

EDUCATION FOR PEACE

# East Bay Montessori



## ANNUAL REPORT 2024-2025

Kindergarten Bridge – 8th Grade

7075 Cutting Boulevard  
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EIN: 9768962-49



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**East Bay Montessori // 2024–2025 Annual Report**

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# Letter from the Head of School



With my eighth year as Head in the rear view mirror, I can safely say that no two years have been the same since I took on this role. The 2024-2025 school year brought delights and triumphs—important ballast for the turbulence we have experienced culturally in that time. Here, the year was marked by a tremendous retention rate from the previous year; major campus improvements to our playground and Community Room; Anne Marie Richard's final year as Board Chair; and exciting additions, returns, and shifts among our talented and experienced faculty.

Our administrative team was fortunate to attend a two-day workshop on small school leadership with

other Bay Area private school leaders. The concrete ideas and strategies we exchanged were the often-rare, true professional development gems that we seek to reinvigorate ourselves in the name of better serving our community. It continues to be both a joy and an honor to do this work.

In Peace,

**Alissa Stolz, M.Ed.**

SEC I & II, Administrator Credentials from the American Montessori Society

**88.4%** ↗

**Retention rate**  
(9 point increase)

**9.2%** ↘

**Attrition rate**  
(4.5 point decrease)

**15%**

**Tour to enrollment  
conversion rate**

**12** ↗

**New students  
for 2024-2025**

*"Not in the service of any political or social creed should the teacher work, but in the service of the complete human being, able to exercise in freedom a self-disciplined will and judgement, unperturbed by prejudice and undistorted by fear."  
– Maria Montessori*



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# Letter from the Treasurer

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EBM generated slightly higher income during fiscal year 2024–2025, driven primarily by a modest rise in the average enrollment. While costs increased at a higher rate, this was partially offset by stronger interest income. As a result, the school recorded an operating loss similar to the prior year. Despite this, EBM's overall financial position remains robust, and the school is well-positioned for continued growth and reinvestment.

## Revenues

Tuition revenues increased modestly, supported by a slight rise in average enrollment. Financial aid remained at an elevated level, reflecting our ongoing commitment to accessibility. Other contributions continued at a steady, modest pace.



## Expenses

Overall expenses rose, largely due to higher employment costs. EBM remains dedicated to providing appropriate salary adjustments and maintaining staffing levels that support current and future enrollment. Non-operating results turned positive, helped by a significant increase in interest income. Even with this support, ordinary income remained negative, roughly in line with the prior year.

## Financial Position

EBM's financial footing remains strong. As the school owns its real estate, maintains prudent leverage, and holds a healthy cash balance, the school is well positioned for continued growth and long-term sustainability as it intentionally reinvests in program quality.

## Gabriel Marshank

Treasurer

East Bay Montessori Board of Directors



# Where in the Bay?

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In a study of our school's population, we see our families distributed throughout the northwestern area of the East Bay. A clear majority live within El Cerrito itself, and our other strongest zip codes immediately surround it. We are also proud to serve families in farther reaches, such as Emeryville, Oakland, Crockett, and Vallejo, and pleased at the commitment to strong Montessori education that all of our families show in their dedication to our school.

# Montessori Model United Nations

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## In Our Fourth Year

It was with pleasure that we sent a record fourteen delegates to the February 2025 Montessori Model United Nations Conference in New York.

### Trip highlights:

- 6<sup>th</sup> Year students represented Brazil.
- 7<sup>th</sup> and 8<sup>th</sup> Year students represented a combination of Malta, Sierra Leone, and the United Arab Emirates.
- Annual frigid nighttime gelato run.
- Two EBM 6<sup>th</sup> Year students were selected to present at the Closing Bureau, the celebratory final day of the conference that takes place on the floor of the actual United Nations General Assembly in New York City. During this ceremony, these students (selected by a vote of committee peers) present the consensus reached by their committee on the humanitarian topic they spent the week addressing.
- An EBM alumna, who attended as a Bureau Member (high school student leading the younger students), had the honor of presenting at the Closing Bureau as well.

14 ↖

EBM delegates attended

3 ↖

EBM delegates and alums presented at the Closing Bureau at the UN



# Students to the Front: Keeping It Child-Centered



## Students Lead Themselves ...

Independence: Taking care of oneself and of the learning environment begin in Kindergarten Bridge. Students clean up after themselves to create beauty and order for themselves and the other students. The satisfaction of independence is its own, intrinsic reward.



## ... And One Another

This blossoms into leadership in their classrooms and beyond, from planning the routes of their fieldtrips, to sharing research fair information with younger students, to leading the introduction to the Montessori Model United Nations program for the newest attendees.





# Coming Together: EBM Community

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East Bay Montessori is deeply fortunate to be the community that the school's many constituents have built together. Whether we are gathering to celebrate our parent body, decorating cookies before the holiday season, watching a movie on the weekend, or enjoying the Autumn Dance, we see meaningful connections made throughout the year.

**Community Cultivation:** Last year, Emily Howard (UE teacher) led Tea and Care, a new set of parent events focused on helping one another in material ways — sharing a supportive walk or phone call, keeping one another accountable to goals and agreements, and swapping ideas for replenishing energy and purpose. This set the stage for future parent support-oriented events, which feel critical in these times.

**Parents' Association Leadership:** As always, we want to give a special shout-out to our PA Leadership group, who put together so many of the above events, are at the core of culture cohesion at EBM, and outdid themselves in 24-25 with a beautiful teacher appreciation farmer's market in May.

At EBM, we take none of this for granted.

**Families, we thank you for choosing us and making our school a welcoming, thriving place of humor, service, and creativity!**



# Play & Light: Capital Improvements



## State-of-the-Art Playground

EBM installed a brand-new, top-notch playground with all the contemporary amenities. The Molecule is a multifaceted climbing structure. There is also a balance bridge and wobble board. All features aid in motor skill development and refinement, and joy!



## Community Room Shades

EBM invested in a two-tier, blackout-option set of shades for our large bank of windows in the Community Room. This is at once a climate control and a performing arts benefit: the room gets full sun much of the year, and shades make atmosphere possible at our concerts and plays.





# The Year in Pictures

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Peaceful classroom days to Talent Show highs!









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# The 2025–2026 EBM Board of Directors

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## Asha Weber

### CHAIR

East Bay Montessori has profoundly impacted my family through its dedication to creating learning environments that nurture both children and the adults who support them. The work of the Board is to protect and ensure this dedication, with a long and robust future ahead. I am honored to step into the position of Chair — serving a learning community to which I am personally connected is symbiotic work that feels very meaningful to me.

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## Gabriel Marshank

### TREASURER

I believe our life's phases can be labelled as: Learn, Earn, Return. It is a pleasure to be able to be in that final phase, which drives my support of the EBM community. As the school starts to approach its 50th year of operation, it has created an unmatched legacy. And I hope that my efforts can help contribute to the school's mission for many, many years to come.



## Erik Housh

### SECRETARY

I am so excited to be returning to the EBM Board of Directors again this year! EBM is a school that makes our world a better place by teaching cooperation, harmony, peace, independent thinking, and friendship, and then allowing the Butterfly Effect to spread its wings and launch all of that into the ether. I was very excited to see two of our facilities projects completed last year (the new fence and the new sidewalk on Tamalpais Avenue) and I can assure you we have many more exciting things in store for the coming year!



**Don Miller**

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**MEMBER AT LARGE**

I am looking forward to bringing my broad background in the private and nonprofit sectors to East Bay Montessori's Board of Directors. I plan to collaborate with other board members as we work to ensure that EBM is positioned to provide an excellent learning experience for all of its students.

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**Alissa Stolz**

**HEAD OF SCHOOL + EX OFFICIO MEMBER**

I came to East Bay Montessori in 2009 to open the Middle School, and in the years since, this extraordinary community has continued to grow and transform in wonderful ways. We are, at our heart, a school that embraces change with a strong history of adapting thoughtfully, caring deeply, and holding fast to our shared purpose. Montessori education prepares children not just for what's next, but for life itself - with curiosity, compassion, and courage. Each day, I feel grateful to work alongside our devoted teachers and Board, and to serve the remarkable families and children who make this community such a joyful and meaningful place to be.



**Peggy Wolff**

**BUSINESS MANAGER + EX OFFICIO MEMBER**

With deep roots in both the for-profit world and education, and a heart for Montessori, I joined EBM after years of building schools in India with a dedicated team of like-minded educators, and teaching in Napa Valley. I'm excited to roll up my sleeves, dive into Excel sheets, challenge the school's business CEOs, and help nurture a community where curiosity, kindness, and learning flourish.



# Thank you.

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## The 2024-2025 Annual Fund

To all our families, alums, staff, board members, and friends from the 2024-2025 year: Thank you, from the bottom of our hearts. East Bay Montessori strives to provide an excellent education to as many students as we can and without your donations, our work would not be possible.

Together, we raised:

**\$31,282**

### The Wechsler-Gurganus Family - EBM Founders

The Accornero Family

The Aldaco Family

The Axthelm Family

The Barrow Family

The Battula Family

The Bertuccio Family

The Boyer Family

The Breugel Family

The Brinkerhoff Family

The Brown Family

The Brunell Family

The Ledesma Family

The Delafield Family

The Dement Family

The Demiray-Wright Family

The Dizon Family

The Eyman Family

The Flanagan Family

The Gallagher Family

The Gonzalez-Flores Family

The Green Family

The Gutierrez Family

The Hamel Family

The Hartmann Family

The Harvey Family

The Hazen Family

The Housh Family

The Jackson Family

The Jaffe McCrystal Family

The Kearns Family

The Kleinman Family

The Knapp Family

The Marshank Family

The Martin-Gunn Family

The Maw Family

The McClain Family

The McCrystal Family

The Michero Family

The Millstein Family

The Moll Family

The Moore Family

The Moran Family

The Mosher Family

The Nestal Family

The Nguyen Family

The Osman Family

The Pang Family

The Pathak Family

The Petrofsky Family

The Pochat Patel Family

The Poleto Mori Family

The Posner Pyatt Family

The Rabinovici Family

The Ramirez-Perez Family

The Richard-Royal Family

The Rosales Family

The Shababo Family

The Snyder Family

The Sol Kuntzsch Family

The Stolz Family

The Strohm Family

The Taylor Family

The Ung Family

The Vena Family

The Wallace Family

The Weber Family

The Wheeler Family

The Zeitler Family



# Ways to Give

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Donate via PayPal

payments@eastbaymontessori.org



Matching gifts



Volunteer your expertise



Serve in the Parents  
Association



Serve on the Board of  
Directors



## *Thank You.*

EBM remains steadfast in our commitment to remain a welcoming, safe, inclusive place for all children to learn and all teachers to work, regardless of nationality, religion, ethnicity, or immigration status. We are committed to the right of children to a peaceful education and upbringing.

We thank you for all that you do, in service and in support, to keep our peaceful corner of the world thriving.





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