
- **Supportive Professional Relationships**
- **Embodied SEL Skills**
- **Mindfulness Practice**
- **Overall Well-Being**

Additionally, we piloted “Forum for Parents” with 24 parents at Millennium School. Participants described the primary benefits of being in Forum with other parents as:

“I learned to be an active listener... to slow down, and be present.”

“I felt so authentically connected to a group of like-minded parents as I navigate raising an adolescent in the world today.”

“I got to directly experience what my kids are experiencing, so we could use the same language and tools at home.”

“I joined to learn what my kids were doing, but instead I developed my own self-awareness and self-compassion.”

We are grateful for the generosity of the foundations and individuals enabling us to provide whole-self development to educators and parents.

JEFF SNIPES
BOARD CHAIR

SHARING FORUM WITH OTHERS



HIGH SCHOOL PLACEMENT RESULTS 2021-22



Millennium graduates are prepared academically, socially, emotionally, and spiritually to go off to a variety of high schools across the Bay Area. Many students were accepted to their top choices. Students in the class of 2022 were accepted into the following schools:

Archbishop Riordan - Engineering Program*

Convent of the Sacred Heart High School*

Drew School*

Galileo Academy of Science and Technology*

Gateway High School

George Washington High School*

Hillsdale High School*

Immaculate Conception Academy

International High School

Jewish Community High School*

Lick-Wilmerding High School*

Lowell High School

Mission High School*

Sacred Heart Cathedral*

San Domenico*

San Francisco Girls School

San Francisco University High School

San Francisco Waldorf High School

The Bay School of San Francisco*

The Nueva School*

Urban School

*Denotes the schools where students matriculated in the 2022-23 school year.

2015

Millennium begins admissions and inaugural Guides, Stephen and Lindsay join the team

2016

Millennium School launches at the SF Boys and Girls Club with 24 students in August

2020

Millennium enrolls 35 new 6th graders, growing the student body to 95

2023

Millennium launches its new Strategic Plan: "Re-Imagining Whole-Self Education for the Next Millennium"

2021

Millennium celebrates its third graduating class and reaches 108 enrollment

2019

Millennium hires Roberto D'Erizans as its new Head of School

2022

Millennium emerges from the height of the pandemic with a full offering of real-world program expeditions, international and local trips, and apprenticeships.

2014

Jeff Snipes and Chris Balme begin their journey to establish Millennium School

2017

Millennium.Org launches its Forum Program in SFUSD schools

2018

Millennium expands and moves to 245 Valencia Street in January

BUDGET HIGHLIGHTS

GIVING BY THE NUMBERS

92%

of Staff participate in the Annual Fund

94%

of Families participate in the Annual Fund

100%

of Board of Trustees participate in the Annual Fund

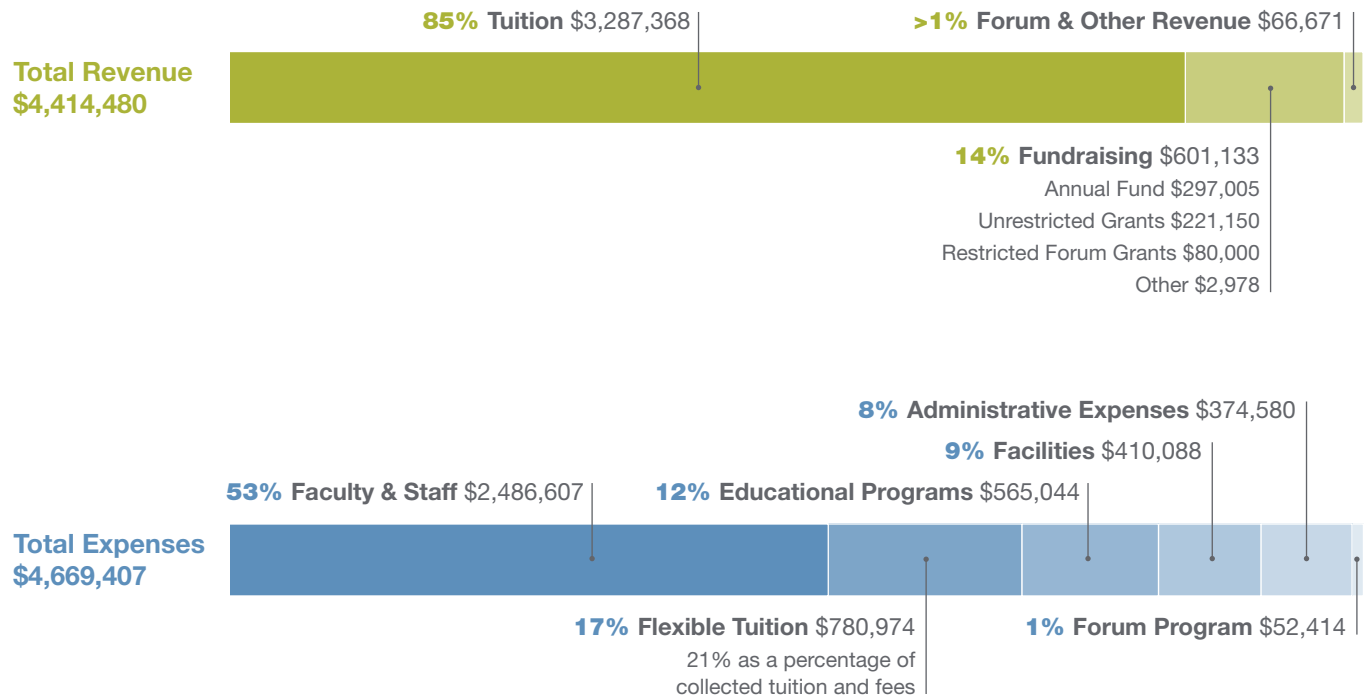
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Number of Foundations that support the growth of Millennium

Each year, the Board of Trustees carefully balances the fiscal and programmatic needs of the school and Forum program, while attending to the mission and values of our organization.

Our operating budget reflects our priorities as a school, and we are proud to lead the way among Bay Area schools in our commitment to socio-economic diversity through our flexible tuition program. As a young school without an endowment, we depend on the generosity of our community for philanthropic support. This, along with careful stewardship of our school's finances, has placed us in a strong financial position.

Millennium Organization



DONOR ACKNOWLEDGEMENTS

FOUNDATIONS

FETZER INSTITUTE

THE PAUL AND HELENE KOCHER
CHARITABLE FUND

MEINIG FAMILY FOUNDATION

PEERY FOUNDATION

THE WALTHER FOUNDATION

RAY AND DAGMAR DOLBY FUND

LISA STONE PRITZKER FAMILY FOUNDATION

NYE FAMILY FOUNDATION

“ROOM TO BREATHE” FOUNDATION

INDIVIDUALS

Ronald Albucher
Teresa Ayala + Clemente Villegas
Howard + Johanna Becker
Sarah + Sean Behr
Lindsay Berk
Annika Bhasavanich
Neta Bikovsky
Kyle Borkowski
Divo + David Brevik
Renee Brown + Darrell Dillard
Angela Brown + Duane Valz
Amy Campbell + Todd Bennett
Tim Caraher + Jennifer Norman
Aya Carpio
Rene Casis + Jennifer Hayward
Becky Hui Chan + Hansen Chan
Kristen + Kevin Clarke
Celinda Colon
Erin Cooney + Ted Price
Loredana Crisan + Pablo Kang
Shona Curley + Dirk Delmon
Roberto d’Erizans
Leara + Dennis Deane
Gabriel + Kan Donohoe

Marinella Di Matteo + Ilya Druzhnikov
Christie + Nigel Duffy
Taryn Elliott
Colleen Erickson
Ayman+ Murielle Dumelie-Farahat
Alexandra + Samuel Fell
Camila Fernandez + Andrew Johnstone
Michael Fisher
Bev + Brett Fishman
Andrew Frishman
Anu + Paul Gardiner
Erin Gevertz
Alisa Gildea + Lisa Inman
Evelyn Goodfriend + Matthew Kennedy
Jeffrey + Eisa Gray
Angela Han + Nicolas Lee
Abigail Henderson
Simmin + Eric Holland
Susannah Howard + Malcolm Katz
Morgen Humes + Peter Cook
Amanda Hutton Parrott + Barry Hutton
Christine + Thomas Imrey
Leslie Kernisan + Monty Worth
Tiffany King
Stephanie Kinkel
Susannah Kirsch + John Kutz

DONOR ACKNOWLEDGEMENTS

Helene + Paul Kocher
Penny + Prem Kumta
YY Lee + Kate Goka
Lisa Marie Lewis-Lyman + John Lyman
Shinmin Li + Kiril Dobrovolsky
Maya Solo Lieberman + Boris Lieberman
Liske Family
Penny + David Loftesness
Naomi + Fernando Lopez
Conchita Lozano-Batista + Michael Stack
Melissa Trimble Luciano + Michael Luciano
Newton Martin
Evan Marwell
LaRae Mays-Hardy
Shawn McCoy
Asha Mehta + Manohar Raju
Kurt Menning + Keiko McKibben
Taylor Miles
Catherine Miller + Daniel Lieberman
Nicole Miller + Andrew Wrong
Marisa Mitchell + Drevet Hunt

Kate Moriarty
Julia Munck + Chahe Demian
Tracey Murnaghan + Roy Maroevich
Ashley Nickels
Paige Nittler + Tyler Thompson
Meagan and Daniel Nye
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Makiko Tada + Seth Pfalzer
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Laura Trott + Vincent Robinson
Marcos + Ilana Vasconcelos
Ana Vasquez + Carlos Miranda
Kathrine Voshell + Leo Klopff
Christina Wheeler + John McNulty
James Willcox
Heather Wilson + Mark Klein
Charles Wolfus + Yoko Takada





WAYS TO GIVE

Millennium School and Millennium Forum is made possible by the generous support of our community.

There are various ways to give:

- **Credit Card:** Please visit millenniumschool.org/giving to make a donation.
- **Check:** Please make checks payable to Millennium School, at 245 Valencia Street, San Francisco, CA 94103.
- **Wire Transfer:** Please contact Zachary Seagle at zseagle@millenniumschool.org.
- **Donating Stocks, Mutual Funds / Securities:** Please contact Zachary Seagle at zseagle@millenniumschool.org to receive transfer information for stocks or securities.
- **Matching Gifts:** Many companies offer matching gift programs to employees and their families, allowing individual gifts to be doubled, and sometimes tripled. All matching gifts are credited directly to you. We encourage you to reach out to your Human Resources department to determine if they offer a matching gift program.
- **Planned Giving:** Making a planned gift is a wonderful way to show your support and appreciation for Millennium and its mission while accommodating your own personal, financial, estate-planning, and philanthropic goals. With planning, you may actually increase the size of your estate and/or reduce the tax burden on your heirs. Just as important, you will know that you have made a meaningful contribution to student and educator wellbeing. If you would like to make Millennium part of your estate planning, reach out to Zachary Seagle at zseagle@millenniumschool.org.





MISSION

Millennium's mission is to design and disseminate developmental-science-based methods and models of education that advance human well-being.

MillenniumSchool

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