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Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2011

Open to Public Inspection

A For the 2011 calendar year, or tax year beginning 07-01-2011 and ending 06-30-2012

B Check if applicable
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization
Austin Waldorf School Inc

Doing Business As

Number and street (or P O box if mail is not delivered to street address) | Room/suite
8700 South View Road

City or town, state or country, and ZIP + 4
Austin, TX 78737

D Employer identification number
74-2176835

E Telephone number
(512) 288-5942

G Gross receipts $ 4,758,136

F Name and address of principal officer
David VanDelinder
8700 South View Road
Austin, TX 78737

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☐ Yes ☑ No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status ☑ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ www austinwaldorf org

K Form of organization ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1980

M State of legal domicile TX

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
The School creates an educational environment that balances academic, artistic, and practical disciplines, as well as provides daily opportunities for both group and individual learning

2 Check this box ▶☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	12
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	9
5	Total number of individuals employed in calendar year 2011 (Part V, line 2a)	5	87
6	Total number of volunteers (estimate if necessary)	6	403
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, line 34	7b	

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	32,010	331,579
	9	Program service revenue (Part VIII, line 2g)	43,564	4,233,178
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	7,057	1,062
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	13,095	115,483
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	95,726	4,681,302
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)		0
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	269,559	3,306,446
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶139,940		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	108,864	1,243,156
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	378,423	4,549,602
	19	Revenue less expenses Subtract line 18 from line 12	-282,697	131,700

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	7,750,894	7,359,656
	21	Total liabilities (Part X, line 26)	1,367,796	836,757
	22	Net assets or fund balances Subtract line 21 from line 20	6,383,098	6,522,899

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

****** | 2013-02-21
Signature of officer | Date

David VanDelinder Treasurer
Type or print name and title

Paid Preparer's Use Only

Preparer's signature	Date	Check if self-employed ▶	Preparer's taxpayer identification number (see instructions)
Gary Joseph Jack		☑	

Firm's name (or yours if self-employed), address, and ZIP + 4 ▶ Dunagan Jack LLP
3724 Jefferson Street Suite 307
Austin, TX 78731

EIN ▶

Phone no ▶ (512) 420-8997

May the IRS discuss this return with the preparer shown above? (see instructions) ☑ Yes ☐ No

Part III **Statement of Program Service Accomplishments**

Check if Schedule O contains a response to any question in this Part III . . . . ☐

1 Briefly describe the organization's mission

The School's guiding values are a life-long love of learning, creative thinking and self-confidence, a sympathetic interest in the world and the lives of others, and an abiding sense of moral purpose By creating a school environment that balances academic, artistic, and practical disciplines, as well as providing daily opportunities for both group and individual learning, Austin Waldorf School cultivates the faculties that allow our students to develop these qualities

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . ☐ **Yes** ☑ **No**

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? . . . . ☐ **Yes** ☑ **No**

If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses $ 3,448,784 including grants of $) (Revenue $)

The School served over 390 students from kindergarten through twelfth grade

4b (Code) (Expenses $ including grants of $) (Revenue $)

4c (Code) (Expenses $ including grants of $) (Revenue $)

4d Other program services (Describe in Schedule O)

(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses** ▶$ 3,448,784

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		No
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? *If "Yes," complete Schedule C, Part III*	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
11	If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line10? *If "Yes," complete Schedule D, Part VI.*	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII.*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII.*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX.*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X.*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X.*	11f		No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI, XII, and XIII*	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13	Yes	
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Part I*	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the U S ? *If "Yes," complete Schedule F, Part II and IV*	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the U S ? *If "Yes," complete Schedule F, Part III and IV*	16		No
17	Did the organization report a total of more than $15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I*	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? **Note.** All Form 990 filers that operated one or more hospitals must attach audited financial statements	20b		

Part IV Checklist of Required Schedules *(continued)*

		Line	Yes	No
21	Did the organization report more than $5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21		No
22	Did the organization report more than $5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to line 25*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		No
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		No
25a	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? *If "Yes," complete Schedule L, Part III*	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or owner? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	34		No
35a	Is any related organization a controlled entity of the filing organization within the meaning of section 512(b)(13)?	35a		No
b	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		No
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? **Note.** All Form 990 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response to any question in this Part V . . . . ☐

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	1a	84			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	
2a	Enter the number of employees reported on Form W-3, *Transmittal of Wage and Tax Statements* filed for the calendar year ending with or within the year covered by this return	2a	87			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	Yes	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)					
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b		No
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account or securities account)?			4a		No
b	If "Yes," enter the name of the foreign country ▶ See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . .			5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5c		No
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible?			6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		No
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		No
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	0			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . .			7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g		No
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			7h		No
8	**Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8		No
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the organization make any taxable distributions under section 4966?			9a		No
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		No
10	**Section 501(c)(7) organizations.** Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12 . . .	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	**Section 501(c)(12) organizations.** Enter					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		No
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** All 501(c)(29) organizations must list in Schedule O each state in which they are licensed to issue qualified health plans, the amount of reserves required by each state, and the amount of reserves the organization allocated to each state			13a		No
b	Enter the aggregate amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the aggregate amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O* . .			14b		No

Part VI **Governance, Management, and Disclosure** For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response to any question in this Part VI . . . . ☑

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a 12			
b	Enter the number of voting members included in line 1a, above, who are independent	1b 9			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? .		3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		4	Yes	
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .		5		No
6	Did the organization have members or stockholders?		6		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		7a	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a	The governing body?		8a	Yes	
b	Each committee with authority to act on behalf of the governing body?		8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		9		No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		No
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review the Form 990			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	Yes	
b	Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes," to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		No

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed▶

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply

☐ Own website ☐ Another's website ☑ Upon request

19 Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public See Additional Data Table

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization ▶

Lee Uerkwitz
8700 South View Road
Austin, TX 78737
(512) 288-5942

Part VII Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response to any question in this Part VII . . . .

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's **current** key employees, if any See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

Check this box if neither the organization nor any related organizations compensated any current or former officer, director, or trustee

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) Shawn Rucks Trustee	1 00	X						0	0	0
(2) Robert Miller Trustee/Teacher	40 00	X						46,285	0	11,899
(3) Kathryn King Trustee	1 00	X						0	0	0
(4) Pamela Carroll Trustee	1 00	X						0	0	0
(5) Betty Jane Enno Trustee/Teacher	40 00	X						48,628	0	9,693
(6) Jenni Evans Trustee	1 00	X						0	0	0
(7) Natasha McRee Trustee	1 00	X						0	0	0
(8) Brittan Pasloske Secretary	2 00	X		X				0	0	0
(9) David VanDelinder Treasurer	20 00	X		X				0	0	0
(10) Betsy Hanelius VP/Teacher	40 00	X		X				52,005	0	15,086
(11) Randy Henderson Vice President	2 00	X		X				0	0	0
(12) Don Becker President	20 00	X		X				0	0	0
(13) Lee Uerkwitz Finance Dir	40 00			X				75,598	0	16,181
(14) Susan Darcy Administrator	40 00			X				58,992	0	17,539

Part VII **Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees** (continued)

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations

		(D)	(E)	(F)
1b	**Sub-Total** . . . . ▶			
c	**Total from continuation sheets to Part VII, Section A** . . . . ▶			
d	**Total (add lines 1b and 1c)** . . . . ▶	281,508		70,398

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶0

			Yes	No
3	Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	**3**		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	**4**		No
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	**5**		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization ▶0

Part VIII Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns . .	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations . . .	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f 331,579				
	g	Noncash contributions included in lines 1a-1f $					
	h	**Total.** Add lines 1a-1f . . . . ▶		331,579			
Program Service Revenue			Business Code				
	2a	Tuition		3,842,073	3,842,073		
	b	Summer programs		103,163	103,163		
	c	Student fees		233,806	233,806		
	d	Other program services		54,136	54,136		
	e						
	f	All other program service revenue					
	g	**Total.** Add lines 2a–2f . . . . ▶		4,233,178			
Other Revenue	3	Investment income (including dividends, interest and other similar amounts) . . . . . ▶		1,062			1,062
	4	Income from investment of tax-exempt bond proceeds . . ▶		0			
	5	Royalties . . . . ▶		0			
			(i) Real / (ii) Personal				
	6a	Gross rents	(i) 30,177 / (ii)				
	b	Less rental expenses					
	c	Rental income or (loss)	(i) 30,177 / (ii)				
	d	Net rental income or (loss) . . . . ▶		30,177			30,177
			(i) Securities / (ii) Other				
	7a	Gross amount from sales of assets other than inventory					
	b	Less cost or other basis and sales expenses					
	c	Gain or (loss)					
	d	Net gain or (loss) . . . . ▶		0			
	8a	Gross income from fundraising events (not including $ of contributions reported on line 1c) See Part IV, line 18 . . .	a				
	b	Less direct expenses . . .	b				
	c	Net income or (loss) from fundraising events . . ▶		0			
	9a	Gross income from gaming activities See Part IV, line 19 . . .	a				
	b	Less direct expenses . . .	b				
	c	Net income or (loss) from gaming activities . . . ▶		0			
	10a	Gross sales of inventory, less returns and allowances .	a 140,648				
	b	Less cost of goods sold . .	b 76,834				
	c	Net income or (loss) from sales of inventory . . ▶		63,814	63,814		
		Miscellaneous Revenue	Business Code				
	11a	Other revenues		21,492			21,492
	b						
	c						
	d	All other revenue					
	e	**Total.** Add lines 11a–11d . . . . . . ▶		21,492			
	12	**Total revenue.** See Instructions . . . ▶		4,681,302	4,296,992		52,731

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D)
Check if Schedule O contains a response to any question in this Part IX . . . . ☐

	Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the United States See Part IV, line 21	0			
2	Grants and other assistance to individuals in the United States See Part IV, line 22	0			
3	Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	0			
5	Compensation of current officers, directors, trustees, and key employees	298,960	152,443	146,517	
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7	Other salaries and wages	2,238,775	1,941,584	248,857	48,334
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	68,031	54,014	12,418	1,599
9	Other employee benefits	485,785	390,898	82,021	12,866
10	Payroll taxes	214,895	184,909	26,990	2,996
11	Fees for services (non-employees)				
a	Management	0			
b	Legal	13,335	9,667	3,668	
c	Accounting	13,569		13,569	
d	Lobbying	0			
e	Professional fundraising *See Part IV, line 17* . .	0			
f	Investment management fees	0			
g	Other	0			
12	Advertising and promotion	16,065	5,751	10,314	
13	Office expenses	0			
14	Information technology	0			
15	Royalties . .	0			
16	Occupancy	77,426	63,504	12,520	1,402
17	Travel	0			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19	Conferences, conventions, and meetings	0			
20	Interest	3,615	2,961	588	66
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	229,775	188,238	37,353	4,184
23	Insurance	58,873	19,224	39,649	
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)				
a	Miscellaneous	63,175	21,366	34,158	7,651
b	Equipment rental and maint	78,161	9,470	68,481	210
c	Supplies	173,639	152,377	17,121	4,141
d	Contract services	253,427	124,538	128,889	
e					
f	All other expenses	262,096	127,840	77,765	56,491
25	**Total functional expenses.** Add lines 1 through 24f	4,549,602	3,448,784	960,878	139,940
26	**Joint costs.** Check here ▶ ☑ if following SOP 98-2 (ASC 958-720) Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

					(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing			602,369	1	394,107
	2	Savings and temporary cash investments			428,603	2	425,321
	3	Pledges and grants receivable, net				3	0
	4	Accounts receivable, net			41,420	4	11,575
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L				5	0
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Complete Part II of Schedule L				6	0
	7	Notes and loans receivable, net				7	0
	8	Inventories for sale or use			93,020	8	110,151
	9	Prepaid expenses and deferred charges			69,954	9	64,944
	10a	Land, buildings, and equipment cost or other basis *Complete Part VI of Schedule D*	10a	6,767,359			
	b	Less accumulated depreciation	10b	2,673,804	4,218,515	10c	4,093,555
	11	Investments—publicly traded securities			2,196,988	11	2,153,971
	12	Investments—other securities See Part IV, line 11			100,025	12	106,032
	13	Investments—program-related See Part IV, line 11				13	0
	14	Intangible assets				14	0
	15	Other assets See Part IV, line 11				15	0
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)			7,750,894	16	7,359,656
Liabilities	17	Accounts payable and accrued expenses			116,067	17	119,595
	18	Grants payable				18	
	19	Deferred revenue			568,093	19	651,257
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability *Complete Part IV of Schedule D*				21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons *Complete Part II of Schedule L*				22	
	23	Secured mortgages and notes payable to unrelated third parties			616,060	23	
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D			67,576	25	65,905
	26	**Total liabilities.** Add lines 17 through 25			1,367,796	26	836,757
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**					
	27	Unrestricted net assets			5,968,325	27	6,143,201
	28	Temporarily restricted net assets			215,916	28	170,841
	29	Permanently restricted net assets			198,857	29	208,857
		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			6,383,098	33	6,522,899
	34	Total liabilities and net assets/fund balances			7,750,894	34	7,359,656

Part XI Reconcilliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI . . . . ☑

1	Total revenue (must equal Part VIII, column (A), line 12) . . .	1	4,681,302
2	Total expenses (must equal Part IX, column (A), line 25)	2	4,549,602
3	Revenue less expenses Subtract line 2 from line 1	3	131,700
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . .	4	6,383,098
5	Other changes in net assets or fund balances (explain in Schedule O)	5	8,101
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	6,522,899

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII . . . . ☐

			Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☑ Accrual ☐ Other ____________ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? . .	2a		No
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
c	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	2c	Yes	
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both ☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separated basis			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits . .	3b		No

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SCHEDULE A (Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
Austin Waldorf School Inc

Employer identification number
74-2176835

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

1 ☐ A church, convention of churches, or association of churches **section 170(b)(1)(A)(i).**

2 ☑ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)** (Complete Part II)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)

9 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)

10 ☐ An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**

11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a ☐ Type I **b** ☐ Type II **c** ☐ Type III - Functionally integrated **d** ☐ Type III - Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?	**11g(i)**		
(ii) a family member of a person described in (i) above?	**11g(ii)**		
(iii) a 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		

h Provide the following information about the supported organization(s)

(i) Name of supported organization	**(ii)** EIN	**(iii)** Type of organization (described on lines 1- 9 above or IRC section (see instructions))	**(iv)** Is the organization in col (i) listed in your governing document?		**(v)** Did you notify the organization in col (i) of your support?		**(vi)** Is the organization in col (i) organized in the U S ?		**(vii)** Amount of support?
			Yes	**No**	**Yes**	**No**	**Yes**	**No**	
Total									

Part II **Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 **Public Support.** Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income (Explain in Part IV) Do not include gain or loss from the sale of capital assets						
11 **Total support** (Add lines 7 through 10)						

12 Gross receipts from related activities, etc (See instructions) | 12 |

13 **First Five Years** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** ▶☐

Section C. Computation of Public Support Percentage

14 Public Support Percentage for 2011 (line 6 column (f) divided by line 11 column (f)) | 14 |

15 Public Support Percentage for 2010 Schedule A, Part II, line 14 | 15 |

16a **33 1/3% support test—2011.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

b **33 1/3% support test—2010.** If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

17a **10%-facts-and-circumstances test—2011.** If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ▶☐

b **10%-facts-and-circumstances test—2010.** If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ▶☐

18 **Private Foundation** If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions ▶☐

Part III **Support Schedule for Organizations Described in IRC 509(a)(2)**
(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	**(a)** 2007	**(b)** 2008	**(c)** 2009	**(d)** 2010	**(e)** 2011	**(f)** Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public Support** (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	**(a)** 2007	**(b)** 2008	**(c)** 2009	**(d)** 2010	**(e)** 2011	**(f)** Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 **Total support** (Add lines 9, 10c, 11 and 12)						

14 **First Five Years** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** ▶☐

Section C. Computation of Public Support Percentage

15 Public Support Percentage for 2011 (line 8 column (f) divided by line 13 column (f))	15	
16 Public support percentage from 2010 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2011** (line 10c column (f) divided by line 13 column (f))	17	
18 Investment income percentage from **2010** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests—2011.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3% and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

b **33 1/3% support tests—2010.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

20 **Private Foundation** If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions ▶☐

Part IV **Supplemental Information.** Supplemental Information. Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Explanation

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
Austin Waldorf School Inc

Employer identification number
74-2176835

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate contributions to (during year)		
3	Aggregate grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit ☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)
☐ Preservation of land for public use (e g , recreation or pleasure)
☐ Preservation of an historically importantly land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

2 Complete lines 2a–2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶________

4 Number of states where property subject to conservation easement is located ▶________

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting and enforcing conservation easements during the year ▶________

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ $ ________

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1 ▶ $ ________

(ii) Assets included in Form 990, Part X ▶ $ ________

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a Revenues included in Form 990, Part VIII, line 1 ▶ $ ________

b Assets included in Form 990, Part X ▶ $ ________

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

a ☐ Public exhibition
d ☐ Loan or exchange programs
b ☐ Scholarly research
e ☐ Other
c ☐ Preservation for future generations

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV and complete the following table

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current Year	(b) Prior Year	(c) Two Years Back	(d) Three Years Back	(e) Four Years Back
1a Beginning of year balance	257,435	198,078	87,857		
b Contributions	1,675	52,675	109,331		
c Investment earnings or losses	5,959	6,682	890		
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	265,069	257,435	198,078		

2 Provide the estimated percentage of the year end balance held as

a Board designated or quasi-endowment ▶ 16 997 %

b Permanent endowment ▶ 83 003 %

c Term endowment ▶

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

		Yes	No
(i) unrelated organizations	3a(i)		No
(ii) related organizations	3a(ii)		No
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		No

4 Describe in Part XIV the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		371,910		371,910
b Buildings		5,736,912	2,156,139	3,580,773
c Leasehold improvements		61,073	61,073	
d Equipment		144,261	67,648	76,613
e Other		453,203	388,944	64,259
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				4,093,555

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other (A) Certificate of deposit	5,000	F
Total. *(Column (b) should equal Form 990, Part X, col (B) line 12)* ▶		

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. *(Column (b) should equal Form 990, Part X, col (B) line 13)* ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
Total. *(Column (b) should equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

1 (a) Description of Liability	(b) Amount
Federal Income Taxes	
Agency funds held	65,905
Total. *(Column (b) should equal Form 990, Part X, col (B) line 25)* ▶	65,905

2. Fin 48 (ASC 740) Footnote In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC740)

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	4,681,302
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	4,549,602
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	131,700
4	Net unrealized gains (losses) on investments	4	8,101
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	8,101
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	139,801

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	4,689,403
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	8,101		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	8,101
3	Subtract line **2e** from line **1**			3	4,681,302
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total Revenue Add lines **3** and **4c.** (This should equal Form 990, Part I, line 12)			5	4,681,302

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	4,549,602
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	4,549,602
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total expenses Add lines **3** and **4c.** (This should equal Form 990, Part I, line 18)			5	4,549,602

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b Also complete this part to provide any additional information

Identifier	Return Reference	Explanation
Part V, Line 4	Part V, Line 4 Intended uses of the endowment fund	Tuition Assistance Endowment Fund

SCHEDULE E
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Schools

▶Complete if the organization answered "Yes" to Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.
▶ Attach to Form 990 or Form 990-EZ.

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
Austin Waldorf School Inc

Employer identification number
74-2176835

Part I

			YES	NO
1	Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	1	Yes	
2	Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	2	Yes	
3	Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe If "No," please explain If you need more space use Part II	3	Yes	
4	Does the organization maintain the following?			
a	Records indicating the racial composition of the student body, faculty, and administrative staff?	4a	Yes	
b	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	4b	Yes	
c	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	4c	Yes	
d	Copies of all material used by the organization or on its behalf to solicit contributions?	4d	Yes	
	If you answered "No" to any of the above, please explain If you need more space, use Part II			
5	Does the organization discriminate by race in any way with respect to			
a	Students' rights or privileges?	5a		No
b	Admissions policies?	5b		No
c	Employment of faculty or administrative staff?	5c		No
d	Scholarships or other financial assistance?	5d		No
e	Educational policies?	5e		No
f	Use of facilities?	5f		No
g	Athletic programs?	5g		No
h	Other extracurricular activities?	5h		No
	If you answered "Yes" to any of the above, please explain If you need more space, use Part II			
6a	Does the organization receive any financial aid or assistance from a governmental agency?	6a		No
b	Has the organization's right to such aid ever been revoked or suspended?	6b		No
	If you answered "Yes" to either line 6a or line 6b, explain on Part II			
7	Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05 of Rev Proc 75-50, 1975-2 C B 587, covering racial nondiscrimination? If "No," explain on Part II	7	Yes	

Part II Supplemental Information

Complete this part to provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable Also complete this part to provide any other additional information (see instructions)

Identifier	Return Reference	Explanation
Schedule E, Line 3 - Racially Nondiscriminatory Policy Publicized		The School has a statement of its nondiscriminatory policy on the main page of the School's website as well as the admissions page Registration packets distributed by the School include a statement of its nondiscriminatory policy

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
Austin Waldorf School Inc

Employer identification number
74-2176835

Identifier	Return Reference	Explanation
Form 990, Part VI, Line 19	Form 990, Part VI, Line 19 Other Organization Documents Publicly Available	Documents available upon request
Form 990, Part VI, Line 12c	Form 990, Part VI, Line 12c Explanation of Monitoring and Enforcement of Conflicts	Board members and key employees are required to sign a conflict of interest statement annually
Form 990, Part VI, Line 11	Form 990, Part VI, Line 11 Form 990 Review Process	The Form 990 is drafted by a CPA and reviewed by the Finance Director After any changes are made, a final draft is then provided to the entire Board electronically The Board is allowed an opportunity to comment on the draft before it is finalized and filed
Form 990, Part VI, Line 4	Form 990, Part VI, Line 4 Description of Significant Changes to Organizational Documents	The School's bylaws were amended, effective September 28, 2012 They are attached to this return

BYLAWS
OF
AUSTIN WALDORF SCHOOL, INC.

As revised and adopted by the Board of Trustees on September 28, 2012, to be effective upon filing, on or about September 28, 2012, of the corporation's Form 808, Early Adoption of the Business Organizations Code by an Existing Domestic Entity

ARTICLE 1

Section 1. PREAMBLE

These Bylaws constitute the rules adopted by Austin Waldorf School, Inc. (the "corporation") for the regulation and management of its affairs and are subject to, and governed by, the Texas Business Organizations Code (the "TBOC") and the Amended and Restated Certificate of Formation of the corporation (the "Certificate of Formation"). In the event of a direct conflict between the provisions of these Bylaws and the mandatory provisions of the TBOC or the provisions of the Certificate of Formation, such provisions of the TBOC or the Certificate of Formation, as the case may be, will be controlling. The corporation is a non-profit corporation and shall neither have nor exercise any power, nor engage directly or indirectly in any activity, that would invalidate the corporation's status as an organization that is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the provision of any subsequent United States revenue law (with such code and any such subsequent law being collectively referred to herein as the "Code").

Section 2. MISSION STATEMENT

"Our highest endeavor must be to develop free human beings who, of themselves, are able to give purpose and direction to their lives." (Rudolf Steiner).

By creating a school environment that balances academic, artistic, and practical disciplines, the Austin Waldorf School cultivates a love of learning, creative thinking, a sympathetic interest in the world, self-confidence, and an abiding moral purpose.

ARTICLE 2

FISCAL YEAR AND CORPORATE SEAL

Section 1. FISCAL YEAR

The Board of Trustees may establish or change the fiscal year of the Austin Waldorf School, Inc. by resolution of the Board of Trustees. The Fiscal year of Austin Waldorf School, Inc. shall end on the 30th day of June in each year.

Section 2. CORPORATE SEAL
The Board of Trustees may, in its discretion, elect to provide a suitable corporate seal. If such an election is made, the seal of the corporation shall be in such form as may be approved from time to time by the Board of Trustees and such seal shall be in charge of the Secretary.

ARTICLE 3

OFFICES

Section 1. PRINCIPLE OFFICE
The principle office of the corporation shall be located in, or within 50 miles of the City of Austin, Texas. The corporation may have such other offices, either within or without the State of Texas, as the Board of Trustees may determine or as the affairs of the corporation may require from time to time.

Section 2. REGISTERED OFFICE AND REGISTERED AGENT
The corporation shall have and continuously maintain in the State of Texas a registered office, as required by the TBOC. The registered agent of the corporation in the State of Texas, and the address of the registered office, may be changed from time to time by the Board of Trustees.

ARTICLE 4

MEMBERS

The corporation shall have no members.

ARTICLE 5

BOARD OF TRUSTEES

Section 1. GENERAL POWERS
The business and property of the corporation shall be managed and controlled by its Board of Trustees. The Board of Trustees shall have the power and is hereby authorized to borrow money on the general credit of the corporation, or by pledge or mortgage of any of the corporation's property as security for the repayment thereof, as may be necessary from time to time.

Section 2. NUMBER, CLASSIFICATION AND TERMS OF OFFICE
(a) The number of Trustees may be set from time to time by the Board as provided below and shall be at least ten (10) and not more than eighteen (18). By resolution of the Board of Trustees, the number of Trustees may be increased or decreased from time to time, but in no event shall a decrease have the effect of shortening the term of an incumbent Trustee, or decreasing the total number of Trustees to less than ten (10) Trustees.

No more than three of the authorized numbers shall be Teacher Trustees designated by the College of Teachers of the Austin Waldorf School. At all times the College of Teachers shall maintain at least two (2) Teacher Trustees appointed and able to serve as Trustees.

(b) Trustees need not be residents of Texas.

(c) There shall be two primary classes of Trustees: (1) Non-Teacher Trustees, which shall be individuals who are not (i) Austin Waldorf School employees or (ii) spouses of Austin Waldorf School employees who are direct reports to the Administrator or who are employed by the Austin Waldorf School half-time or more, and (2) Teacher Trustees, who shall be Austin Waldorf School faculty members selected by the College of Teachers of the Austin Waldorf School. Non-Teacher Trustees shall be divided into three (3) sub-classes, as provided below in Section 5 of this Article 5. Each Trustee (Teacher and Non-Teacher) shall be entitled to one vote on matters before the Board.

(d) The Administrator of the Austin Waldorf School shall serve as a non-voting member of the Board of Trustees in addition to the number of Trustees determined pursuant to Article 5, Section 2(a).

Section 3. SELECTION AND TERM OF TEACHER TRUSTEES

Teacher Trustees shall be Austin Waldorf School faculty members and shall be selected as needed from time to time by the College of Teachers of the Austin Waldorf School to serve terms set by the College of Teachers. Teacher Trustees must have at least one year of service in the Austin Waldorf School. Teacher Trustees may serve as long as the College of Teachers wishes.

Section 4. ELECTION OF NON-TEACHER TRUSTEES

Non-Teacher Trustees shall be elected by the Board of Trustees at or before the regular annual meeting or at other times to fill vacancies. If the number of the people nominated as Non-Teacher Trustees exceeds the number of Trustee positions to be filled, an election by secret ballot shall be conducted while the Board is in executive session, with each Trustee present entitled to one vote per Trustee position to be filled and with the available Trustee positions to be elected by a plurality of the votes cast by the Trustees entitled to vote in the election.

Section 5. CLASSIFICATION AND TERM OF NON-TEACHER TRUSTEES

Effective November 19, 2008, Non-Teacher Trustees shall be divided into three sub-classes by resolution adopted by a majority of the Trustees, with the term of office of the first sub-class to expire at the annual regular meeting of Trustees held in May or June of 2009; the term of office of the second sub-class to expire at the annual regular meeting of Trustees held in May or June of 2010; the term of office of the third sub-class to expire at the annual regular meeting of Trustees held in May or June of 2011; and thereafter each such term of office to expire at each third succeeding annual regular meeting of Trustees after such election. All Non-Teacher Trustees shall hold office until the expiration of the term for which elected and until their respective successors are elected, except in the case of the death, resignation or removal of any Non-Teacher Trustee. Non-Teacher Trustees may only serve beyond the initial term if, at the conclusion of their current term, they are nominated and elected by the Board for another term of up to three years as part of the annual election process.

Section 6. PLACE OF MEETING

The Trustees may hold their meetings in such place or places within or without the State of Texas as a majority of the Board of Trustees, in session, may from time to time determine.

Section 7. NOTICE OF MEETINGS

Meetings of the Board of Trustees may be called at any time by the President or the Secretary or by a majority of the Board of Trustees. Trustees shall be notified in writing of (i) the time and place of each meeting, or, (ii) if the meeting is held solely or in part by using a conference telephone or other communications system authorized by Section 6.002 of the TBOC, the form of communications system to be used for the meeting and the means of accessing the communications system. Notice may be given by mail, by fax, by e-mail, or by personal delivery. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail addressed to the address shown in the corporation's records with postage thereon prepaid. If notice is given by fax, such notice shall be deemed to be delivered when the fax transmission is successfully transmitted to the Trustee's fax number shown in the corporation's records. If notice is given by e-mail, such notice shall be deemed to be delivered when successfully transmitted to the Trustee's e-mail address shown in the corporation's records. Any Trustee may waive notice of any meeting. The attendance of a Trustee at any meeting shall constitute a waiver of notice of such meeting, except where a Trustee attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

Section 8. ANNUAL GENERAL MEETING

A regular annual meeting of the Board of Trustees shall take place every year in late May or June, either shortly before or as soon as practicable following the conclusion of the academic year.

Section 9. QUORUM

The majority of the then current members voting members of the Board of Trustees, or seven voting members, whichever is fewer, shall constitute a quorum for the transaction of business, and if at any meeting of the Board of Trustees there be fewer than a quorum present, a majority of those present may adjourn the meeting from time to time.

Section 10. VACANCIES AND VACANCIES FOR ABSENCE AND REMOVAL

(a) Vacancies (whether due to the resignation or removal of a Trustee, an increase in the number of authorized directors, or otherwise), may, but need not, be filled between annual regular meetings by the affirmative vote of the majority of the remaining members of the Board, regardless of whether that majority is less than a quorum.

(b) The Board of Trustees may declare vacant the office of any Trustee who fails to attend three or more consecutive meetings without a good and sufficient reason as determined by the Board of Trustees.

(c) Any member of the Board of Trustees may be removed by the Board of Trustees with or without cause; provided that notice of intent to remove is included with the notice calling the meeting.

Section 11. MANNER OF ACTING

The act of a majority of the Trustees present at a meeting at which a quorum is present shall be the act of the Board of Trustees unless the act of a greater number is required by law or by these bylaws

Section 12. ACTION WITHOUT MEETING OF TRUSTEES

(a) Any action required by law to be taken at a meeting of Trustees, or any action which may be taken at a meeting of Trustees, may be taken without a meeting, without advance notice, and/or without taking a formal vote if a consent or consents in writing setting forth the action so taken shall be signed by each Trustee entitled to vote on the action

(b) Pursuant to the corporation's Amended and Restated Certificate of Formation and Section 22.220 of the TBOC, any action required by law to be taken at a meeting of the Trustees, or any action which may be taken at a meeting of Trustees or a committee, may be taken without a meeting, without advance notice, and/or without taking a formal vote if a written consent, stating the action to be taken, is solicited from all Trustees and is signed by the number of Trustees or committee members necessary to take that action at a meeting at which all of the Trustees or committee members are present and voting. The consent must state the date of each Trustee's or committee member's signature. A written consent signed by less than all of the Trustees or committee members comply with the provisions of Section 22.220 of the TBOC, including, without limitation, the requirement that Trustees or committee members must deliver any such signed written consent to the corporation at the corporation's registered office or principal place of business either by hand, or by certified or registered mail, return receipt requested.

Section 13. COMPENSATION

Trustees as such shall not receive any salaries for their services, but by resolution of the Board a fixed sum and expenses of attendance, if any, may be allowed for attendance at each regular or special meeting of the Board, but nothing herein contained shall be construed to preclude any Trustee from serving the corporation in any other capacity and receiving compensation therefor.

ARTICLE 6

OFFICERS

Section 1. OFFICERS

The Board of Trustees shall select a President, a Secretary, and a Treasurer, and may select one or more Vice Presidents, Assistant Secretaries and Assistant Treasurers. No one of such officers except the President need be a Trustee, but a Vice President who is not a Trustee cannot succeed to or fill the office of President. Any two of the above offices, excepting those of President, Vice President and Secretary, may be held by the same person, but no officer shall execute, acknowledge or verify any instrument in more than one capacity. Officers shall serve without compensation.

Section 2. ADDITIONAL OFFICERS

The Trustees may also appoint such other officers and agents as they may deem necessary for the transaction of the business of the corporation. All officers and agents shall respectively have such authority and perform such duties in the management of the property and affairs of the corporation as may be designated by the Board of Trustees. Without limitation of any right of an officer or agent to recover damages for breach of contract, the Board of Trustees may remove any officer or agent whenever, in their judgment, the interests of the corporation will be served thereby.

Section 3. ELECTION AND TERMS OF OFFICERS

The officers of the corporation shall be elected annually by the Board of Trustees at the regular annual meeting of the Board. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as may be convenient. New offices may be created and filled at any meeting of the Board of Trustees. Each officer shall hold office until his successor shall have been duly elected and shall have qualified.

Section 4. DUTIES OF THE PRESIDENT

The President shall preside at all meetings of the Board of Trustees. He may also delegate the Chairperson's function to another Trustee. He may sign, with the Secretary, or any other proper officer of the corporation authorized by the Board of Trustees, any deeds, mortgages, bonds, contracts or other instruments which the Board of Trustees have authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Trustees or by these bylaws or by statute to some other officer or agent of the corporation; and in general he shall perform all duties incident to the office of chairperson and such other duties as may be prescribed by the Board of Trustees from time to time.

Section 5. VICE PRESIDENT

In case the office of President shall become vacant by death, resignation or otherwise, or in case of the absence of the president, or his disability to discharge the duties of his office, such duties shall, until the next annual general meeting, devolve upon the first Vice President who shall do and perform such other acts as the Board of Trustees may, from time to time, authorize him to do. But a Vice president who is not a Trustee cannot succeed to or fill the office of President.

Section 6. TREASURER

The Treasurer shall have custody and keep account of all money, funds and property of the corporation, unless otherwise determined by the Board of Trustees, and he shall render such accounts and present such statement to the Trustees and president as may be required of him He shall deposit all funds of the corporation which may come into his hands in such bank or banks as the Board of Trustees may designate. He shall keep his bank accounts in the name of the corporation, and shall exhibit his books and accounts, at all reasonable times, to any Trustee of the corporation upon application at the office of the corporation during business hours. He shall pay out money as the business may require upon the order of the properly constituted officer or officers of the corporation, taking proper vouchers therefor; provided, however, that the Board of Trustees shall have the power by resolution to delegate any of the duties of the Treasurer to other officers, and to provide by what officers, if any, all bills, notes, checks, vouchers, orders, or other instruments shall be countersigned. He shall perform, in addition, such other duties as may be delegated to him by the Board of Trustees.

Section 7. SECRETARY

The Secretary shall keep the minutes of the meeting of the Board of Trustees in one or more books provided for that purpose give all notices in accordance with the provisions of these bylaws or as required by law; be custodian of the corporate records and the seal of the corporation and affix the seal of the corporation to all documents, the execution of which on behalf of the corporation under its seal is duly authorized in accordance with the provisions of these bylaws or as required by law; keep a register of the post office address of each Trustee which shall be furnished to the Secretary by each Trustee; and in general perform all duties as from time to time may be assigned to him by the Chairperson or by the Board of Trustees.

Section 8. ASSISTANT TREASURERS AND ASSISTANT SECRETARIES

If required by the Board of Trustees, the Assistant Treasurers shall give bonds for the faithful discharge of their duties in such sums and with such sureties as the Board of Trustees shall determine. The Assistant Treasurers and Assistant Secretaries in general shall perform such duties as shall be assigned to them by the Treasurer or the Secretary or by the President of the Board of Trustees.

Section 9. VACANCY IN OFFICE

A vacancy occurring in the office of president, vice-president, secretary or treasurer shall be filled by the Board of Trustees, the appointee to hold office until the next annual election of officers.

ARTICLE 7

COMMITTEES

Section 1. COMMITTEES

(a) Management Committees - The Board of Trustees, by resolution adopted by a majority of the Trustees in office, may designate one or more management committees, each of which shall consist of two or more persons, at least a majority of whom shall be Trustees (the remaining persons on such committees are not required to be Trustees), which committees, to the extent provided in said resolution shall have and exercise the authority of the Board of Trustees in the management of the corporation. However, no such committee shall have the authority of the Board of Trustees in reference to amending, altering or repealing the bylaws; electing, appointing, or removing any member of any such committee or any Trustee or officer of the corporation; amending the certificate of formation; adopting a plan or merger or adopting a plan of consolidation with another corporation; authorizing the sale, lease, exchange, or mortgage of all or substantially all of the property and assets of the corporation; authorizing the voluntary dissolution of the corporation or revoking proceedings therefor; adopting a plan for the distribution of the assets of the corporation; or amending, altering or repealing any resolution of the Board of Trustees which by its terms provides that it shall not be amended, altered or repealed by such committee. The designation of any such management committee and the delegation thereto of authority shall not operate to relieve the Board of Trustees or any individual Trustee of any responsibility imposed on it or him by law. The Board of Trustees shall appoint the members of each management committee. Any member of a management committee may be removed by the person or persons authorized to appoint such member whenever in their judgment the best interests of the corporation shall be served by such removal.

(b) Other Committees. The Board of Trustees, by resolution adopted by a majority of the Trustees in office, may designate one or more non-management committees, each of which shall consist of two or more persons, at least one of whom shall be a Trustee (the remaining persons on such committees are not required to be Trustees), which non-management committees shall NOT have or exercise the authority of the Board of Trustees in the management of the corporation. Except as otherwise provided in the resolution designating the committee, the President of the Board of Trustees shall appoint the members of each non-management committee. Any member of a non-management committee may be removed by the person or persons authorized to appoint such member whenever in their judgment the best interests of the corporation shall be served by such removal.

Section 2. COMMITTEE CHAIRPERSON

One member of each committee shall be appointed chairperson by the person or persons authorized to appoint the members thereof.

Section 3. VACANCIES

Vacancies in the membership of any committee may be filled by appointments made in the same manner as provided in the case of the original appointments.

Section 4. RULES

Each non-management committee may adopt rules for its own governance not inconsistent with these bylaws or with rules adopted by the Board of Trustees.

ARTICLE 8

NONDISCRIMINATION

The Austin Waldorf School, Inc. will not discriminate in its membership, programs, or policies against anyone based on race, color, religion, sex, national origin, age or disability.

ARTICLE 9

CONTRACTS, CHECKS, DEPOSITS, AND FUNDS

Section 1. CONTRACTS

The Board of Trustees may authorize any officer or officers, agent or agents of the corporation, in addition to the officers so authorized by these bylaws, to enter into any contract or execute and deliver any instruments in the name of and on behalf of the corporation. Such authority may be general or confined to specific instances.

Section 2. CHECKS AND DRAFTS

All checks, drafts or orders for the payment of money, notes or other evidences of indebtedness issued in the name of the corporation shall be signed by such officer or officers, agent or agents of the corporation and in such manner as shall from time to time be determined by resolution of the Board of Trustees. In the absence of such determination by the Board of Trustees, such instruments shall be signed by the Treasurer or an Assistant Treasurer and countersigned by the President or a Vice President of the corporation.

Section 3. DEPOSITS

All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies or other depositaries as the Board of Trustees may from time to time select or as shall be selected in accordance with procedures established by the Board

Section 4. GIFTS

The Board of Trustees may accept on behalf of the corporation any contribution, gift, bequest or devise for the general purposes or for any special purpose of the corporation.

ARTICLE 10

BOOKS AND RECORDS

The corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its Board of Trustees and committees having any of the authority of the Board of Trustees, and shall keep at the registered or principal office a record giving the names and addresses of the Trustees entitled to vote. All books and records of the corporation may be inspected by any Trustee or his agent or attorney for any proper purpose at any reasonable time.

ARTICLE 11

WAIVER OF NOTICE

Whenever any notice is required to be given under the provisions of the TBOC or under the provision of the articles of incorporation or the bylaws of the corporation, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

ARTICLE 12

INDEMNIFICATION

Section 1 **Indemnification and Advancement of Expenses**. The corporation shall indemnify, to the fullest extent permitted by the laws of the State of Texas, including without limitation Chapter 8 of the TBOC, any person who is or was a trustee, director, officer, employee or agent of the corporation or is or was serving another entity at the request of the corporation as a director, officer, manager, member, partner, venturer, proprietor, trustee, employee, agent or similar functionary, against reasonable expenses actually incurred by the person in connection with a proceeding (as defined in the TBOC) in which the person is a respondent (or a witness) because the person is or was a trustee, director, officer, employee or agent of the corporation or is or was serving another entity at the request of the corporation as a director, officer, manager, member, partner, venturer, proprietor, trustee, employee, agent or similar functionary. Further, the corporation shall, in advance of the final disposition of the proceeding and to the fullest extent permitted by the laws of the State of Texas, including without limitation Chapter 8 of the TBOC, pay or reimburse reasonable expenses incurred by any person who is or was a trustee, director, officer, employee or agent of the corporation or is or was serving another entity at the request of the corporation as a director, officer, manager, member, partner, venturer, proprietor, trustee, employee, agent or similar functionary, who was, is, or is threatened to be made a respondent (or a witness) in a proceeding because the person is or was a director, officer, employee or agent of the corporation or is or was serving another entity at the request of the corporation as a director, officer, manager, member, partner, venturer, proprietor, trustee, employee, agent or similar functionary. Without limiting the generality of the preceding provisions of this Section, the preceding sentences, among other effects: (i) make mandatory what would otherwise be permissive indemnification under Section 8.101 of the TBOC, (ii) pursuant to Section 8.103(c) of the Code, constitute a determination under Section 8.101(a)(3) of the TBOC that indemnification should be paid, (iii) pursuant to Section 8.104(b) of the TBOC, authorize the payment or reimbursement of reasonable expenses after the corporation receives an affirmation and undertaking described by Section 8.104(a) of the TBOC, (iv) make mandatory the otherwise permissive indemnification and advancement of expenses to persons other than directors pursuant to Section 8.105 of the TBOC, and (v) make mandatory the otherwise permissive indemnification of certain persons serving as witnesses, pursuant to Section 8.106 of the TBOC.

Section 2. **Liability Insurance, Indemnification, and Other Arrangements**. The corporation may purchase, enter into, maintain or provide insurance, indemnification or other arrangements for the benefit of any person who is or was a trustee, director, officer, employee or agent of the corporation or is or was serving another entity at the request of the corporation as a director, officer, manager, member, partner, venturer, proprietor, trustee, employee, agent or similar functionary, to the fullest extent permitted by the laws of the State of Texas, including without limitation Chapter 8 of the TBOC or any successor provision, against any liability asserted against or incurred by any such person in any such capacity or arising out of such person's service in such capacity whether or not the corporation would otherwise have the power to indemnify against any such liability under the TBOC. If the laws of the State of Texas are amended to authorize the purchase, entering into, maintaining or providing of insurance, indemnification or other arrangements in the nature of those permitted hereby to a greater extent than presently permitted, then the corporation shall have the power and authority to purchase, enter into, maintain and provide any additional arrangements in such regard as shall be permitted from time to time by the laws of the State of Texas. Without limiting the power of the corporation to procure or maintain any kind of insurance or other arrangement, the corporation may, for the benefit of persons indemnified by the corporation, (1) create a trust fund; (2) establish any form of self-insurance, including a contract to indemnify; (3) secure its indemnity obligation by grant of a security interest or other lien on the assets of the corporation; or (4) establish a letter of credit, guaranty, or surety arrangement. The insurance or other arrangement may be procured, maintained, or established within the corporation or with any insurer or other person deemed appropriate by the Board of Trustees regardless of whether all or part of the stock or other securities of the insurer or other person are owned in whole or part by the corporation. In the absence of fraud, the judgment of the Board of Trustees as to the terms and conditions of the insurance or other arrangement and the identity of the insurer or other person participating in an arrangement shall be conclusive, and the insurance or arrangement shall not be voidable and shall not subject the Trustees approving the insurance or arrangement to liability, on any ground, regardless of whether directors participating in the approval are beneficiaries of the insurance or arrangement.

Section 3. **Construction.** The indemnification and advancement of expenses provided by this Article shall be subject to all valid and applicable laws, including, without limitation, Chapter 8 of the TBOC, and, in the event this Article or any of the provisions hereof or the indemnification contemplated hereby are found to be inconsistent with or contrary to any such valid laws, the latter shall be deemed to control and this Article shall be regarded as modified accordingly, and, as so modified, to continue in full force and effect

Section 4. **Contract Right.** The foregoing indemnification and advancement of expenses provisions shall be deemed to be a contract between the corporation and each trustee, director, officer, employee or agent who serves in any such capacity at any time while these provisions, as well as the relevant provisions of the TBOC, are in effect, and any repeal or modification thereof shall not affect any right or obligation then existing with respect to any state of facts then or previously existing or any action, suit, or proceeding previously or thereafter brought or threatened based in whole or in part upon any such state of facts. Such a "contract right" may not be modified retroactively without the consent of such Trustee, director, officer, employee or agent. Notwithstanding this provision and subject to applicable provisions of the TBOC, the corporation may enter into additional contracts of indemnity with these persons to provide rights provided in these bylaws, or to otherwise modify, amend, increase or decrease these rights, as the Board of Trustees may see fit.

Section 5. **Effect of Amendment.** No amendment, modification or repeal of this Article 12 or any provision hereof shall in any manner terminate, reduce or impair the right of any past, present or future persons to be indemnified by the corporation, nor the obligation of the corporation to indemnify any such persons, under and in accordance with the provisions of the Article 12 as in effect immediately prior to such amendment, modification or repeal, with respect to claims arising from or relating to matters occurring, in whole or in part, prior to such amendment, modification or repeal, regardless of when such claims may arise or be asserted.

ARTICLE 13

CONFLICTS OF INTEREST

(a) The Trustees of the corporation owe a duty of loyalty to the organization which requires that in serving the corporation they act, not in their personal interests or in the interests of others, but rather solely in the interests of the corporation. Trustees must have undivided allegiance to the corporation's mission and may not use their positions as Trustees, information they have about the corporation, or the corporation's property, in a manner that allows them to secure a pecuniary benefit for themselves or their relatives (for the purpose of this Article 13, "relative" means spouse, parents, siblings, children, grandchildren, the spouses of children and grandchildren, and any other blood or legal (e.g., step, adopted, etc.) relative, if the latter resides in the same household).

(b) Business transactions of the corporation in which a Trustee has an interest shall not be prohibited, but they shall be subject to close scrutiny. Such proposed transactions shall be reviewed carefully to determine that they are in the best interests of the corporation and that they will not lead to unacceptable conflicts of interest. For the purposes of this Article 13, a Trustee has an interest in a proposed transaction if he/she has a financial interest in it, or has a financial interest in any organization involved in the proposed transaction, or holds a position as trustee, director, officer, or managerial official in any such organization. Prior to the start of any negotiations, or consideration of any project by the organization, Trustees are expected to make full disclosure to the best of their knowledge of any financial interest in a proposed transaction, of any financial interest in any organization involved in the proposed transaction, and/or of any position held as trustee, director, officer, or managerial official in any such organization, by submitting a report to the President or other officer designated by the Board to handle such matters, supplying any reasons why the transaction might not be in the best interest of the corporation. In matters requiring prior approval of the Board of Trustees, the President or other officer shall forward copies of this disclosure report to the Board before its approval.

(c) A Trustee with an interest in a proposed transaction shall not vote on the matter and, depending upon the circumstances, may be excluded from any discussion of the matter. However, as provided in TBOC Section 22.230, an otherwise valid transaction remains valid notwithstanding that a Trustee is present at or participates in the meeting of the Board of Trustees or of a Board committee that authorizes the transaction, or votes to authorize the transaction, if (1) the material facts as to the relationship or interest and as to the transaction are disclosed to or known by the Board or committee, and the Board or committee in good faith and with ordinary care authorizes the transaction by the affirmative vote of the majority of the disinterested Trustees, regardless of whether the disinterested Trustees constitute a quorum or (2) the transaction is fair to the corporation when the transaction is authorized, approved or ratified by the Board or committee. A Trustee with an interest in a transaction may be included in determining the presence of a quorum at a meeting of the Board or committee that authorizes the transaction.

(d) A Trustee shall not use confidential information of the corporation for his/her personal benefit, or use such confidential information or his/her position as Trustee to the detriment of the corporation. Confidential information is information obtained through the Trustee's position that has not become public information.

(e) Each Trustee has a duty to place the interests of the corporation foremost in any dealings involving the organization and has a continuing responsibility to comply with the requirements of this Article 13.

ARTICLE 14

AMENDMENTS TO BYLAWS

These bylaws may be amended or repealed and new bylaws adopted by a majority vote of the authorized number of Trustees at a meeting of the Trustees, provided that notification of the proposed amendment containing the substance of the proposed amendment has been sent to each Trustee at least three (3) days in advance of the action.

CERTIFICATE OF SECRETARY

I, the undersigned, certify that I am the present, elected and acting secretary of Austin Waldorf School, Inc., and that the above are the bylaws of this corporation as adopted at a meeting of the Board held on July 16, 2001, as amended at a meeting of the Board held on October 20, 2004, November 19, 2008, October 20, 2010 and as further amended and restated at a meeting of the Board held on February 15, 2012, to be effective upon filing, on or about September 28, 2012, of the corporation's Form 808, Early Adoption of the Business Organizations Code by an Existing Domestic Entity.

DATE: September 28, 2012

SIGNED ______________________
Secretary

Additional Data

Software ID:	11000144
Software Version:	2011v1.5
EIN:	74-2176835
Name:	Austin Waldorf School Inc

Form 990, Special Condition Description:

Special Condition Description