



**Waldorf Early Childhood
Association of North America**

**Membership Handbook
2009-2010**

Revised 8/28/09

Table of Contents

Welcome Letter

Introduction The Waldorf Early Childhood Association of North
America.....4

WECAN Shared Principles6

WECAN Membership Categories.....8
 Individual Membership
 Developing Membership
 Full Membership

Use of the Name “Waldorf”.....13

WECAN Activity and Collegueship within Regions.....14

Regional Representatives for 2009-2010.....15

The International Association for Steiner/Waldorf Early Childhood Education
(IASWECE).....19

Collaboration with the Association of Waldorf Schools
(AWSNA):.....20

Contacting Us at WECAN: Board and Staff Members.....21



September 2009

Greetings from the Waldorf Early Childhood Association of North America!

Our Membership Handbook is a guide to our work together in association as Member Waldorf early childhood programs throughout North America. The Handbook describes the history, goals and activities of our Association, our Shared Principles, and our Membership Path.

Our WECAN **Shared Principles** are the expression of our ideals and practices. They are ideals Developing Members are working to realize as they grow toward Full WECAN Membership. For Full Members the Shared Principles are an expression of practices that allow them to be seen as representatives of Waldorf early childhood education here in North America and around the world.

Our WECAN **Membership Path** is intended to foster a culture of self-study, peer review and collaboration that will strengthen and deepen our work on behalf of the young child here in North America out of the insights of Waldorf education. This Handbook outlines the privileges and responsibilities of membership, and the steps required to fulfill the responsibilities of organizational membership for our Developing and Full Member programs.

We have now completed a multi-year implementation process for our Path to Membership, undertaken in collaboration with our sister organization, the Association of Waldorf Schools of North America (AWSNA). WECAN Developing and Full members have completed their initial self-study and site visits and have expressed their appreciation for the process. These Members are listed in our joint AWSNA/WECAN Directory, available on-line at www.waldorfearychildhood.org/Membership.

The Membership Handbook and all relevant application forms and materials are also available on the WECAN website. In addition, each Member receives a packet of information in September, outlining their responsibilities for the coming year.

Please contact your Regional Representative, listed in the Handbook, or our Membership Office in Spring Valley, NY, at membership@waldorfearychildhood.org if you have questions, concerns, or suggestions. We look forward to our work together in association!

With best wishes,

Susan Howard
WECAN Coordinator

Andrea Gambardella
WECAN Membership Coordinator

Introduction

The Waldorf Early Childhood Association of North America

The Waldorf Early Childhood Association of North America (WECAN) was founded in 1983, originally under the name of the Waldorf Kindergarten Association of North America. Its administrative offices are in Spring Valley, New York.

WECAN's mission is to nurture a new cultural impulse for the work with the young child from pre-birth to age seven, based on an understanding of the healthy development of the child in body, soul and spirit, and on a commitment to protect and nurture childhood as the foundation for a truly human culture.

Its purposes as articulated in its Articles of Incorporation include but are not limited to the following:

- To educate the public and professionals working with young children regarding the educational philosophy of Rudolf Steiner, through conferences, lectures, seminars, publications and other means of communication
- To support the development of Waldorf early childhood centers, kindergartens, pre-schools, home programs and training centers
- To provide a forum for the exchange of information and experience among those drawing their inspiration from the work of Rudolf Steiner in their work with young children
- To interact with other educational organizations representing a wide spectrum of ideas about early childhood education
- To encourage and support research regarding Waldorf early childhood education and the development of the young child, and to publish the results of such research.

Membership in the organization is open to individuals who support the work of the Waldorf Early Childhood Association, and to early childhood programs, kindergartens, child care centers, teacher training centers and related programs committed to the ideals and practices of Waldorf early childhood education and anthroposophy, the philosophy developed by Rudolf Steiner (1861-1925), and who wish to support and contribute to Waldorf early childhood education in North America.

There are 181 Waldorf early childhood programs listed in our Directory. This includes 93 Full Members and 88 Developing Members. WECAN also has 365 Individual Members and Friends.

What does WECAN do for its members? How are our members' dues put to work? Our activities on behalf of our members include:

- Publication of a newsletter, *Gateways*, for Waldorf early childhood educators, which appears twice each year
- Publication and distribution of study materials for early childhood educators and parents through *WECAN Books*
- Collaborative research and publication on the needs of the older child in the kindergarten and the transition to first grade
- Professional development retreats for early childhood mentors and advisors to Waldorf kindergartens
- Development and publication of guidelines on mentoring and early childhood teacher review

- Fostering collaboration among Waldorf early childhood training programs through symposia and retreats, and work on guidelines for Waldorf early childhood training, together with our International Association colleagues worldwide
- Offering regional gatherings and conferences for Waldorf early childhood educators, including a major East Coast WECAN conference in Spring Valley, NY, each February
- Hosting international conferences for Waldorf early childhood educators here in North America and participating in Waldorf early childhood conferences around the world
- Collaborating with the Association for Waldorf Schools of North America (AWSNA) through participation on its Leadership Council
- Active membership in the International Association for Steiner/Waldorf Early Childhood Education (IASWECE), based on Stockholm, with two representatives on its Council, who share news and events from Waldorf early childhood education worldwide with our members.
- Advising, mentoring and consulting visits to developing Waldorf early childhood initiatives
- Developing on-line resources for member organizations
- Fundraising for social outreach programs in North America and for the development of Waldorf programs throughout the world.

The Waldorf Early Childhood Association of North America is a tax-exempt not-for profit organization.

The WECAN Shared Principles form the basis of our understanding of our work together in association, and are used in our Self-Study and membership application processes. As a living document, the Shared Principles will continue to be refined through the work of the Board, Regional Representatives and Full Members.

WECAN SHARED PRINCIPLES

A. Purpose, Goals, and Educational Philosophy

- A1** In our work with children from pre-birth to age seven (in nursery-kindergartens, home care programs, child care centers, parent-child programs, etc.) we are committed to the ideals and practices of Waldorf/Steiner early childhood education.
- A2** This education, developed by Rudolf Steiner and based on an anthroposophical understanding of the human individuality as a being of body, soul and spirit, offers protection and respect for the dignity of childhood.
- A3** The future development of each individual child and of humanity as a whole depends on health-giving experiences in the first seven years of life. An atmosphere of loving warmth and guidance that promote joy, wonder, and reverence supports such healthy development.
- A4** We recognize that free creative play, imitation, exploration of the social and natural world, practical and meaningful work, artistic activities, and nourishing sensory experiences are essential in the development of the young child. Through our programs and activities, we offer children a rhythmic experience of each day, week, and seasons of the year.
- A5** Our activities are based on the insights of Rudolf Steiner, and on the continuing research of Waldorf/Steiner educators, and other compatible pedagogical approaches.
- A6** We strive for diversity in the racial, cultural, religious and socio-economic backgrounds of children coming to our schools. We strive to meet the unique developmental needs, capacities and cultural backgrounds of each child.
- A7** We recognize that healthy child development takes place best in the context of a community based upon healthy social relationships among parents, teachers and children, and we strive to create such conscious, collaborative communities around our care for children.

B. Teacher Preparation and Professional Development

- B1** Our faculty and staff are qualified for their positions and responsibilities by education and/or experience. Teachers have a formal preparation, or the equivalent, for Waldorf/Steiner early childhood teaching, or are engaged in such preparation, as well as meeting state or provincial licensing requirements.
- B2** Our faculty and staff are committed to ongoing self- and professional development as demonstrated by participation in conferences, courses, professional development workshops, etc.
- B3** We support teacher development through regular mentoring, peer partnerships, review and evaluation.

- B4** We recognize that developing artistic and practical abilities and capacities for observation and perception contribute to our ability to meet the needs of the children in our care. Our faculty and staff are actively engaged in deepening our understanding of Waldorf/Steiner indications for early childhood through collegial work, individual study, artistic activity and meditative practice.
- B5** Our faculty and staff demonstrate professionalism and respect in their interactions with children, parents, colleagues and other professionals.

C. Governance, Finances and Administration

- C1** Our program recognizes and complies with applicable legal and licensing requirements and meets health, fire, and safety standards.
- C2** Our program is typically not-for-profit, as an expression of the free cultural life, and is not based on self-interest or personal gain.

(Note: The form most suited for such activity is usually that of an incorporated, not-for-profit organization. There may be exceptions to this in certain situations such as home programs, and this WECAN membership criterion may be waived through a decision of the WECAN Board or board-designated committee.)

- C3** We have clearly stated processes for making administrative decisions, future planning, and review and development of programs, administrative and financial policies.
- C4** Our program has clearly defined employment, evaluation and review procedures for faculty and staff, including agreed upon compensation, terms of employment, and principal duties and responsibilities. Procedures for non-renewal or termination of employment are clearly delineated.
- C5** Our program complies with all applicable laws regarding discrimination based on any and all protected categories, in all areas, including admissions, employment, and personnel.
- C6** We have demonstrated our ability to generate sufficient resources to maintain our educational programs, facilities, and to support our faculty and staff. We strive to cultivate socially responsible practices in the setting of tuitions, tuition assistance, and salaries and benefits.
- C7** Our organization engages in regular self-study/peer review process on an organizational, institutional basis, as well as with individual teachers.
- C8** In our administrative and financial practices, we work collaboratively rather than hierarchically, in an effort to be socially responsible in our work with colleagues, parents, the institution and the wider community.

D. Relations with the Wider Movement

- D1** We recognize ourselves as colleagues in a world movement on behalf of the young child. As such we are committed to collaborating with our colleagues on local, regional, North American and international levels as a fully established, healthy representative of Waldorf/Steiner early childhood education.

WECAN MEMBERSHIP CATEGORIES

The following section describes the WECAN Path to Membership for individuals and organizations.

Individual Membership

WECAN began as an individual membership organization – a grass-roots association of Waldorf early childhood colleagues. Individual memberships make up nearly half of our total memberships. We see this as a sign of healthy collegueship within our movement and encourage individuals to continue to join WECAN in order to receive their own membership services, including the twice-yearly *Gateways* newsletter, and to support the work of the Association.

Criteria: Interest and support for Waldorf early childhood education

Benefits: subscription to *Gateways* newsletter

10% discount on WECAN Books

discounted registration fees for WECAN conferences

opportunity to subscribe to a WECAN listserv for research and articles of interest

Responsibilities: Annual membership dues.

Dues: \$40/year in 2009-10

Organizational Membership

WECAN invites and encourages small early childhood programs, including home kindergartens and childcare programs, to become organizational WECAN members. The WECAN organizational path to membership leads from Developing Member status to Full Membership. Early childhood programs in developing schools are expected to become WECAN Developing Members before the school applies for AWSNA Developing Membership, and to become WECAN Full Members before applying for Full Membership in AWSNA.

DEVELOPING MEMBERSHIP

Applying for Developing Membership:

A program aligned with WECAN's goals and purposes, with children in regular attendance, may apply for Developing Membership. Application Forms and other information may be found at the WECAN website, www.waldorfearlychildhood.org (Click on Membership on the home page).

WECAN Regional Representatives help guide the Applicant through the process by offering information, advice, and referrals for site visitors.

Application Steps:

1. Download and read through the various forms and documents.
2. Complete an Application Form and send it with a \$50 application fee to WECAN.
3. Complete a brief Self-Study.
4. Arrange for a WECAN Site Visit (see Regional Representative for suggested visitors).
5. Submit the completed Self Study and Site Visit Report to WECAN.

Decisions regarding applications for WECAN Developing Membership are made by the WECAN Membership office in consultation with the Regional Representative(s).

Criteria for Developing Membership are as follows:

- Commitment to the ideals and practices of Waldorf early childhood education and anthroposophy, the philosophy developed by Rudolf Steiner (1861-1925)
- Programs with children in regular attendance
- Legally licensed at the federal, state, provincial or local level
- Intention to support and contribute to Waldorf early childhood education in North America.

Benefits:

- listing in the AWSNA/WECAN Directory
- an annual subscription to *Gateways*
- a 10% discount on WECAN Publications
- advice and support through WECAN's Regional Representative
- invitations to regional WECAN gatherings
- WECAN News Updates and other informational mailings
- group discounts on individuals memberships for early childhood educators at your school
- listing in the IASWECE World Directory of Waldorf Kindergartens and Early Childhood Programs.
- E-newsletters from the International Association

Responsibilities:

- Submission of annual updates of Contact Information for the Directory
- Payment of WECAN Dues (see below)
- Completion of a Self-study update and a site visit every two years

WECAN Developing Members are engaged in a process of growth and development on their path to recognition as Full WECAN members. They are encouraged to participate in regional WECAN activities, to develop a program of training, mentoring and evaluation for their teachers, and to work to improve the health and vitality of the school organism.

Developing Members are also encouraged to begin to look beyond their regions to cultivate relationships with the wider Waldorf early childhood movement in North America and worldwide. They are listed as Developing Members on the online World Directory of the International Association for Steiner/Waldorf Early Childhood Education (IASWECE), and are encouraged to make an annual contribution to the International Association.

Dues:

- Developing Membership dues are \$200/year.
- Small programs with 16 or fewer children pay annual dues of \$10/child.
- Invoices for dues payment are mailed in early fall each year, with payment due within 30 days.

AWSNA-AFFILIATED DEVELOPING MEMBERS

Some WECAN Developing Members are in schools that have joined the Association of Waldorf Schools of North America as Developing Members. The membership requirements for the two organizations are closely linked.

Site Visits: AWSNA Developing Schools receive AWSNA Mentoring Visits. The honorarium for the visiting team is paid for through AWSNA Dues. This AWSNA visit may be used to fulfill the requirement (every two years) for a WECAN site visit if the following takes place:

- 1) An early childhood person is part of the Mentoring Visit Team, so that the one visit can fulfill both the AWSNA and WECAN Site Visit requirements.

- 2) The early childhood person on the team must receive from you a copy of your completed WECAN Self-Study, the WECAN Site Visit Guidelines and Site Visit Report form *prior to the visit* (these forms can be downloaded from the website).
- 3) The early childhood visitor completes a WECAN Site Visit Report, complete with commendations and recommendations.
- 4) You then forward this report to your WECAN Regional Representative in fulfillment of your WECAN Site Visit requirement.

If an early childhood person cannot be on the AWSNA Team, you are still responsible for arranging a WECAN Site Visit and need to pay for the costs of travel and honorarium for the WECAN Site Visitor (for details see “WECAN Developing Site Visit Guidelines” on the website). Your Regional Representative can suggest early childhood educators who might be available to do a site visit.

AWSNA Candidacy/Application for WECAN Full Membership

Please note: If you are in an AWSNA-affiliated school on the path to AWSNA Full Membership, you are expected to complete your WECAN Full Membership before moving to Candidacy in AWSNA. At the latest, you are expected to have become a Full WECAN Member prior to completion of AWSNA Candidacy.

Developing Members who do not fulfill their membership responsibilities or are found no longer to meet the criteria for Developing Membership will be required to change their membership status and may continue as Individual Members.

FULL MEMBERSHIP

Applying for WECAN Full Membership:

Developing Members are encouraged to apply for Full WECAN Membership when they are sufficiently established to meet the criteria below. Note: AWSNA Developing Members are expected to become WECAN Full Members before moving to candidacy for full membership in AWSNA.

Application Forms and other information may be found at the WECAN website, www.waldorfearlychildhood.org (Click on Membership on the home page). WECAN Regional Representatives help guide the Applicant through the process by offering information, advice, and referrals for site visitors.

Application Steps:

1. Download and read through the various forms and documents. If you are a first-time applicant for WECAN organizational membership, skip Steps 2 and 3.
2. Review your most recent Self-Study and update if needed.
3. Review your most recent Site Visit Report and comment on how you have met any recommendations by the site visitor.
4. Complete a Full Membership Application Form.
5. Send the application form, completed Self Study and Site Visit Report to your regional representative and WECAN and a \$100 application fee to WECAN.

Decisions regarding applications for WECAN Developing Membership are made by the WECAN Membership Committee in consultation with the Regional Representative(s).

Criteria for Full WECAN Membership:

- The program is working out of Waldorf education and anthroposophy as described in the

- WECAN Shared Principles and is committed to furthering among faculty and staff a deepening of an anthroposophical study of the human being
- The program can stand as a representative of Waldorf early childhood education in the world.
 - The program has functioned as a Waldorf program or training for at least three years with children, and in the case of trainings, adults, in regular attendance.
 - The program meets legal licensing requirements at the federal, state or provincial and local levels.
 - The program has demonstrated viability in terms of finances, enrollment and personnel.

Benefits of WECAN Full Membership:

- permission to use the name “Waldorf” in your title or by-line (see section on Use of the Name “Waldorf” below)
- listing in the AWSNA/WECAN Directory
- two annual subscriptions to *Gateways*
- a 20% discount on WECAN Publications
- WECAN News Updates and other informational mailings
- advice and support through WECAN’s Regional Representative
- invitations to regional WECAN gatherings
- group discounts on individual memberships for early childhood educators at your school
- listing in the IASWECE World Directory of Waldorf Kindergartens and Early Childhood Programs at www.iaswece.org
- E-newsletters and other mailings from the International Association (IASWECE)

Responsibilities of WECAN Full Members:

- Submission of annual updates of Contact Information for the Directory
- Payment of WECAN Dues (see below)
- Renewal every five years by completion of a Self-study update and a site visit (AWSNA-affiliated WECAN Full Members may fulfill the WECAN Renewal requirement through their AWSNA re-accreditation or self-study rhythm (usually 7 – 10 years).

Full WECAN Members are encouraged to:

- engage with their colleagues in the movement and with the wider world as fully established, healthy representatives of Waldorf early childhood education.
- participate in mentoring and advising new initiatives in their regions
- host regional WECAN gatherings from time to time
- participate in collaborative working groups and research groups sponsored by WECAN.

Dues:

- Full Members with fewer than 16 children enrolled are asked to contribute dues of \$15 per child or adult for 2009-10.
- Programs with more than 16 children pay dues of \$400 for 2009-10.
- \$150 of the WECAN Full Membership Dues paid to WECAN supports the activities of the International Association for Steiner/Waldorf Early Childhood Education (IASWECE).
- WECAN Dues invoices are sent out each fall (together with AWSNA invoices for AWSNA-affiliated schools). Payment of annual dues is expected within 30 days.

AWSNA Accreditation and WECAN Renewal:

If you are currently in an AWSNA Accreditation process, your WECAN Renewal can be completed through the AWSNA accreditation.

Please contact Carol Fulmer of AWSNA Accreditation for further details.

USE OF THE NAME “WALDORF”

There are often questions about the use of the name “Waldorf” or “Steiner” as part of a program’s title or sub-title. The following position statement may be found in the *AWSNA Membership Handbook*:

“Waldorf” and “Rudolf Steiner” are internationally registered service marks in the field of education. In the United States, the Association of Waldorf Schools of North America (AWSNA) holds the rights to these service marks. Only schools, institutions or organizations which have received express permission from AWSNA may represent themselves as Waldorf schools or use the words “Waldorf” or “Rudolf Steiner” in their names or subtitles. At present, only independent schools affiliated with AWSNA and meeting AWSNA’s criteria for use have been granted permission to use these service marks.

Questions regarding the use of these service marks by schools in Canada need to be addressed to the Waldorf School Association of Ontario (WSAO).

Guidelines for affiliation with AWSNA are available from the Association.

The following, adapted by AWSNA and WECAN in February 1999, represents the current position regarding the use of the name “Waldorf” or “Steiner” by early childhood programs:

Initiatives such as home-based, non-incorporated nursery/ kindergartens which do not intend to start a school may go through the necessary steps with WECAN to become a WECAN Full Member. At the time of becoming a Full WECAN Member, they receive permission to use “Waldorf” or “Steiner” in their name. Final decisions on the use of the names “Waldorf” and “Steiner” for such early childhood programs are made by WECAN. Authority for this decision is granted to WECAN by AWSNA.

Please note that if your program is not eligible to use “Waldorf” or “Steiner” in its title, these names may also not be used in the second line or by-line, for example “Waldorf-inspired pre-school”. However, you may refer to Waldorf education in your brochure or flyer.

Once an early childhood program has been granted Developing Member status in WECAN, it may indicate this in its literature or in telephone messages, e.g. “Wildflower Meadow – A Developing Member of the Waldorf Early Childhood Association of North America”.

WECAN also asks that its Full and Developing Members make their WECAN Membership status prominent and visible in their promotional materials.

If there are further questions, these may be directed to the WECAN or AWSNA Office.

WECAN ACTIVITY AND COLLEAGUESHIP WITHIN REGIONS

WECAN members have many opportunities for leadership and collegueship within our Association and in collaboration with AWSNA here in North America, and as members of the International Steiner/Waldorf Early Childhood Association (IASWECE) worldwide.

In our North American regions, WECAN gatherings create opportunities for collegueship, advising and supporting of developing early childhood programs, and having a voice in WECAN decision-making on such issues as the path to membership, Shared Principles, and dues structure.

The WECAN Board has invited experienced Waldorf early childhood educators in each region to act as WECAN Regional Representatives. In most large geographic regions, there are teams of WECAN Regional Representatives. These Representatives act as speaking partners, supporting each other in meeting the regional responsibilities described below in the manner that best supports the needs of their particular region (or sub-region).

The responsibilities and tasks of the WECAN Regional Representatives are as follows:

- Welcome new initiatives through offering support and collegueship within the region
- Assist members on their steps on the membership path
- Contact members to explore activities and shared issues of concern
- Facilitate collaboration within the region, including a regional gathering of early childhood colleagues, hosted by a Full Member
- Act as a speaking partner to the AWSNA Regional Representative as needed
- Attend or help plan AWSNA regional meetings and/or conferences, making sure that early childhood discussions or workshops are included
- Review Self Studies and Site Visit reports, and make recommendations to the WECAN Membership Committee regarding applications for membership
- Help the WECAN Board in developing Membership criteria, Shared Principles, and guidelines for site visits, to be included in the WECAN Membership Handbook and as online resources

A list of Regional Representatives for 2009-10 follows on the next page. Please contact them with questions or ideas for regional collaboration.

**WECAN REGIONAL REPRESENTATIVES
2009-2010**

NORTHEAST/QUEBEC

Maine, Massachusetts, New Hampshire, Quebec, Rhode Island, and Vermont

Su Rubinoff, Meadowbrook Waldorf School, RI
34 Allen Avenue
Wakefield, RI 02879
Work: 401-491-9570
Home: 401-783-5556
surubinoff@gmail.com

MID-ATLANTIC

Connecticut, Eastern Pennsylvania, New Jersey, and New York

Karen Atkinson, Waldorf School of Princeton, NJ
1062 Cherry Hill Road
Princeton, NJ 08540
Work: 609-466-1970 ext. 611
Home: 609-309-5060
atkinsonkaren@comcast.net

SOUTHEAST

**Alabama, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland,
North Carolina, Tennessee, and Virginia**

Nancy Foster, Washington, DC
7717 14th Street NW
Washington D.C. 20012
202-829-2909
nfoster@speakeasy.net

GREAT LAKES

Ontario, and Western New York

Connie White, London, ON.
467 Riverside Drive
London, ONT N6H 2R9
519-471-8056
connie39@rogers.com

Michigan, Ohio, and Western Pennsylvania

Ayesha Mall, Ann Arbor, MI
2602 Salisbury Lane
Ann Arbor, MI 48103
734-995-2740
aymall@comcast.net

Illinois, Indiana, Iowa, and Wisconsin

Anne Marie Fryer, Pleasant Ridge Waldorf School, Viroqua, WI
E3101 Tewart Road
De Soto, WI 54624
Work: 608-637-7828
Home: 608-648-2316
info@cookingforthe loveoftheworld.com

Minnesota and Missouri

Kerry Miller, City of Lakes Waldorf School, Minneapolis, MN
2344 Nicollet Avenue So.
Minneapolis, MN 55404
Work: 612-767-1521
Home: 952-887-2763
kerrymiller@clws.org

TEXAS-MEXICO-SOUTHWEST-ROCKIES

Arizona, Colorado, Kansas, New Mexico, Texas

Nancy Blanning, Denver Waldorf School, CO
1226 Lipan Street
Denver, CO 80204-3542
303-534-3462
nancy.blanning@gmail.com

Laurie Clark, Denver Waldorf School, CO
525 Gaylord Street
Denver, CO 80209
303-698-9604
laurieclark525@comcast.net

Mexico

Louise deForest, Rudolf Steiner School, NY
315 Round Lake Terrace
Monroe, NY 10950
845-238-5055
loudeforest@optonline.net

PACIFIC NORTHWEST

Alaska, Alberta, and British Columbia

Annie Gross, Salt Spring Island, BC
1-129 Crofton Road
Salt Spring Island, BC V8K 2R8
250-537-4644
anniegross@gmail.com

Idaho, Montana, and Washington

Holly Koteen-Soule, Seattle, WS
3055 NE 98th Street
Seattle, WA 98115
206-528-1702
hollysgarden@qwest.net

Oregon

Robin O'Brien, Portland Waldorf School, OR
14591 SE Creekside Drive
Milwaukee, OR 97267
503-654-6018
rob310@yahoo.com

NORTHERN CALIFORNIA

Dagmar Eisele, San Francisco Waldorf School, CA
643 Shotwell Street
San Francisco, CA 94110
Work: 415-931-2750
Home: 415-826-4159
dagmareisele@hotmail.com

Diane David, San Francisco Waldorf School, CA
132 Second Avenue
San Francisco, CA 94118
Work: 415-931-2750, ext.234
Home: 415-751-0798
dianejohndavid@sbcglobal.net

SOUTHERN CALIFORNIA

Laura Ferris, Highland Hall Waldorf School, Los Angeles, CA
7101 Hatillo Avenue
Canoga Park, CA 91306
Work: 818-349-1394 ext. 228
Home: 818-340-6673
laura-ferris@sbcglobal.net

Patricia Rubano
2162 Saratoga Street
Oceanside, CA 92054
760-754-1148
patrubano@hotmail.com

HAWAII

Geri Ihara, Honolulu Waldorf School
350 Ulua Street
Honolulu, HI 96821
Work: 806-377-5471
gihara@honoluluwaldorf.org

THE INTERNATIONAL ASSOCIATION FOR STEINER/WALDORF EARLY CHILDHOOD EDUCATION

WECAN is a Full Member Association in the International Association for Steiner/ Waldorf Early Childhood Education (IASWECE), based in Järna, Sweden. IASWECE was founded in 1967 as the International Waldorf Kindergarten Association and was re-founded in 2006, moving its legal location from Germany to Sweden.

Member Associations include those of Australia, Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Ireland, Italy, Japan, Netherlands, North America, Norway, Poland, Romania, Russia, Spain, South Africa, Sweden, Switzerland, Ukraine, and the United Kingdom. Each of these Member Associations has a representative on the IASWECE Council.

The activities of the International Association include the following:

- cooperation among colleagues throughout the world through meetings, conferences, working groups, etc. such as the World Early Childhood Conference in Wilton, NH in August 2008
- deepening and renewing the work with the young child out of the sources of Waldorf education and support for its quality
- fostering training and continuing development of caregivers and early childhood educators
- undertaking and supporting collaborative research on contemporary questions about the care and education of the young child
- supporting collaboration with parents, other educators and the wider society on the needs of the young child
- protecting the name of Steiner/Waldorf early childhood education
- providing resources, information and publications on Waldorf early childhood education and its programs worldwide
- offering support – pedagogical and financial – for projects in countries around the world

WECAN Developing and Full Member programs and training centers are listed in the World Directory. Full Members provide a membership contribution each year as part of their WECAN dues, to support the activities of the International Association.

Susan Howard and Louise deForest represent North America in the Council of the International Association, which meets twice each year in various member countries. They share a picture of the work in North America with the wider international circle, and report to WECAN Members on the activities of the International Association. Susan Howard is also a member of the two-person IASWECE Coordinating Group responsible for facilitating the activities of the International Association.

Further information on IASWECE can be found at www.iaswece.org.

COLLABORATION WITH THE ASSOCIATION OF WALDORF SCHOOLS (AWSNA)

AWSNA'S PATH TO MEMBERSHIP

Although not all WECAN Members are affiliated with AWSNA, the AWSNA membership path provides a context for the WECAN changes described in this WECAN Handbook.

AWSNA supports and recognizes the importance of early childhood work as a basis for healthy school development. At the same time, it challenges WECAN to take an active role in advising new and developing early childhood initiatives.

For further information on AWSNA and its Membership Handbook, visit www.awsna.org or call the AWSNA Administrative Office in Minneapolis, MN, at 612-870-8310.

CONTACTING US AT WECAN: BOARD AND STAFF MEMBERS

THE WECAN BOARD

The WECAN Board comprises experienced early childhood educators from throughout North America. The Board has a four-day annual meeting each November and an additional meeting in the spring. Its various committees - Outreach, Finance, Personnel, Board Development, Marketing, Development/Fundraising, and Conference Planning - are active throughout the year in a number of ways.

Board members and other WECAN colleagues participate in our WECAN Working Groups to deepen aspects of our educational work and prepare the results for publication in WECAN Books and *Gateways*. The Board also acts as an organ of perception for the needs of the Waldorf early childhood movement and takes initiative in hosting conferences, publishing WECAN Books, and collaborating with AWSNA.

The current Members of the Board are Susan Howard (Chair), Nancy Blanning, Louise deForest (Secretary), Andrea Gambardella (Treasurer), Annie Gross, Patricia Lambert, and Ruth Ker.

WECAN STAFF

WECAN Coordinator Susan Howard has a home office in Amherst, Massachusetts, where she works on a half-time basis for WECAN, and half-time for the International Association (IASWECE).

WECAN Administrator Melissa Lyons works in the WECAN Office in Spring Valley, NY, on a full-time basis.

WECAN Membership Coordinator Andrea Gambardella works on a part-time basis at the WECAN Membership Office in Spring Valley.

WECAN Membership Administrator Susan Wallendorf works on a part-time basis at the WECAN Membership office in Spring Valley.

WECAN Publications Manager Lory Widmer works part-time for WECAN in Spring Valley, NY. She assists Steve Spitalny, editor of *Gateways*, and prepares our WECAN Books for publication.

TO CONTACT US:

WECAN Coordinator

Susan Howard, Amherst, MA. Tel: 413-549-5930 or showard@waldorfearlychildhood.org.

WECAN Office Administrator

Melissa Lyons, Spring Valley, NY. Tel: 845-352-1690 info@waldorfearlychildhood.org.

WECAN Membership Coordinator

Andrea Gambardella, Locust Valley, NY. Tel: 845-517-2388, ext 17
agambardella@waldorfearlychildhood.org.

WECAN Membership Administrator

Susan Wallendorf, Spring Valley, NY. Tel: 845-517-2388, ext 11
membership@waldorfearlychildhood.org.

***Gateways* Newsletter**

Steve Spitalny: Tel: 831-476-8264, Santa Cruz Waldorf School, CA, or
gateways@waldorfearlychildhood.org

WECAN Publications

Lory Widmer, Spring Valley, NY. Tel: 845-426-3746 or publications@waldorfearlychildhood.org

Our WECAN Website: www.waldorfearlychildhood.org

WECAN

285 Hungry Hollow Road

Chestnut Ridge, NY 10977

FAX: 845-352-1695