

The cover features a solid blue background. On the left, there is a large, semi-transparent dark blue square. Overlapping the right side of this square is a white sunburst graphic composed of numerous short, radiating lines. A large, solid olive-green circle is positioned on the right side of the cover, partially overlapping the sunburst and the dark blue square. The text "2021-2023 ANNUAL REPORT" is centered within this green circle in a white, uppercase, sans-serif font.

2021-2023 ANNUAL REPORT

# DEAR MILLENNIUM COMMUNITY,

It's our privilege to present the 2022-23 Annual Report. This report highlights the generosity of our community and celebrates Millennium's commitment to its mission and vision. This report will include program highlights and financial and philanthropic reporting for the 2022-23 school year.

The school year began with a return to normalcy. Without the pandemic's restrictions, Millennium was able to offer a high-quality student-centered education steeped in our focus on whole-self well-being. Students benefited from a Real World Program filled with expeditions and hands-on work in our community. True to Millennium, students routinely engaged in apprenticeships and workplace visits, community service activities, and spent time in nature. Quests dove deep into rich topics such as politics, poetry, environmental stewardship, computer science, learning theory, engineering, mindfulness, and much more. Projects, culminations, and capstones inspired students as they showcased deep and compassionate learning.

Millennium launched its Strategic Plan and successfully received a prestigious 7-year accreditation status by the California Association of Independent Schools. The visiting team of education leaders examined our school and praised our program's many unique qualities, rating our educational program and student experience as highly effective, the highest possible rating. We also hosted our first-ever Alumni Event, welcoming over 150 students and families back to Millennium.

Thanks to our fundraising efforts and careful stewardship of the school's finances, we dedicated approximately \$950,000 in financial assistance, provided top salaries and benefits to attract and retain the highest quality Guides, delivered on our commitment to professional development, and strengthened our mindfulness and social-emotional programs.

As an organization, Millennium also furthered its commitment to sharing its innovative developmental-science based methods of education with others. Approximately 40 parents joined our Forum program, and we continued to provide professional development to schools and educators across the US. We also established new partnerships that laid the foundation to deliver Forum and leadership workshops on whole-self education to 100+ school leaders.

Larger societal forces continued to impact our community, most notably the Bay Area's post-pandemic economic challenges. However, our community continued to navigate challenges in true Millennium fashion: with compassion, wisdom, purpose. We want 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 strong school year. In the end, we celebrated our seventh year of reimagining middle school and generated fresh inspiration to launch our next phase of strategic growth this Fall!

We are so grateful to all the families, foundations, and local organizations supporting Millennium School and Millennium Forum. The commitment is truly inspirational. On behalf of our community's outstanding students and educators, 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 2022-23 VOLUNTEERS

## **Annual Fund Parent Captains**

Cara Pelligrini  
Helene Kocher  
Amy Sezak  
Ilana Vasconcelos  
Rene Casis

## **Social Captains**

Tracey Murnaghan  
Kei Fujimura  
Paige Nittler  
Jamie Schechter  
Kristin Balabanian  
Karen Tomlinson  
Jessica Adams  
Asha Mehta  
Nicole Miller  
Amanda Hutton Parrott  
Lauren Schwartz  
Christie Lee Duffy  
Melissa Trimble Luciano  
Neta Bikovsky

## **Guide Appreciation Committee**

Melissa Trimble Luciano  
Cara Pellegrini  
Simmin Holland  
Neta Bikovsky  
Jessica Pahler  
Susan Song  
Marni Rosen  
Kristin Balabanian  
Kate Foss  
Kan Donohoe  
Cherie Lockwood  
Laura Derosier

## **Athletic Volunteers**

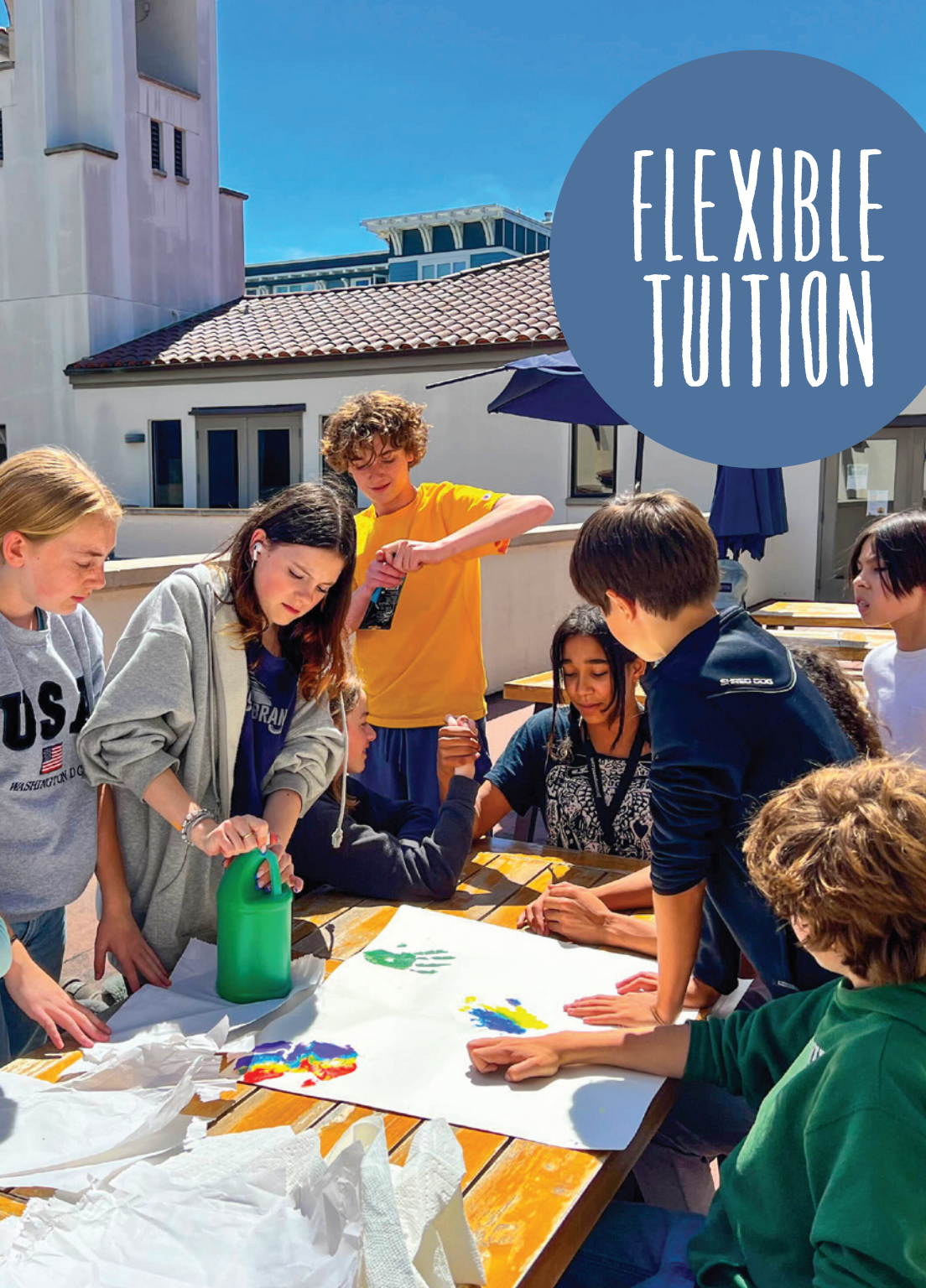
Neta Bikovsky  
Korby and Erik Satow  
Todd Bennett  
Seth Pfalzer

## **Admissions Volunteers**

Tracey Murnaghan  
Shona Curley  
Simmin Holland  
Helene Kocher  
Jessica Pahler  
Ken Chan  
Paige Nittler  
Julia Munck

## **2022-23 Real-World Program Volunteers**

Duane Valz  
Amy Sezak  
Mano Raju  
Jessica Adams  
Sharif Ezzat  
Vanessa Silva  
Lisa Zander  
John Celenza  
Melissa Trimble  
Helene Kocher  
John Klopff (Alumni Parent)



# FLEXIBLE TUITION

Providing access to Millennium's program has been a priority since we opened our doors in 2016. We continue to demonstrate our firm dedication to flexible tuition. Amongst our peer group of San Francisco independent schools, we are proud to commit one of the highest percentages of our operational budget to our Flexible Tuition Program (20% in 2022–23). Through the generous gifts of families and local donors, we can offer assistance to our families each year, and we are immensely grateful to everyone who contributed to the Annual Fund.

Millennium provided financial assistance to 30% of our families in 2022-23, making our unique program more accessible in what we recognize is already one of the country's most expensive cities. Millennium strives to be a school representing 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

# EDUCATOR PROFESSIONAL DEVELOPMENT

**STEPHANIE KINKEL**  
ACADEMIC ARCHITECT



In the 2022–23 academic year, our dedication to teacher professional development and retention was unwavering. We deeply value continuous learning and strive to provide abundant opportunities for our Guides to enhance their skills and knowledge.

Like our students, our Guides set personal goals to nurture their inner capacities, directly aligning them with their classroom aspirations. We dedicated meaningful time to ongoing observations, peer partnerships, and professional development to support each of our talented Guides in pursuing these goals.

Millennium School understands the diverse needs of our students, which is why we place great importance on in-house professional development. This work has allowed us to better serve students with learning differences, like dyslexia and hearing loss. By equipping our Guides with specialized knowledge and techniques, we ensured that every student received the necessary support to academically and personally thrive. Moreover, our school fostered a strong sense of community through our Forum program, where Guides actively engaged in regular discussions and shared their experiences. This close-knit community allowed them to develop their own Whole-self Skills, enabling our educators to become exemplary models and coaches for students.

Professional learning continued over the summer. Several of our Guides participated in Columbia University’s Reading and Writers Workshop. One of our STEM Guides attended a three-day workshop at the Conservation Institute in San Diego, which explored the fascinating field of environmental conservation. Several Guides attended JEDI-themed training, such as those offered by AmplifyRJ. Additionally, several Guides participated in the Mindful School professional development workshop, equipping them with effective strategies to foster mindfulness and well-being among our students.

While we bid farewell to some valued staff members, we are excited to welcome two new Humanities Guides this summer. Their extensive expertise in literacy, history, writing, and Socratic seminars will further enrich the school's knowledge base and community. This expansion of expertise will enhance our students' learning experiences, broadening their horizons and fostering their intellectual growth.

# MINDFULNESS



**M**illennium doesn't just practice mindfulness; we embody it. We consider ourselves a community of mindful practice for students, staff, and parents. Mindfulness practices have been scientifically proven to support attention, emotional regulation, and compassion. By practicing mindfulness as a community, we are exercising the capacities necessary for healthy development and creating a happy and conscious school culture.

To fulfill this goal, we practice mindfulness with students at every morning meeting, throughout the day in classes, and in an introductory mindfulness quest for all incoming 6th graders. We also know that the most significant way to teach mindfulness is by Guides and parents embodying these qualities in the way we show up with our students. We have extensive mindfulness professional development training for our Guides.

We also are committed to bringing these mindfulness teachings to the wider world. We will continue offering free speaker series to all parents and educators. We aim to support other schools in integrating mindfulness. Lastly, we also incorporate mindfulness practices in our delivery of councils, real-world programming, and Quests to enable students to understand how being mindful can help them to support the greater good.

**DANIEL RECHTSCHAFFEN**  
DIRECTOR OF MINDFULNESS

Many schools think of programming in two parts - academic and social-emotional. At Millennium, we utilize a Whole-Self Learning approach that centers all aspects of self: our spirit (be), heart (feel), mind (think), and body (do). Whole-Self Learning is at the core of all the work we do within the community. We work intentionally daily to create a safe space where students are empowered to understand and show up as their authentic selves. You see this in our robust advisory program, which includes Forum and grade-level Councils, and our Real World program. These core parts of our school allow students to learn about and engage in practices and immersive, communal experiences that ignite self-awareness and purpose.

At Millennium, we know that prioritizing a student's well-being is a prerequisite to engagement in enriching learning experiences. To that end, Whole-Self Learning guides our delivery of social-emotional learning and our approach to behavior management. We practice a restorative justice approach that keeps relationships, well-being, and community at the center of our work. We teach students conflict resolution through our Clearing model, group circles, or other restorative conversations.

The continued development of this unique middle school environment requires our staff to regularly create curricula, engage in professional development, and utilize the support of experts. This work is made possible through the generous support of our Annual Fund.

**KATE MORIARTY**  
DEAN OF STUDENTS  
AND DIRECTOR OF  
EXPERIENTIAL LEARNING





# MAKING AN IMPACT

**T**True to our mission to share our methods with others, Millennium continued to impact communities beyond the school.

Over the 2022-23 school year, Millennium continued to provide Forum for Educators across the U.S. This program has proven to be a valuable resource to bolster the well-being of teachers by reducing anxiety and burnout through these challenging times. The program demonstrates that consistent practice improves self-care, well-being, supportive professional relationships, embodied social-emotional skills, and mindfulness practices.

In pursuit of a more effective whole-school model, Millennium launched Forum for Parents, creating cohorts of parents that met throughout the year to further their personal well-being practices and support each other. Alongside our parent education series, “Being Well, Parenting Well,” these groups gained valuable skills while discussing the realities of parenting today.

Millennium aspirations are large. This year, we laid the foundation to grow our impact across communities. We aim to increase our outreach to parents across the Bay Area by expanding our Parent Education and Parent Forum programs. We are training school groups on our whole-self-education methods and will welcome approximately 120 Heads of School into our programs this fall. We are also introducing Millennium Forum across an entire public school district and other independent schools. Overall, we will indirectly impact thousands of students in S.F. and across the U.S.

We are grateful for the generosity of the foundations and individuals enabling us to provide whole-self development to educators and parents. We are honored to be doing this work with you.

**JEFF SNIPES**  
BOARD CHAIR



# HIGH SCHOOL PLACEMENT RESULTS 2022-23

**M**illennium graduates are prepared academically, socially, emotionally, and spiritually to go off to a variety of high schools across the Bay Area. The majority of students were accepted to their top choices. Students in the class of 2023 were accepted into the following schools:

Abraham Lincoln High School\*

Academy of Thought and Industry

Archbishop Riordan High School\*

Cate School

Drew School\*

Gateway High School

Immaculate Conception Academy\*

International High School\*

Jewish Community High School\*

Lick-Wilmerding High School\*

Lowell High School\*

Mercy Burlingame

Ruth Asawa School of the Arts\*

Sacred Heart Cathedral\*

Saint Ignatius College Prep

San Domenico School

San Francisco University High School \*

San Francisco Waldorf High School\*

Sterne School\*

Thacher School

The Bay School of San Francisco\*

The Nueva School\*

Urban School of San Francisco\*

\*Denotes the schools where students matriculated in the 2023-24 school year.

2015

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

2014

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

2016

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

2017

Millennium.Org launches its Forum Program in SFUSD schools

2018

Millennium expands and moves to 245 Valencia Street in January

2019

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

2020

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

2021

Millennium celebrates its third graduating class and reaches 108 enrollment

2022

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

Millennium launches its Forum program for parents

2024

Millennium expands its Forum program to school leaders across the country

2023

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

Millennium receives its inaugural accreditation by the California Association of Independent Schools

Millennium hosts its first Alumni event welcoming over 150 families back to Millennium

# GIVING BY THE NUMBERS\*

95%

of Staff participate in the Annual Fund

96%

of Families participate in the Annual Fund

100%

of Board of Trustees participate in the Annual Fund

12

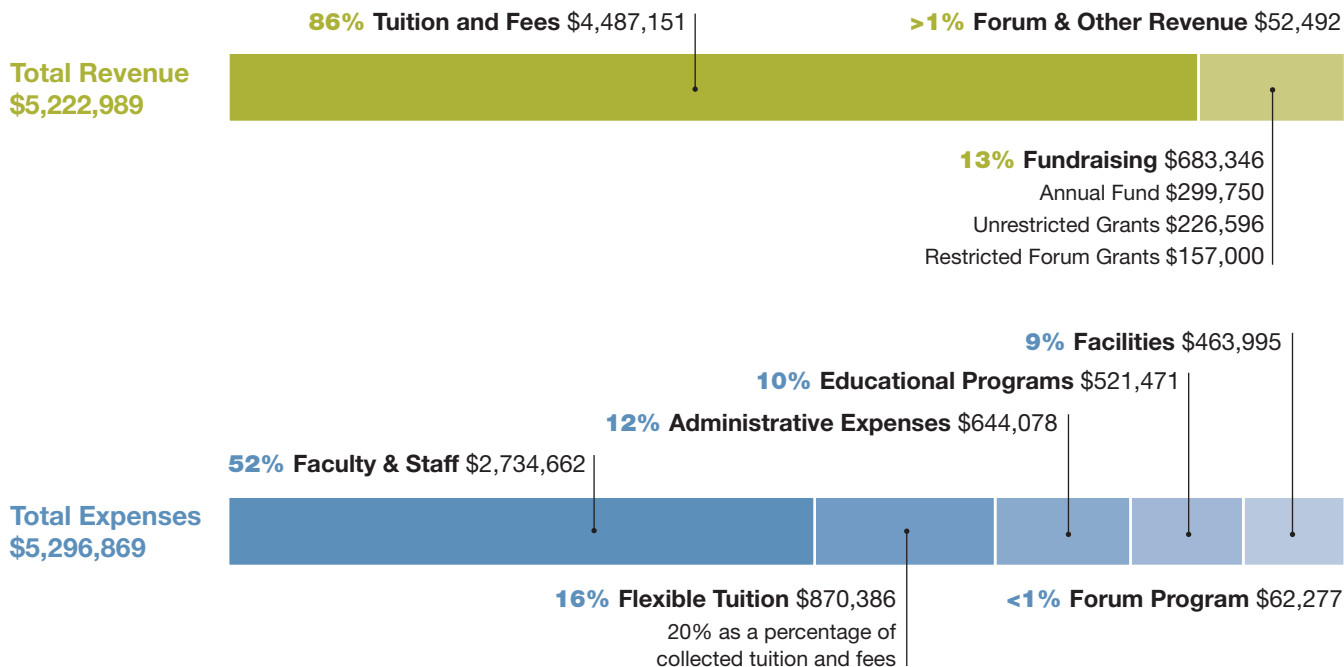
Number of Foundations that support the growth of Millennium

# BUDGET HIGHLIGHTS

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. In addition, careful stewardship of our school's finances has placed us in a solid financial position.

## Millennium Organization



\*Based on pre-audited 2022-23 financials.

# 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

## INDIVIDUALS

Jessica + Mark Adams

Hideko Akashi + Cherie Lockwood

Ronald Albucher

Teresa Ayala + Clemente Villegas

Kristin + Mark Balabanian

Howard + Johanna Becker

Amy Campbell + Todd Bennett

Lindsay Berk

Annika Bhasavanich

Neta Bikovsky

Jessica + Christopher Bonin

Kyle Borkowski

Candace Bribiesca

Susan OSullivan + Cormac Brick

Renee Brown + Darrell Dillard

Aya Carpio

Ken Chan + Susan Song

Celinda Colon

Shona Curley + Dirk Delmon

Roberto d'Erizans

Leara + Dennis Deane

Ray + Dagmar Dolby

Marinella Di Matteo + Ilya Druzhnikov

Taryn Elliott

Colleen Erickson

Sharif Ezzat + Catherine Tai

Ayman+ Murielle Dumelie-Farahat

Erin Flynn + Per Hakansson

Camila Fernandez + Andrew Johnstone

Michael Fisher

Bev + Brett Fishman

Kate + Chris Foss

Erin Gevertz

Alisa Gilden + Lisa Inman

Evelyn Goodfriend + Matthew Kennedy

Carla + Jeff Grandy

Jeffrey + Eisa Gray

Cara Pellegrini + Bryan Greenhouse

Joshua Greenough + Margo Hasselman Greenough

Brendan Hayes + John Celenza

Rene Casis + Jennifer Hayward

Abigail Henderson

Simmin + Eric Holland

Susannah Howard + Malcolm Katz

Amanda Hutton Parrott + Barry Hutton

Jennifer Johnson

Loredana Crisan + Pablo Kang

Leslie Kernisan + Monty Worth

Kerry + Joan Kimes

Stephanie Kinkel

Susannah Kirsch + John Kutz

Helene + Paul Kocher

Ed Kraay + Kei Fujimura

Penny + Prem Kumta

YY Lee + Kate Goka

Shinmin Li + Kiril Dobrovolsky

Penny + David Loftesness

Melissa Trimble Luciano + Michael Luciano

Salina Marley

Newton Martin

Hector Martinez + Roxanna Altholz Pabón

Damon J Martinez + Fay Lung

Christina Wheeler + John McNulty

Asha Mehta + Manohar Raju

Meinig Family Foundation

Taylor Miles

Catherine Miller + Daniel Lieberman

Nicole Miller + Andrew Wrong

Kate Moriarty

Julia Munck + Chahe Demian

Tracey Murnaghan + Roy Maroevich

Ashley Nickels

Paige Nittler + Tyler Thompson

Danielle O'Hare + Federico Barbagli

Simon Olavarria

Alka + Binoy Patel

Lora Pertle + Philip Constantinou

Rebecca Phillips

Marni Rosen

Maria Clara Sanchez + Tim Berkley

Lauren Schwartz + Camillus Nash

Korby + Erik Satow

Pamela Seigle

Amy Sezak + Alan

Kate Shaw + Dev Rauch

Vanessa Silva + Marcus Shelby

Jessica Pahler + Greg Simon

Makiko Tada + Seth Pfalzer

Cameron + Michele Tana

Samanta Tello + Sam Trachtenberg

Jennifer Tilley + Curt Mitchell

Karen Tomlinson + Alex Goldenberg

Laura Trott + Vincent Robinson

Angela Brown + Duane Valz

Marcos + Ilana Vasconcelos

Ana Vasquez + Carlos Miranda

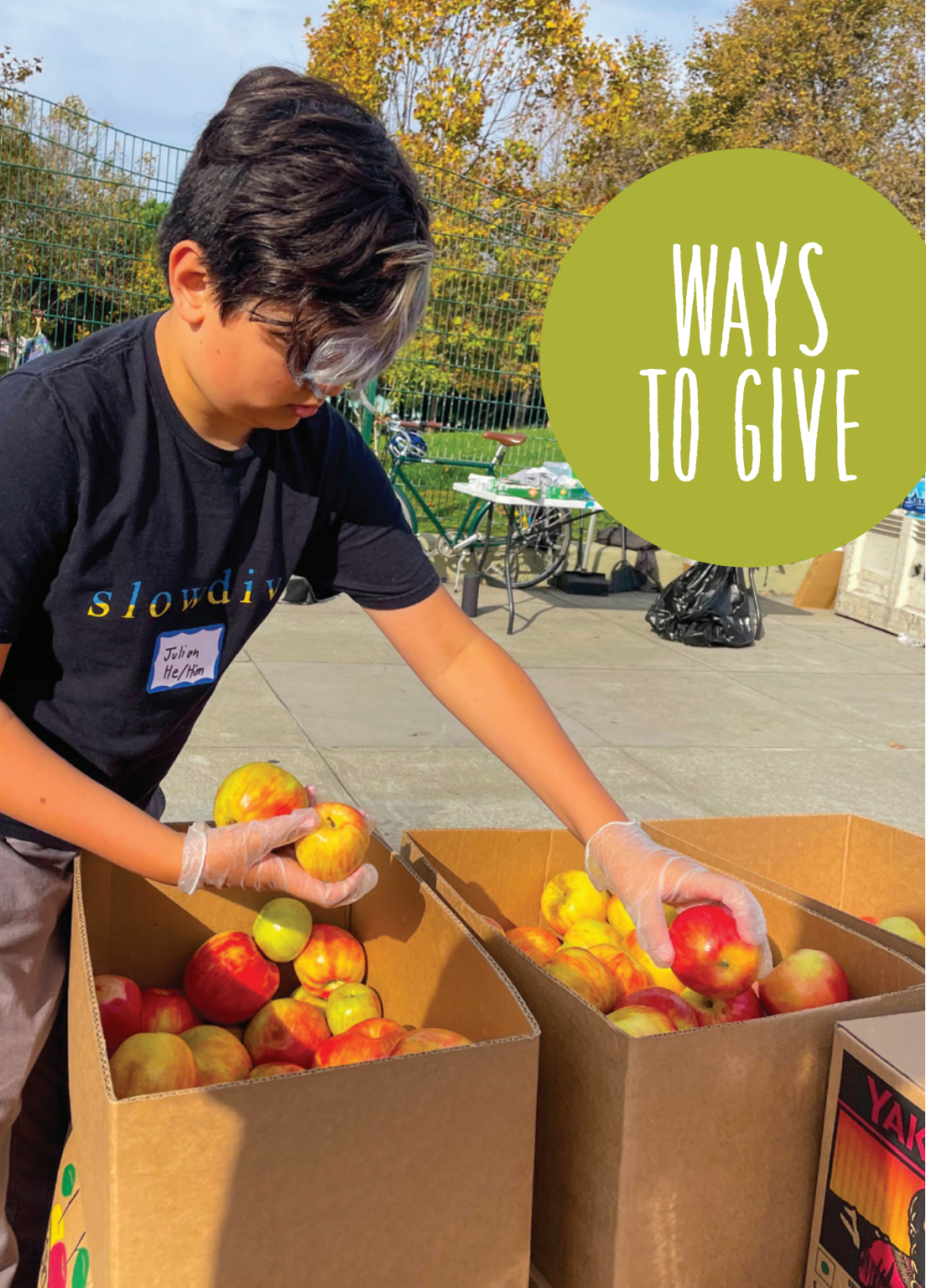
Isaac Velarde

Gill Wilson + Robert Ellison

James Willcox

Sonya Zilka + Robert Hylton





## 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](https://millenniumschool.org/giving) to donate.
- **Check:** Please make checks payable to Millennium School at 245 Valencia Street, San Francisco, CA 94103.
- **Wire Transfer:** Please contact the Head of School, Roberto d'Erizan, at [rderizans@millenniumschool.org](mailto:rderizans@millenniumschool.org).
- **Donating Stocks, Mutual Funds / Securities:** Please contact Roberto d'Erizans, [rderizans@millenniumschool.org](mailto:rderizans@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 contact your Human Resources department to determine if they offer a matching gift program.
- **Planned Giving:** Making a planned gift is a beautiful way to show your support and appreciation for Millennium and its mission while accommodating your 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 want to make Millennium part of your estate planning, contact Roberto d'Erizans, [rderizans@millenniumschool.org](mailto:rderizans@millenniumschool.org).

# MISSION

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

**Millennium**School

245 Valencia Street  
San Francisco, CA 94103