



Inside Bear Creek

2021 – 2022

Table of Contents

Welcome.....	2
Governance	3
Administrative Structure	4
Financial Snapshot.....	5
The Importance of Philanthropy and Generosity.....	6
Philanthropy at a Glance	7
Annual Fund.....	8
Get Involved	10
Parent Groups	12
Grandparent Involvement	13
Stay Informed	14
Important Events 2021 – 2022	16
Introduction to Bear Creek School Athletics.....	19
Academic or Student Life Contacts	20
Other Contacts	21

WELCOME

Welcome to The Bear Creek School! At Bear Creek, we encourage every parent to be involved in their child's education. With hundreds of families generously giving time, talent, and treasure, the results are remarkable children and an extraordinary school community!

The Office of Philanthropy and Community Engagement (PACE) is the hub for fundraising and volunteer activities. We look forward to partnering with you as you get involved, meet other families, and share your gifts and talents with the Bear Creek community.

This document provides important practical information about how to get involved in the Bear Creek community as a parent, an understanding of how the school functions beyond the classrooms, and to connect with other new families.

Every school needs parent involvement to thrive, especially independent schools. Your expertise, time, and resources are investments in our students and allow you to make an impact on children whose lives will be profoundly shaped by their days at our school.

You may participate in your child's experience at Bear Creek by attending events, becoming involved in the classroom, volunteering to help with projects when needed, or serving with parent groups. Volunteers are an integral part of the success of our school. Through these events, activities, and your support, the school experience is enriched for all Bear Creek families.

This year, many of our traditional events and activities will be virtual, in order to keep our community safe and healthy. **We encourage you to join these online events as much as possible and to participate in those in-person events that we are able to offer.**

GOVERNANCE

The Bear Creek School is governed by a volunteer Board of Trustees with up to 15 members. Their role is to oversee the finances of the school, ensure that we stay true to our mission, and engage in long-range and strategic planning. The Board meets regularly during the school year.

Board members are nominated and elected by the current board and may serve up to eight consecutive three-year terms. Board members generally serve on a committee or are active volunteers in the school community before their nomination. The Board committees include Finance (with Facilities, Audit, and Endowment subcommittees) and Development (focused on fundraising).

BOARD OF TRUSTEES

Andrea Lairson, J.D., Chair

Fileno Alleva, Vice Chair

Curtis Kraft, Treasurer

Kristine Shields, Secretary

Ted Robinson, Trustee (Past Vice Chair)

Susan Diamond, Trustee

Patrick Carruth, President and Headmaster

Shawn Firminger, Trustee

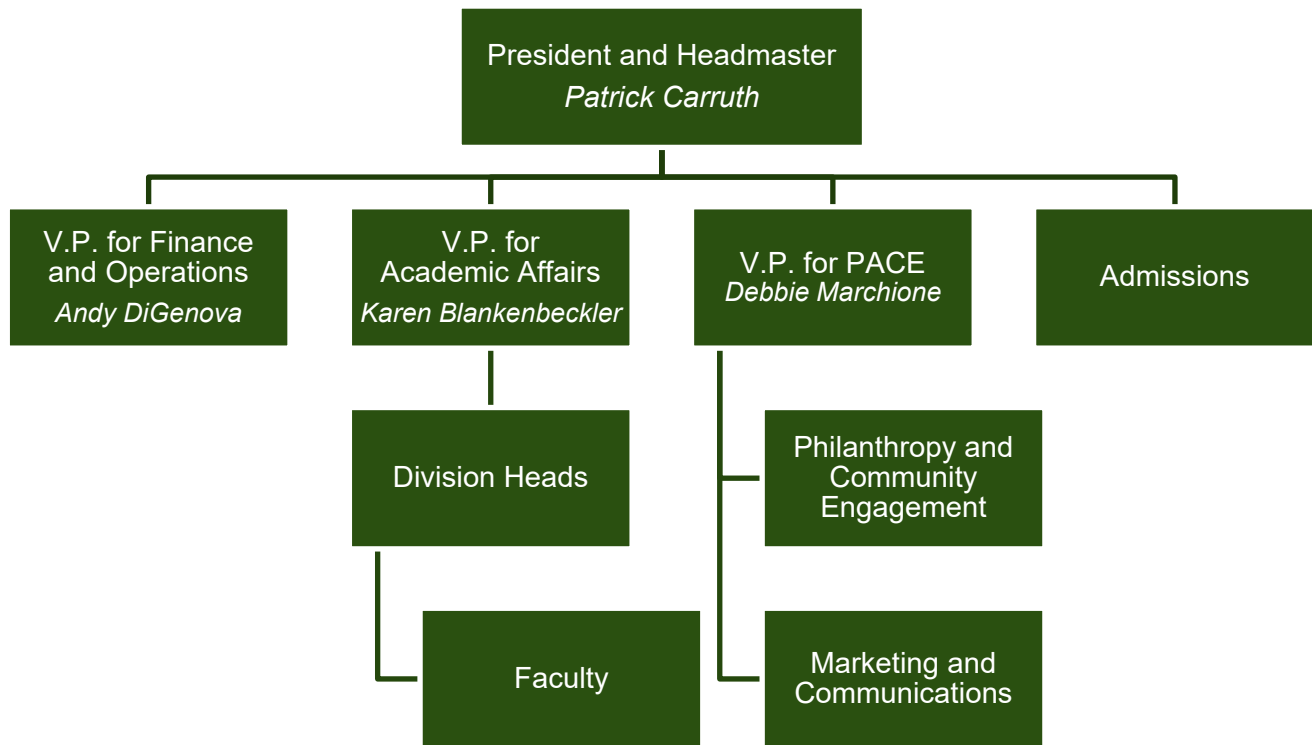
William Bieber, Trustee

Kevin Keith, Trustee

Jodi Hallum, Trustee

Vivian Hom, Trustee

ADMINISTRATIVE STRUCTURE



FINANCIAL SNAPSHOT: FISCAL YEAR 2020 – 2021

BUDGET: \$19,000,000

- Tuition
- Fees
- Philanthropy
- Endowment Interest

ACCESSIBILITY

- 23% of Students Receive Tuition Assistance
- \$2.5 Million Granted in Tuition Assistance

WHERE DOES THE MONEY GO?

ADMINISTRATION 14%



THE IMPORTANCE OF PHILANTHROPY AND GENEROSITY

Bear Creek, like every other independent school, relies on the generosity of parents, grandparents, parents of alumni, and friends to offer a robust learning experience to all students. Each year, we expect all our families to participate financially at a level that is meaningful for them. Ways to support Bear Creek include donating to the Annual Fund (our top fundraising priority), attending the spring gala, and participating in parent group fundraisers. Please make Bear Creek a philanthropic priority for your family.

At Bear Creek, we are very intentional in outcomes, and we would not be any different in our fundraising efforts. **We want our parents to give with passion and purpose.** You can see the impact of your dollars in every student all year-round, as it is philanthropy and the generosity of our community that support programs that enrich and amplify students' education and development so they can become the individuals God intends.

Phi-lan-thro-py (*noun* fə-ˈlan(t)-thrə-pē) is a big word and a complex concept that can be defined as *“the practice of giving money and time to help make life better for other people,”* (Webster) or more broadly, as “the love of humankind.” It is much more than making charitable contributions—it is about living according to your values and supporting what matters most to you.

Philanthropy offers a unique opportunity to enrich your life, establish or continue a tradition of giving, share your skills and experience, and unite your family around a common purpose. It begins with what matters most to you. We invite you to visit the Philanthropy and Community Engagement (PACE) Office in the Farmhouse. We would love to talk to you about ways to partner with the school and how we can support you and help you align giving to our school with your family giving goals.

Whether we give our time, talents, or financial resources, giving generously is a delightful response to feeling grateful for the blessings we have received. Your support is greatly appreciated and is truly an investment in our mission, our school, and our students. Thank you for helping celebrate another year of God's faithfulness at Bear Creek.

For more information:

Debbie Marchione

V.P. for Philanthropy and Community Engagement

425-898-1720 ext. 339

dmarchione@tbcs.org

PHILANTHROPY AT A GLANCE

ANNUAL FUND – Bear Creek, like every other independent school, relies on an Annual Fund as our most important source of unrestricted revenue after tuition. Tuition covers the basic operations of the school, but it is the Annual Fund that allows Bear Creek to offer the programs that enrich and amplify our students' education—field trips, superb arts program, an inclusive athletics programs, classroom technology, scholarships, and curricular innovations. Annual Fund gifts may be restricted to support scholarships for students who would not otherwise be able to attend Bear Creek. Gifts may be made by check, credit card, recurring payments, or stock.

GALA – Bear Creek's Gala in the spring celebrates all the school has to offer the students and families in our community. Each year, the proceeds from the gala, including an online auction, help fund Bear Creek today, tomorrow, and into the future, with proceeds dedicated to a specific project each year. Please save the date of **March 26, 2022**, for this year's event to celebrate Bear Creek!

CAPITAL CAMPAIGNS – Like all schools, from time to time, Bear Creek needs to add to or significantly renovate portions of its campuses. The money for these large projects comes from special fundraising campaigns focused on such "brick and mortar" improvements. Donors typically spread their pledges over several years so they can make larger gifts.

ENDOWMENT – Bear Creek has an endowment of about \$1.52 million, raised through gala proceeds and other donations. Endowments provide long-term financial security and sustainability for independent schools, in that the principal is never spent, only the investment earnings. As the principal grows, the amount available for use will increase.

MATCHING GIFTS – Matching gifts from companies double the impact of a donor's financial gifts, and in some cases transform volunteer hours into revenue as well. Donations to Bear Creek or volunteer time are eligible for matching by many local, national, and international employers with matching gift programs.

COMMUNITY PARTNERS – Bear Creek has selected two non-profit organizations with which to partner on an ongoing basis: Hopelink and World Vision. Selecting these partners allows us to incorporate curricular strands, student leadership opportunities, and full-school involvement. During the year, there are classroom and all-school initiatives to support these community partners.

TAX DEDUCTIBILITY – Bear Creek is a 501(c)3 organization, and donations are eligible for a tax deduction as provided by law. Federal Tax ID #91-1420530.

ANNUAL FUND 2021 – 2022

The Annual Fund is our school's number one fundraising priority every year, and donations directly impact faculty and students year-round.

Every year, all members of our community—parents, faculty, staff, trustees, parents of alumni, grandparents, and friends—are asked to make a tax-deductible gift to Bear Creek. These gifts impact our students by supporting the programs that enrich and amplify their education and development so they can become the individuals God intends.

IMPACT OF YOUR GIFT

This year, as the coronavirus pandemic continues to affect us, the Annual Fund is even more critical to our school. We have been working hard to create and maintain a nurturing and safe environment to welcome back students this fall.

Many of the programs that the Annual Fund supports every year, like the arts, athletics, field trips, community events, and more, will have to be done differently again this year. Your unrestricted gift will allow us to be creative with our programs and flexible and responsive to changing or new needs that may arise during the year.

Annual Fund gifts may also be designated to support scholarships, helping another family who otherwise would not be able to experience the benefits of a Bear Creek education.

MAKE A MEANINGFUL GIFT

Every gift counts, no matter the size! The impact that we can have collectively is immeasurable. Your participation is the most important thing—we want our entire community to be all-in. You can make any gift that is personally meaningful to you.

Your participation is valued beyond the dollars. It demonstrates your commitment to Bear Creek, our mission, and to our continued success. It is a vote of confidence in our school, our faculty, and our educational mission.

HOW TO MAKE A GIFT

Gifts can be made online at www.tbcs.org/make-a-gift, by phone, or by mail.

Please send your check payable to The Bear Creek School to
The Bear Creek School, Office of Philanthropy, 8905 208th Ave NE, Redmond, WA 98053

Your gift can go twice as far with employer's matching gift program. To find out if your company has a matching gift policy, check with your company or contact us.

RECOGNITION

We are grateful for gifts of any size. Donors are recognized in the online Annual Report Donor Honor Roll produced every fall. You may remain anonymous. Additional recognition is available for those who give more than \$1,000 or more annually, as well as those who loyally support Bear Creek every year, or who make a provision for Bear Creek's future through an estate plan.

PRESIDENT'S CIRCLE

Bear Creek's most generous annual donors are recognized for investing at a higher level to move the school forward. The President's Circle is a recognition level for those who give \$1,000 or more. Members are recognized for their exceptional generosity in our Donor Honor Roll (if desired), and are invited to an exclusive reception with Patrick Carruth, along with other special programs and events during the year.

President's Circle membership levels:

Golden \$10,000+

- Dinner with Headmaster and Board of Trustees members
- Reserved seating and a parking spot at special school events
- Invitation to the President's Circle Reception
- Distinctive recognition in the Annual Report
- A preview version of the Annual Report
- Invitations to exclusive programs and events

Green \$5,000+

- Dinner with Headmaster and Board of Trustees members
- Invitation to the President's Circle Reception
- Distinctive recognition in the Annual Report
- A preview version of the Annual Report
- Invitations to exclusive programs and events

\$1000+

- Invitation to the President's Circle Reception
- Distinctive recognition in the Annual Report
- A preview version of the Annual Report
- Invitations to exclusive programs and events

A gift or pledge must be received by December 31, so donors can be recognized as President's Circle members for the current year and invited to the events at the beginning of the year and the spring reception. Gifts to the Annual Fund, Gala Fund-a-Need, and matching gifts received during the fiscal year of July 1 to June 30 count towards recognition as a President's Circle member.

For more information:

Mariana Keller

Director of Development

425-898-1720 ext. 340

mkeller@tbcs.org

GET INVOLVED

Bear Creek is more than a place where you send your child for an education. It is a place where you belong as a parent as well. Part of what makes this such a special school community is the willingness of parents to partner with us, attending events and becoming involved in activities that support the school in many significant ways. Each parent's time and talents are appreciated as we seek to fulfill the mission of The Bear Creek School.

ATTEND SCHOOL EVENTS

Throughout the year, Bear Creek offers a variety of community and academic events for families, as well as for parents to connect with one another in an adult setting. Due to COVID-19 health and safety concerns, many events in 2021 – 2022 have been re-imagined online. We continue to evaluate the situation and will make decisions about events as the year progresses. School events, whether in person or online, are important opportunities for you to meet other families, become informed about the school and your child's academic progress, celebrate with your children, and have fun. We encourage you to make time in your calendar to attend as many events as you can.

VOLUNTEER

Bear Creek offers parents a variety of ways to volunteer that fit their talents, interests, and schedule. One of the highlights of our school is seeing parents connecting with students and one another in many different ways, such as in the classrooms, keeping score at a basketball game, or in the green room helping put makeup on one of our young actors.

Because of the COVID-19 pandemic, Bear Creek is following a strict health and safety protocol that allows only very limited parent volunteering on campus at this time. As the situation evolves and it becomes safe to welcome volunteers on campus again, or we develop online volunteer opportunities, watch for more information from your child's teacher, in *The Bear Facts*, or in emails from parent group leaders.

Here is a peek into the traditional ways parent volunteers can be involved.

IN THE CLASSROOM

Early in the school year, Preschool, Lower School, and Early Middle School teachers post a sign-up sheet for the help needed in their classrooms. Involvement can range from at-home projects to assisting students with classroom work to chaperoning a field trip to serving as a room parent.

Middle School and Upper School parents may be involved in chaperoning ski trips or teaching a JanTerm class, as well as baking treats or helping with performing arts activities. Occasional help is needed for House feast days or other celebrations. Parents of older students are also welcome to serve in Lower School classrooms.

BEYOND THE CLASSROOM

If serving in the classroom does not fit your interest or schedule, there are other opportunities for getting involved. Some examples include helping with the Annual Fund or gala, planning, serving as a greeter, baking treats or providing hospitality for division or all-school events, taking photographs, helping with performing arts or athletics events, helping with Chapel, or serving on a parent group committee.

Parent groups are another way to get involved in activities that support the school in significant ways. On the following page is the detailed information for each group. Feel free to contact them to learn more.

Your partnership with Bear Creek not only enriches the experiences of our students and faculty but also supports Bear Creek's mission. By staying informed, volunteering, attending events, praying, and supporting the annual fund and gala, parents come together to nurture our community here at Bear Creek while ensuring a healthy, robust learning environment for our children.

For more information about community engagement and volunteering:

Karen Firminger

kfirminger@tbc.org

425-898-1720 ext. 441

PARENT GROUPS

PARENT TEACHER FELLOWSHIP (PTF)

The mission of Bear Creek's PTF is to enrich student life through a variety of programs and activities that enhance the academic, social, and overall learning environment and experience for students; to create a spirit of unity and fellowship among parents, teachers, and staff; and to support and encourage teachers and staff. The PTF hosts the following events and activities to build community, raise funds for its programs, and enhance educational programs:

- Walk-a-thon (P – 6)
- Fall Carnival (K – 8)
- Faculty and Staff Appreciation Week
- Christmas decorations on campus
- Community Breakfast
- Home-baked goodies for many events
- Used uniform sales

Contact President Jennifer Gooden at ptf@tbcs.org to learn more and get involved.

GRIZZLIES BOOSTER CLUB

The Grizzlies Booster Club exists to promote and encourage school spirit, primarily by hosting events and supporting the Bear Creek athletics program. Membership is included with Middle School and Upper School sports team registration. Volunteers help plan and coordinate events and activities such as:

- Fall and Spring Tailgates
- Jr. Grizzlies programs for basketball, cross country, soccer, and cheer
- Hungry Bear concessions
- Recognition for State athletes and funding for post-season travel and accommodations
- Athletics Banquet
- Team morale items
- Coach development

Contact President Diane Martin at boosters@tbcs.org to learn more and get involved.

FRIENDS OF THE ARTS

The Friends of the Arts exists to support the school's arts programs including music, drama, studio and digital arts. Volunteers provide assistance through:

- Serving as concert greeters and ushers
- Managing uniforms and costumes
- Providing meals and snacks to students
- Serving as accompanists
- Chaperoning trips and contests
- Organizing the music library

Contact Jeff Davis at jeffdavis4256@gmail.com to learn more and get involved.

MOMS IN PRAYER

Moms in Prayer invites moms to have a profound impact on your children and our school. Entire communities are transformed when moms gather to pray. Moms in Prayer meets weekly and follows the national Moms in Prayer format.

Contact Claire Mars at claireelizabethmars@gmail.com to learn more.

More information about parent groups may be found on the Community page of tbcs.org.

GRANDPARENT INVOLVEMENT

GRANDPARENTS DAY

Every other year, The Bear Creek School sets aside a day in October to honor the special bond between children and their grandparents. Grandparents have the opportunity to visit their grandchildren in kindergarten to grade 12 in their classrooms and participate in Chapel or other activities. A save-the-date postcard is mailed in July to all grandparents for whom we have mailing addresses. Invitations are mailed in early September.

Due to health and safety concerns, we will be postponing Grandparents Day until it is safe to bring our beloved grandparents back on campus. We will be sending special communication pieces to give our grandparents a glimpse of their grandchild(ren)'s school life. Please make sure their information is accurate on the Veracross Parent Portal so they can receive our school magazine, *Modus Vivendi*, emails just for grandparents, and Grizzly Grams.

GRIZZLY GRAMS

Grandparents may send a special note of encouragement to their grandchild(ren) during the year in the form of a Grizzly Gram. These are delivered to the student. Each summer, the school sends blank Grizzly Gram forms to grandparents for delivery during the first few weeks of school. This year, grandparents will also receive a second opportunity to send a Grizzly Gram in the spring.

LUNCH WITH A GRANDCHILD

Traditionally, grandparents are welcome to have lunch with their grandchild(ren) as our guests. We look forward to being able to welcome grandparents back on campus for lunch once it is safe to do so. For the time being, due to health and safety reasons, the program has been suspended.

VOLUNTEERING

Grandparents are welcome to volunteer in the classroom or in other capacities for the school. This year, due to health and safety concerns, we are not allowed to have grandparents volunteer until it is safe to have volunteers back on campus.

STAY INFORMED

Bear Creek offers a variety of ways for parents to keep abreast of important dates, activities, and information. Please take the time to look at these options and find the ones that are most helpful for your family.

THE BEAR FACTS

This electronic newsletter is the primary way we communicate upcoming events and opportunities to our school community. It will be sent to your email every Friday afternoon. It features a two-week calendar and links to all-school and division-specific information.

MYBC/PARENTS

This page on the website has a wealth of parent resources and useful links. You can find daily schedules, lunch menus, health alerts, attendance, forms, and parenting resources.

HEADMASTER UPDATES

These twice-monthly emails from President and Headmaster Patrick Carruth contain important information, vision, and in-depth interviews about our programs and people.

DIVISION HEAD AND DEAN UPDATES

Sent twice a month, these Updates provide specifics about academics and student life in your child's division.

DIVISION HEAD CONNECTIONS

The quarterly Division Head Connections (held online during the pandemic) provide an opportunity for delving deeper into a developmentally appropriate topic, such as social-emotional development.

PARENT REPS

The role of Parent Rep volunteers is to build and nurture community in each grade. They will send occasional informational emails and invitations to grade-level events for adults or families.

CALENDAR

A dynamic calendar of activities may be found on the website at www.tbcs.org/calendar. Using the icons in the upper right corner of the calendar, you may synchronize the calendar with your personal calendar, and customize it for your child's division or program interest (such as drama or athletics). You may also subscribe to receive an alert each time there is a change to the calendar.

VIDIGAMI

The school uses Vidigami as our photo sharing platform. We encourage you to upload your photos of your child in the classroom or on field trips or other school events, and tag him or her, along with other students in the photo. You can search by your child's name, grade, or activity and see all the fun that Bear Creek students enjoy!

SOCIAL MEDIA

Bear Creek regularly publishes photos, upcoming event reminders, links to blogs, sports scores, and other items of interest to our school community. Our Facebook page is TheBearCreekSchool. We invite you to follow us on

Instagram @thebearcreekschool or on Twitter @BC_Grizzlies. Please like, follow, and share! If you have photos or stories you would like to share, send them to social@tbcs.org for consideration.

MODUS VIVENDI

The school magazine is published twice a year, usually in late January and August, and mailed to your home. If you have suggestions for articles, please contact modusvivendi@tbcs.org.

HEALTH ALERTS

If you wish to receive notification about health issues at school, including incidences of influenza, lice, or COVID-19 positive cases, sign up for Health Alerts. See how-to instructions at the bottom of MyBC/Parents.

EMERGENCY INFORMATION

If the school is closed, delayed, or dismissed early due to weather, power outage, or any other emergency situation, the news will be disseminated in some or all of the following ways:

- A pop-up notice on our website
- Flashalert.net
- Text message
- Email
- Local radio and television news stations
- The voice message on the school voicemail system (if power and Internet services are available)

Please be sure that your cell phone number and emergency contact information is kept up to date on your Household Profile.

IMPORTANT EVENTS IN 2021 – 2022 FOR GRADES K – 6

Many events happen throughout the year. Due to the pandemic, the majority of events for first semester will be held online. We will evaluate second semester events in light of the health and safety concerns in early 2022. Here are some of the most important ones to put on your calendar. You are strongly encouraged to attend as many events as possible.

Curriculum Night – EMS/MS September 16, LS: September 23

This is for adults only and strongly encouraged. The purpose of the event is to familiarize you with the curriculum, materials used, and teaching approach for the year, and how you can partner with the teacher to support your child's education. It will be held online this year.

Fall Parent/Teacher Conferences – EMS: October 29, LS: November 18 – 19

This is for adults only and attendance is encouraged. You will sign up in advance for a 30-minute private online meeting during the day with your child's teacher to discuss his or her academic progress and any concerns you or the teacher may wish to share. If you have specific concerns during the school year, you are welcome to make an individual appointment for an in-person or virtual meeting with your child's teacher.

Fall Carnival – EMS/MS: October 28, LS: October 29

This is traditionally a fun day when students may dress up in a costume. There are games and other activities during the day that are run by PTF volunteers. The PTF is currently developing a plan for this year's event and more information will be shared in the teacher newsletters.

Tools for Success – multiple dates, see tbcs.org/admissions/visit-us/tools-for-success

These free online seminars offer a variety of parenting strategies that will give you helpful ideas, resources, and tools to support your student's academic and character development. The website has more details about dates and content for each session.

Christmas at Bear Creek – early December (dates vary by grade and program)

Traditionally, the Christmas season features a series of evening musical performances by students. Students dress up for these concerts (no uniforms). We will communicate with you in November how the concerts will take place this year.

Spring Parent/Teacher Conferences – March 17 – 18

This is for adults only and attendance is encouraged. You will sign up in advance for a 30-minute private meeting during the day with your child's teacher to discuss his or her academic progress and any concerns you or the teacher may wish to share.

Gala – March 26

Parents purchase tickets for this adult event, which includes a live auction and gourmet three-course dinner to benefit Bear Creek's programs. The silent portion of the auction is held online during the week leading up to the event. There is no requirement to spend money purchasing auction items, but there are many fun things for sale and all the funds raised support programs for Bear Creek students.

Mothers Tea – May 6

At Mothers Tea, students put on a musical performance to thank their mothers for the support and love they receive. Students wear nice clothing (not uniforms), and mothers also dress up to attend. After the performance, which is held in the morning, there is a special reception in each classroom. We are re-imagining this event to be able to celebrate in a safe, meaningful way.

Authors & Artists – May 26

This is a family event in the evening to enjoy the artwork and read original stories and poems created by students. We are working to determine a safe way to hold this event this year.

*Please note that dates are subject to change. Consult our weekly e-newsletter, *The Bear Facts*, or the website (www.tbcs.org/calendar) for up-to-the-minute information.*

IMPORTANT EVENTS IN 2021 – 2022 FOR GRADES 7 – 12

Many events happen throughout the year. Due to the pandemic, most events for first semester will be held online. We will evaluate second semester events in light of the health and safety concerns in early 2022. Here are some of the most important ones to put on your calendar. You are strongly encouraged to attend as many events as possible.

Fall Parent/Teacher Conferences – October 29

This is for parents only and attendance is encouraged. You will visit each of your child's teachers for a brief online conversation about his or her academic progress. You may make an appointment for further conversation on a different date if necessary.

Tools for Success – multiple dates, see tbcs.org/success

These free online seminars offer a variety of parenting strategies that will give you helpful ideas, resources, and tools to support your student's academic and character development. The website has more details about dates and content for each session.

Christmas at Bear Creek – early December (dates vary by grade and program)

Traditionally, the Christmas season features a series of evening musical performances by band and choir students. Students wear special choir and band uniforms for these concerts. We will let you know in November how the concerts will take place this year.

Gala – March 26

Parents purchase tickets for this adult event, which includes a live auction and gourmet three-course dinner to benefit Bear Creek's programs. The silent portion of the auction is held online during the week leading up to the event. There is no requirement to spend money purchasing auction items, but there are many fun things for sale and all the funds raised support programs for Bear Creek students.

Spring Parent/Teacher Conferences – March 18

This is for Middle School parents only, and attendance is encouraged. You will visit each of your child's teachers for a brief five-minute conversation about his or her academic progress. You may make an appointment for further conversation on a different date if necessary.

Authors & Artists – May 26

This is a family event in the evening to enjoy the artwork and read original stories and poems created by students. We are working to determine a safe way to hold this event this year.

Please note that dates are subject to change. Consult our weekly e-newsletter, The Bear Facts, or the website (www.tbcs.org/calendar) for up-to-the-minute information.

INTRODUCTION TO BEAR CREEK SCHOOL ATHLETICS

Participation in sports is a key component to a classical, Christian education. Athletics afford students the challenge of building character, working in an atmosphere where physical hard work and discipline are valued, and where they can explore their own unique God-given gifts. We believe this experience is valuable for all students; therefore, Bear Creek maintains a “no-cut” policy, which provides each student the opportunity to participate. Participation in Middle School athletics allows students in grades 6 – 8 to develop physical skills, learn game strategies, and most importantly, put into practice the concepts of commitment, teamwork, and good sportsmanship. Upper School athletics (grades 9 – 12) require a much higher level of commitment and involvement, and students are not guaranteed equal playing time at the varsity level.

2021 – 2022 SPORTS SEASONS

UPPER SCHOOL

Fall: Boys/Girls Cross Country, Boys Golf, Girls Soccer, Boys Tennis, Girls Volleyball

Winter: Boys Basketball, Girls Basketball, Cheer

Spring: Boys Baseball, Girls Golf, Boys Soccer, Girls Tennis, Boys/Girls Track & Field

MIDDLE SCHOOL

Fall: Boys/Girls Cross Country, Boys Soccer, Girls Soccer, Girls Volleyball

Winter: Boys Basketball, Girls Basketball

Spring: Boys Baseball, Boys/Girls Golf, Boys/Girls Track & Field

COMMUNITY EVENTS

Dig Pink, Green & White Night, and Spring Tailgate are amazing all-school community traditions to look forward to in the 2021 – 2022 school year, with modifications to be online or in another safe format.

UPDATED PHYSICALS

Upper School and Middle School student-athletes are encouraged to get their physical exams updated and uploaded to the [health portal](#). If you are unsure of the status of your physical, please contact Athletic Trainer Caitlin O'Neill (coneill@tbcs.org).

More information about the athletics program may be found in the Family Handbook and on our website at www.tbcs.org/athletics. Follow Bear Creek Athletics on Instagram [@BCGrizzlySports](#) or Twitter [@BCGrizzlySports](#).

For more information:

Chad Pohlman

Athletics Director

425-898-1720 ext. 431

cpohlman@tbcs.org

ACADEMIC AND STUDENT LIFE CONTACTS

Academics

Your child's teacher

Division Head

Preschool (P3 – P5): Rachel Urban

rurban@tbcs.org, 425-885-9401 ext. 402

Lower School (grades K – 4): Kristen Gephart

kgephart@tbcs.org, 425-898-1720 ext. 115

Early Middle School (grades 5 – 6): Jenn McDonough

jmcdonough@tbcs.org, 425-898-1720 ext. 229

Middle School (grades 7 – 8): Jenn McDonough

jmcdonough@tbcs.org, 425-898-1720 ext. 229

Upper School (grades 9 – 12): Carol Miller

cmiller@tbcs.org, 425-898-1720 ext. 539

Dean of Students

Lower School (grades K – 4): Tressa Parker

tparker@tbcs.org, 425-898-1720 ext. 122

Early Middle School and Middle School (grades 5 – 8): Nathan Pettit

npettit@tbcs.org, 425-898-1720 ext. 209

Upper School (grades 9 – 12): Kevin Davison

kdavison@tbcs.org, 425-898-1720 ext. 735

Upper School Associate Dean of Students (grades 9 – 12): Dave Urban

durban@tbcs.org, 425-898-1720 ext. 733

College Advising

Dean of College and Academic Advising: Colleen Murray

cmurray@tbcs.org, 425-898-1720, ext. 533

OTHER CONTACTS

Athletics

Athletics Director: Chad Pohlman

cpohlman@tbcs.org, 425-898-1720 ext. 431

Attendance

Preschool:

attendance@tbcs.org, 425-885-9401

Grades K – 12:

attendance@tbcs.org, 425-898-1720, ext. 503

Tuition

Business Operations Manager: Kathleen Lewis

klewis@tbcs.org, 425-898-1720, ext. 302

Philanthropy and Community Engagement Office

Vice President for Philanthropy and Community Engagement: Debbie Marchione

dmarchione@tbcs.org, 425-898-1720, ext. 339

Director of Development: Mariana Keller

mkeller@tbcs.org, 425-898-1720, ext. 340

Volunteering and Parent Reps: Karen Firminger

kfirminger@tbcs.org, 425-898-1720 ext. 441

Alumni Relations: Whitney Isbell

wisbell@tbcs.org, 425-898-1720 ext. 338

Donor Data Manager: Kasse Guptill

kguptill@tbcs.org, 425-898-1720 ext. 324

PACE Assistant: Megan Jamieson

mjamieson@tbcs.org, 425-898-1720 ext. 341

Visit Bear Creek's website for a complete directory of faculty and staff: www.tbcs.org/about-us/facultystaff-directory