To Our Families and Friends, Who Make Our Learning Community Possible
Dear Friends,

So much has been written and said about gratitude lately that I fear the words “thank you” aren’t nearly enough; that said, I believe in their power—when given and received, in the form of encouraging words, a warm hug, or a reassuring smile or wave—and I am very grateful for your many forms of support of our shared work at SFFS.

At Friends, we are committed to education for action, animated by our SPICES, our vision of more caring and just communities, and a better world. It’s a challenge both daunting and inspiring. Your many gifts of time, talent, and treasure support our efforts to make it happen, to do all that we can with all that we have here and now.

Our current strategic work, informed by the participation of so many of you, will propel us to new and exciting places. Our Annual Fund and upcoming campaign, supported by our SFFS families, will make furthering this work possible and lead us into our next chapters as an institution. Thank you again for being friends of Friends.

Thinking SFFS,

Mike Hanas
Head of School
Dear Friends,

The 2017–2018 school year was a momentous one, as it saw the development and delivery of a new strategic plan. With the benefit of writing these words in 2019, it appears that 2018–2019 is shaping up to be a humdinger, as well—it is truly an inspiring time to be a part of the SFFS community.

We’ve always counted on the parent body to be a partner in helping SFFS achieve its goals and become the school we wish to be, and there are a myriad of ways to plug in and do your part. A few examples include: signing up as a volunteer in the classroom or with our Parents Association and its many committees; taking an active role in planning the Blue Party; participating in strategic initiatives such as the Equity and Inclusion survey, which will be sent to families in the coming weeks; and, of course, through a donation to the Annual Fund. Attracting the highest quality teachers and maintaining access to a SFFS education for all members of our community are two central values of the school. These goals are met through competitive compensation and adjustable tuition—both of which can only be addressed through dollars.

This is how we make our mission—to challenge students with a dynamic curriculum that inspires curiosity, cooperation, and hard work, while working toward the Quaker ideal of a more caring and just society—a reality.

Happy New Year friends, and thank you for your ongoing support!

Shabnam Koirala-Azad and H. Michael Feldman
Co-Clerks of the Board of Trustees
2017–2018
BY THE NUMBERS

- Percentage of Students with Adjustable Tuition: 26%
- Adjustable Tuition Budget: $2.6M
- Total # of Students: 440

- # of Zip Codes Represented: 35
- Percentage of Students of Color: 53%
- # of Different High Schools Attended by SFFS Alumns: 53

- # of Annual Fund Parent Volunteers: 14
- # of Annual Fund Gifts: 795
- Total Raised by the Annual Fund: $834,451

- Annual Fund Gifts Range: $2–$20K
- # Auction Winners at 2018 Blue Party: 231
- # of SFFS Faculty and Staff: 83
OPPORTUNITIES and INNOVATIONS

The 2017–2018 Annual Fund presented SFFS with numerous opportunities to strengthen our academic program and create greater inclusion in our community.

Among these? Extending free hot lunches to qualified students, continuing our commitment to offering financial assistance to those who need it most, purchasing and stocking science carts for the Lower School, increasing faculty salaries, and recruiting new teachers to join us from as far away as Vietnam and New York. These specific examples each represent individual brushstrokes within the larger picture of our strategic work, which places the utmost value on community, programmatic innovation, and financial sustainability.

We are inspired by what we have been able to accomplish with the help of the Annual Fund, and we hope that in the coming year this crucial resource will bolster numerous initiatives as part of our current strategic work, including...

The Equity and Inclusion Survey

Our Equity and Inclusion Steering Committee, currently comprised of trustees, parents, and members of our professional community, has partnered with Pacific Consulting Group (PCG) to conduct a climate assessment survey at Friends. After recently completing an exploratory phase with a small group of respondents, a larger survey will be sent out to the entire community—staff, parents, and students—later this spring. PCG will then help Friends to analyze the results and develop actionable takeaways to make SFFS an even more inclusive, aware, and caring community. Going through this process will reinforce the values that are pillars of our foundation, are vital to our mission, and improve the education and experience of every student at Friends.
The New Schedule

Friends faculty and staff have long wanted to create a schedule that would allow for a less siloed and hurried academic experience for our students based upon the findings of numerous scholars and practitioners in the education field and our own progressive values system. After forming a committee to lead the charge, we kicked off the 2017–2018 school year with a visit from scheduling consultant Ross J. Peters. Peters introduced a framework to guide our work around the redesign of time at SFFS, emphasizing deepened student engagement, more applied experiences in the interest of enriched understanding, and supporting the development and collaborative engagement of our teachers. After a robust process of listening, prioritizing, and problem-solving, we have created a new schedule that meets our highest aspirations, and look forward to implementing it in the 2019–2020 school year.

Integrated Curriculum

In making plans for a new schedule that creates space for our faculty and staff to collaborate across departments and more opportunities for our students to learn and create in innovative ways, the SFFS professional community was ready to learn more. So this past fall, a small group of administrators and faculty visited MIT’s Media Lab to observe the lab’s much-celebrated model of collaboration, which breaks down traditional discipline barriers. The trip has since informed the exciting strategic initiatives at Friends surrounding integrated curriculum-building. “What we’re trying to do is consider how an integrated approach to teaching and learning affords students a better understanding of the work they’ll likely be engaged in as they enter adulthood. [Answering these questions will help us] build a program with a thoughtful curriculum… and takes into consideration who we are at Friends,” says Lower School Head Jennifer Arnest.
OPERATING STATEMENT

Revenue & Expenses 2017–2018

Each year, the Board of Trustees carefully balances the fiscal and programmatic needs of the school, while attending to the vitality of our Quaker values and school community. Our operating budget reflects our school’s priorities, and we are proud to lead the way among Bay Area schools in our adjustable tuition and Friends Community Scholars programs.

As a young school without a large 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.
Year after year, SFFS has benefited from the tremendous generosity shown by our community. Gifts from parents, faculty and staff, trustees, alumni, grandparents, and friends strengthen every aspect of our school and ensure our bright future.

Annual Fund

The Annual Fund is the bedrock of our fundraising program. As the school’s largest source of non-tuition income, the Annual Fund ensures that SFFS can sustain a breadth of programs beyond what tuition alone can provide. In 2017–2018, gifts to the Annual Fund totaled $834,451.

Coming Together in Community

Community is central to the culture at Friends, and our fundraising program honors that. SFFS families recognize the importance of diversity, accessibility, and community, and show their support through silent auction bids at the Blue Party, which support the adjustable tuition program, and donations to Booktopia, which supports our beloved Birthday Books program and the library collection at Friends. In 2017–2018, the Blue Party and Booktopia raised a total of $177,438.
Thank you for making a difference in the lives of our students! The impact of your gift is felt by every student, every day.
LET YOUR LIFE SPEAK

Volunteers add value beyond measure to our school, offering their time and energy in countless ways that save the school valuable resources and strengthen the fabric of our community.

From the Board of Trustees to the work of the Parents Association to parent drivers on field trips, we are grateful for all acts of service to Friends.

To learn more about supporting Friends, please visit our website or contact the Development Office at 415.565.0400.

MISSION STATEMENT

At San Francisco Friends School, students learn in a community grounded in the Quaker values of reflection, integrity, peaceful problem-solving, and stewardship. Our teachers challenge students with a dynamic curriculum that inspires curiosity, cooperation, and hard work. We teach children to listen to all voices and to trust their own. We engage with the world around us with kindness and conviction, working toward the Quaker ideal of a caring and just society.

BOARD COMMITTEES

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Committee on Trustees
Development
Equity & Inclusion Steering
Facilities
Finance
Future Initiatives
Investment
Quaker Life

PARENTS ASSOCIATION COMMITTEES

Admissions
Annual Fund
Blue Party
Circle of Friends
Communications
Community Connections
Craft Fair
Equity & Inclusion
Flowers
Giants Night
Hospitality
Learning Support Alliance
Library
Mixed-Up Potlucks
Quaker Life
Room Parents
School Store
Service
Spanish Speakers
SPEAK
Teacher-Staff Appreciation
Welcoming
Year-End Celebration