



Mercy
Education

2022

Annual Report



Contents

Foundation Dates and College Crests	2
Board Directors	3
Executive Staff	3
Board Chair's Report	4
Chief Executive's Report	5
Trustee Directors' Report	6
Child Safeguarding Report	7
Mercedes College, Perth	8
Academy of Mary Immaculate, Fitzroy	9
Sacred Heart College, Geelong	10
Emmanuel College, Warrnambool	11
Catherine McAuley College, Bendigo	12
St Aloysius College, Adelaide	13
St Aloysius College, North Melbourne	14
Sacred Heart College, Kyneton	15
Mount Lilydale Mercy College, Lilydale	16
St Joseph's College, Mildura	17
Our Lady of Mercy College, Heidelberg	18
St Brigid's College, Lesmurdie	19
Santa Maria College, Attadale	20
Student and Staff Snapshot	22
Financial Snapshot	23
College Advisory Council Members	24

Foundation Dates and College Crests

1840	Mercedes College Perth, WA	1846		Mercedes College Perth, WA
1850	Academy of Mary Immaculate Fitzroy, VIC	1857		Academy of Mary Immaculate Fitzroy, VIC
1860	Sacred Heart College Geelong, VIC	1860		Sacred Heart College Geelong, VIC
1870	Emmanuel College Warrnambool, VIC	1872		Emmanuel College Warrnambool, VIC
	Catherine McAuley College Bendigo, VIC	1876		Catherine McAuley College Bendigo, VIC
1880	St Aloysius College Adelaide, SA	1880		St Aloysius College Adelaide, SA
	St Aloysius College North Melbourne, VIC	1887		St Aloysius College North Melbourne, VIC
	Sacred Heart College Kyneton, VIC	1889		Sacred Heart College Kyneton, VIC
1890	Mount Lilydale Mercy College Lilydale, VIC	1896		Mount Lilydale Mercy College Lilydale, VIC
1900	St Joseph's College Mildura, VIC	1906		St Joseph's College Mildura, VIC
1910	Our Lady of Mercy College Heidelberg, VIC	1910		Our Lady of Mercy College Heidelberg, VIC
1920	St Brigid's College Lesmurdie, WA	1929		St Brigid's College Lesmurdie, WA
1930	Santa Maria College Attadale, WA	1937		Santa Maria College Attadale, WA
1940				

Board Directors



BOARD CHAIR
Ms Georgina Smith



BOARD DIRECTOR
Ms Mary Retel



BOARD DIRECTOR
Ms Kelly-Ann McKinnis



BOARD DIRECTOR
Ms Karen Jongbloed



BOARD DIRECTOR
Mrs Maria McGarvie



BOARD DIRECTOR
Dr John Ballard



BOARD DIRECTOR
Mr Jeff Thorne



BOARD DIRECTOR
EM Prof Anne Hunt OAM

Executive Staff



CHIEF EXECUTIVE
Mr Christopher Houlihan



**HEAD OF SCHOOL
ENGAGEMENT**
Mr Chris Bence



**HEAD OF BUSINESS
OPERATIONS &
COMPANY SECRETARY**
Ms Judy Sailors



**HEAD OF PEOPLE &
CULTURE**
Ms Judy Young

Board Chair's Report



The work of the Mercy Education Ltd Board is far reaching and extends to 13 schools in country and regional Victoria, South Australia and Western Australia. With a student enrolment of 13,825 and staff numbers of 2,032 (1,714 FTE) this is a privilege the Board and the staff of the Mercy Education National Office take seriously.

In the period 2022/2023, the Board held 8 meetings. Between Board Meetings, the Committees of the Board, deliberated on a wide range of governance related matters that encapsulated Faith, Education, Finance, Building and Planning, Risk and Governance and Child Safety.

It is with a sense of sadness that I farewell Mary Retel from the Mercy Education Ltd Board. Mary has been a Board member since 2014. She has been a powerful advocate for our schools and in particular, those in her heartland of Western Australia (WA). Having come to the Board following a long and successful career in school leadership and from her final appointment as Deputy Director of Catholic Education, WA, her contribution to the Board has been characterised by unfailing generosity of spirit, deep wisdom and a love and devotion to the essence of Catherine McAuley. Mary concludes her tenure having made a lasting contribution to our work and leaving her indelible mark on Mercy Education Ltd.

The Board recognises the many successes of our schools over the past year. The way in which our communities and leaders have reconnected in person after a long period of isolation, reflects the strength and support we derive from each other and our relationships.

Several schools have had approval for significant capital developments that will not only add to their students' and families experience of Mercy Education but will also enhance the contributions they make to their local communities.

It was an historic moment at the beginning of the current academic year, when, after 135 years as a girls' school, Saint Aloysius College Melbourne welcomed boys for the first time into Year 7. Many years planning –and many years praying -- saw the fruition of this goal. This change continues the long Mercy tradition of responding to local community needs and making an affordable education available to families who want to educate their children together. To all who dreamed and hoped for this to become a reality, we give our deepest thanks for your courage and determination.

Currently, the Board is engaged with a new Strategic Planning process that will guide our work over the next 3 year period. The planning is predicated on Formation, Growth, Strategy and Working on the Margins. We look forward to reporting on our journey.

In conclusion, I would like to thank everyone associated with Mercy Education Ltd most sincerely for year in which we can celebrate our successes and look forward to the future with confidence. The last word, of course, must rest with our Founder who continues to inspire and guide us –

“We ought to have great confidence in God in the discharge of these offices of Mercy, both spiritual and corporal, which constitute the business of our lives”

Georgina Smith BOARD CHAIR

Chief Executive's Report



Mercy Education Ltd, as a ministry of Mercy Ministry Companions, is entrusted with the governance and provision of education services across thirteen schools in Western Australia, Victoria and South Australia.

The Mercy Education National Office team welcomed Mr Christopher Bence in January 2023 as Head of School Engagement. Chris followed Ms Brenda Keenan who resigned in October 2022. Chris' role supports the excellent work of Ms Judy Young as Head of People and Culture and Ms Judy Sailors as Head of Business Operations. The National Office operates solely to support the schools and this is enhanced further through the work of the Mercy Education team of Mr Peter Patsis, Financial Controller, Ms Janelle Sheahan, Risk, Safety and Compliance Officer, Ms Effie Coulson, Executive Assistant and Mrs Robyn Woodhouse, Administration Officer.

A significant anniversary occurred in 2022, as Emmanuel College celebrated 150 years of the Sisters of Mercy presence in Warrnambool. Amid the celebrations, the College launched a commemorative history book, *Common Threads: 150 years of stories from St Ann's, CBC and Emmanuel College*, which outlines the school's history. The book was written by Ms Jean Christie with graphic design by Ms Melissa Crothers.



At Catherine McAuley College Bendigo, development continued on the Mercy Junortoun Sporting Precinct at the Coolock Campus, including the upgrade of five ovals. The community looks forward to the new opportunities the precinct will enable.

135 years of Mercy Education to the North Melbourne community was celebrated at St Aloysius College and its move to co-education was carefully planned resulting in a most successful start with Year 7 boys joining the College in 2023.

St Brigid's College Lesmurdie was sorry to farewell Principal Mrs Carmen Cox at the end of Term 2, 2022; however, was delighted with the appointment of Mrs Veronica Parker, formerly the Vice Principal at Ursula Frayne Catholic College. Veronica commenced as Principal in Term 3, 2022.

St Joseph's College Mildura unveiled the Mercy Heritage Centre in 2022, exactly eighty years after the Enright Convent was originally opened. Bishop Paul Bird CSsR, Bishop of Ballarat, officiated at the blessings of both the Centre and the Sisters of Mercy Memorial Cross, located within the Nichols Point Cemetery.

Santa Maria College Attadale looks forward to the construction of its Cultural Centre set to commence in August 2023. It will be a purpose-built space for Performing Arts, with a 650-seat auditorium, black box theatre, orchestra and ensemble rooms, dance studio, music tuition rooms and general learning areas. It's design will maintain the original convent's iconic architecture, preserving its landmark status.

Mercy Education reflected in its October 2022 Leadership Day on the theme *Faith and Leadership in a Church without Walls*. Our keynote speaker was Robert Fitzgerald AM. Robert was a Commissioner on the Royal Commission into Institutional Responses to Child Sexual Abuse and is the NSW Ageing and Disability Commissioner.

I thank Ms Margaret Bounader Chair of Mercy Ministry Companions and her colleague Trustee Directors as well as Board Chairs Sister Sylvia Williams RSM and Ms Georgina Smith along with their colleague Board Directors for the guidance provided to us. The Institute Leader Sister Eveline Crotty RSM and her colleague Institute Councillors continue to support our schools and the presence of many of the Sisters in the schools on various occasions is most welcome.

As Mercy Education and our schools navigate the education landscape in a post-pandemic world, we are concentrating on supporting our schools' initiatives and in 2022, they certainly continued to flourish.

Mr Christopher Houlihan CHIEF EXECUTIVE

Trustee Directors' Report

On behalf of the Trustee Directors, I am pleased to contribute to this Annual Report. We are now 18 months into the establishment phase of Mercy Ministry Companions. Much has been achieved through close collaboration with Ministry Boards and Senior Leaders of the Community Service, Education and Health and Aged Care ministries entrusted to us by the Mercy sisters on whose shoulders we stand.

In Dublin during the 1830s, provision of education was a significant part of Catherine McAuley's response to the Gospel call for acting mercifully, justly and compassionately towards everyone. In our day, these values, and other 'companion' values, continue to shape our responses to young people and their families. Undertaking this 'work of mercy' is not easy! We know that the pressures on young people today are enormous and that Mercy educators face many challenges as they strive to support and challenge the students in their care.

Mercy Education Ltd offers Catholic education in the Mercy tradition to students from diverse backgrounds in 13 schools across South Australia, Victoria, and Western Australia. If the affiliated schools, who share our Mercy tradition and seek to remain connected within the 'mercy family', are added to this list, we have an increasing capacity to significantly influence future developments in Catholic education. The Trustee Directors look forward to working with Mercy Education Ltd in advocating for policies which contribute to the common good of our young people and their families, especially the disadvantaged in local communities. Of particular importance this year is showing support for First Nations People on their journey towards Constitutional recognition and the establishment of a Voice to the Australian Parliament.

Alongside my fellow Trustee Directors, I thank the Mercy Education Ltd Directors for their strong commitment to nurturing Catholic education in the Mercy tradition. The support that they have given the Trustee Directors as we work together to articulate Mercy Ministry Companion's identity and establish close relationships with our ministry Boards and Senior Leaders is invaluable. We acknowledge, in particular, Georgina Smith's contribution in the past year as Board Chair and express our gratitude to Mary Retel who is concluding her time as a Director. As an experienced educator, Mary has contributed a great deal to Mercy Education Ltd in the past nine years and we ask God's blessing on her future ministry.

We also acknowledge Christopher Houlihan and his colleagues within the Executive Leadership team for the smooth and professional conduct of Mercy Education Ltd and for their collaboration as together we address significant issues including ongoing formation for mission and policies and procedures relating to ministry property. We also thank the principals and staff of all our Mercy schools for the many ways in which they 'go the extra mile' to serve others within their school community. It was heartening to see a strong representation from Mercy Education Ltd at our inaugural Mercy Ministry Companions Annual Conference in October 2022 where we explored the theme 'Companions: Stronger together'.



Front row left to right: Margery Jackman (Trustee Director), Margaret Bounader (Trustee Director), Jennifer Oaten (Principal, Santa Maria College, Attadale WA) Carmel Ross (Trustee Director)

Second row left to right: Gabrielle Mc Mullen AM (Trustee Director), Georgina Smith (Mercy Education Ltd Chairperson), Tony Goad (Trustee Director), Des Powell AM (Trustee Director)

As part of our Mercy Ministry Companions Trustee Directors' Meeting schedule, which enables every second meeting to be held at a ministry site, we greatly appreciated the welcome and hospitality shown to us in the past year when we visited St. Aloysius College in Adelaide, Santa Maria College in Attadale, St Brigid's College in Lesmurdie, and Mercedes College in Perth. We have also enjoyed attending various functions and significant school events. We share your sense of pride in the student leaders whom we have met and who readily share their commitment to being a mercy presence in the school community. Our collective involvement in this 'work of mercy' is one of which we can be proud!

Margaret Bounader CHAIR, MERCY MINISTRY COMPANIONS



Child Safeguarding Report

Mercy Education made it a priority to review and update its policies, procedures, and strategic approach to the safeguarding of children and young people during 2022.

The introduction of *Ministerial Order 1359: Implementing the Child Safe Standards – Managing the risk of child abuse in schools and school boarding premises* (Vic) in July 2022 enacted a review of all governance level policies and operational instructions related to child safety and a detailed review of school-based policies. This review was not only important to meet legislative and regulatory requirements; it also helped to embed the commitment of the Mercy Education ministry to its culture of making child safety a priority across the organisation.

Recruitment of Board Directors, employees and volunteers involves screening and specific questions related to suitability to work with children and young people. To promote awareness and maintain currency of knowledge in child safety, Mercy Education provides compulsory training in Child Safeguarding for Directors and Board committee members, national office staff, all employees and volunteers in Mercy schools. Training is required at induction and as an annual update. Teaching staff and selected operational staff in schools also undergo training in mandatory reporting procedures specific to their individual State and Diocesan requirements. The Mercy Education Code of Conduct is acknowledged by all Directors and employees and applicable volunteers each year.

In 2022, Mercy Education gave a presentation to Victorian College Advisory Councils regarding the implementation of *Ministerial Order 1359* across the group. Sister Kath Tierney RSM spoke about the safeguarding landscape and the culture of safeguarding in all aspects of our mission and ministry. Judy Young, Head of People and Culture at Mercy Education, presented on the implications of the revised Child Safe Standards for our schools in each State.

The Board Risk and Compliance Committee (RISKCOM) oversees the risks related to child safeguarding. In 2022, the Mercy Education Risk Register was reviewed and the Board was surveyed on its appetite for all elements of risk, including child safeguarding. The Annual Compliance Register for schools was updated to include submissions of child safeguarding documentation and risk management and reporting protocols surrounding incidents and allegations.

Child Safeguarding is a Standing Agenda item at all Board Meetings, Principals' Network Meetings, Mercy Executive Meetings, school leadership meetings and relevant staff meetings in Mercy Education schools.

The responsibility for protecting children and young people in our schools is set firmly in the works of Mercy Education and is modelled at all levels. In 2023, processes are already in place to continually review and improve our approach and response to safeguarding.

Judy Young HEAD OF PEOPLE AND CULTURE

Mercedes College, Perth



The last semester of 2022 and the start of 2023 have been a joy because as a school community, we have been able to celebrate events in person rather than on-line. Most students, staff and parents prefer the personal interaction rather than constant online gatherings. Technology connecting with people face-to-face.

One of our core Mercy values is service, and in 2022 we had a focus on service professional development for staff and increasing service opportunities available to students and staff. We were fortunate to have Associate Professor Shane Lavery provide professional development to staff on service in a Catholic school, service in the Gospels and servant leadership. A wider range of service opportunities occurred because of this including service to the school community with a cleaning roster for our chapel and cooking for the homeless using various relief organisations. Sr Breda also in-serviced staff on the Plenary Council process and findings.

In 2022 research was undertaken to discover some support resources to promote teacher growth, particularly in pedagogy. This resulted in the decision to use the 'Walkthrus' programme, to provide resources for teachers to work in professional learning communities, to focus on key areas of interest to promote professional growth. In Term 1 2023 this programme has been introduced to teachers and work has begun to identify areas of growth and small groups to focus on each area.

In 2022 we focussed on pedagogy and support strategies that were successful in an all-girls' school. We devoted a professional development day to hearing from a panel of teachers and support staff describing their experiences with all-girls and the tips they recommended. We also heard from current and past students who outlined what worked best for them in the classroom and beyond.

We aim to track the development of students' 'soft' skills such as critical thinking, collaboration, and creativity to name a few. These skills are so important in life at school and beyond. The aim is to develop an electronic portfolio for each student from Years 7 to 12 collating their achievements with these skills.

Planning began in 2022 to create a more effective Student Services and Wellness Centre where key staff from both areas, supported by Heads of Year and Counsellors, could work to provide the best support for students. This would replace two separate locations assisting with better communication and a transfer of skills between key staff responsible for supporting the wellbeing of students. An area was restructured during the Christmas holidays and in operation at the start of Term 1 2023. A review of this area and its effectiveness will be conducted later this year.

2022 saw the introduction of an addition to the College uniform in the form of black dress pants with a school logo that appears just below the winter blazer. This has proven popular with students and is a welcome addition to the College uniform.

The College has a new landscaped area for students to enjoy with plenty of shade, grass, areas to grow herbs and outdoor games such as chess and table tennis. This is a vast improvement on the barren area that existed once transportable classrooms were removed. It is affectionately referred to as 'The Green'. It is also a popular location every week for Wellness Wednesday where students support

their Houses through fun activities forging relationships with students across year levels.

During 2022 and 2023 work has been conducted on updating the College's Master Plan with a view to build in the not-too-distant future. A new building will enable us to decommission some of the older buildings later, providing students and staff with more contemporary learning and teaching spaces.

2022 saw a review of our strategic direction resulting in a new Strategic Plan 2023 – 2027. A thorough process was conducted that captured the thoughts of students, staff, parents, Advisory Council and Alumni members. Drafts were also provided for further consultation before the final product was released. Implementation has already begun.

2022 was also a year where we successfully submitted documentation for school re-registration to the Non-Government School Regulation Authority. The process was thorough and satisfying once completed.

We are fortunate to have a wonderful community with parents willing to support the College through various committees. Year Level Representatives in the Parents and Friends were reintroduced in 2022 and their success has continued into 2023.

This year the Senior Leadership Team has three new members, a member who has changed roles, and our Business Manager has just started her second year at the College. I am thankful to them for their enthusiasm and the smooth start we have experienced with quite a new team.

I look forward to what the rest of 2023 has to offer as we work together to provide our students with a contemporary education, guided by Gospel values, that sparks curiosity, invites critical thinking and provides opportunities for collaboration and creativity.

Mrs Kerrie Fraser PRINCIPAL





Academy of Mary Immaculate, Fitzroy



“As we enter and exit the Academy gates each day, I encourage each and every one of you to be leaders in mercy, to walk side by side each other when adversity arises, to forgive and speak with kindness, to lift one another up with encouragement and to listen and seek out the hushed voices in our community” - Opening Address, Ruby Hoare, College Captain

And thus began our 2022 year – a year with the theme “Together in Mercy” – a theme of promise and hope (togetherness and reconnection after two covid years) but also a theme with a significant challenge.

We would be “Together” but “Together in Mercy” united through and by the actioning of our charism.

Led by our senior leaders the theme became a lived reality. In term 1 the focus was on being merciful to one another through the use of words; in term 2 the belief that words without actions were inadequate led to the challenge of undertaking **165 actions of mercy**. In term 3 the focus shifted to being “**merciful to oneself**” and taking the time to focus on our own wellbeing. Students responded to these challenges with open hearts and generosity of spirit. Suffice to say, as the Academy community of 2022, we were indeed “Together in Mercy.”

While the initial couple of months of the year, with covid rearing its head again, limited some of our plans, the resilience of the Academy community came to the fore and the beginning of year events continued, albeit in different forms.

The rich liturgical life of the College was in evidence again through our many liturgical events. With the lifting of restrictions, weekly class masses were able to take place, culminating in the Mercy Day Mass at St Patrick’s Cathedral for the first time since 2019.

Our Student Justice group continued their important involvement in a myriad of activities including the Unveiling of the First Peoples plaque, the Connecting Community project for which they received a Rerum Novarum award, Volunteer work at St Mary’s House of Welcome, Seeds of Justice Conferences, the Winter Sleepout, support of McAuley Community Services for Women and Earth at Academy endeavours – just to list some of their work.

Each year all Staff come together for a Spirituality Day and the 2022 event facilitated by Brother Damian Price: “Claiming the Heart in Confusion and Change” was an enriching experience for all.

As a community it is essential that all voices be heard. One traditional way Academy has of actioning this is through the annual College “Conversation”. This year’s “Conversation” with teacher, student, parent, Advisory Council and Alumnae participants, focused on the challenging topic “Re-imagining Wellbeing”. Wellbeing was also the main focus of the August whole school VRQA (Victorian Registration and Qualifications Authority) Review, and it was very affirming that the Academy was found to be fully compliant in each of the 11 Child Safe Standards despite these having been formally implemented only the month before.

Guest presenters including Paul Dillon and Susan McLean supported student wellbeing through their presentations to students and parents in the areas of cyber-safety, drugs, alcohol and vaping.

Throughout the year teaching staff participated in significant Professional Learning to support their teaching practice. Particularly appreciated were the highly interactive presentations by Neuroscientist and Educator, Jared Cooney Horwath, on the Science of Learning

– understanding the brain and Learning. Jared’s presentations both excited and challenged teachers and led to many of his ideas, e.g., the importance of retrieval practices, being enacted within the classroom.

The Pedagogy Team provided leadership in the development of a Pedagogical framework, the audit of curriculum- scope and sequence, the analysis of data and the investigation of a new Learning Management System.

Students participated in a multitude of rich learning experiences – Girl Power in Engineering, Radical Women Online Forum, Medieval Day, Debating, National Science Week, “FAME” Musical, Autumn Soiree and other musical events, sporting competitions in 14 major sports – just to highlight a few of the opportunities for students.

In the Leadership and Management area much, significant work took place in 2022 and continues into 2023. The handover of the Nicholson Street Convent in 2021 was the catalyst for the development of a whole school Masterplan which will be presented to the Mercy Education Board for approval in May. The introduction of COMPASS as the new Learning Management System involved detailed planning with regard to timing, introduction and focus and will enable greater transparency and collaboration, thus enhancing teaching and learning practice. The POL structure was reviewed with new appointees for the period 2023-2025. The VRQA Review was a very positive experience for the College and the reviewers’ recommendations have formed the basis of our Strategic Plan for the next 4 years.

2023 has begun with a new theme: Many Voices, One Community and a commitment to celebrate and honour the diversity within our community. In 2023 it is not our new College Prayer and new College Song that unites us but rather the pulsating heart of mercy that is the Academy.

Sr Mary Moloney RSM PRINCIPAL

Sacred Heart College, Geelong



For the best part of 2022 Sacred Heart College, as many workplaces, continued to navigate and manage the implications of COVID for staff, students and families.

The return to onsite learning in 2022 presented opportunities and challenges knowing this was the first full year of onsite learning for Years 7, 8 and 9 since 2019. With this at the forefront of our thinking, SHC Strategy 2021 and Beyond priority three Culture of Wellness became our immediate focus as we set out to rebuild relationships, connection and community. This began with the introduction of the Year 7 to 12 vertical House Mentor structure which now complements the Colleges vertical timetable, whilst further supporting the concept of stage not age, and better reflecting life with mixed age groups co-mingling and working together. School camps and our sports and arts carnivals were reinstated, and the College launched the inaugural Foundation Day celebrations which saw some families physically enter the College grounds for the first time. Staff commenced planning for interstate immersions with two on offer for 2023, Sacred Ecology – Rainforest and Reef Immersion far North Queensland and First Nations Immersion Kakadu.

As part of our commitment to nurture a child safe culture across all aspects of school life, staff and Year 8 and 9 students learnt about mental health and wellness by completing the

Teen Mental Health First Aid course facilitated in partnership with the City of Greater Geelong, Youth Community Development Team.

In order to further advance strategic priority two Clever and Creative Learning, the College leveraged its remote learning experience with VCE Unit 2 students taking part in flexible Friday which gave them the opportunity to engage in self-directed learning from home, on site in one of the College's collaborative spaces or by choosing to attend tutorials run by their subject teachers. The College also piloted virtual VCE where students from St Bridget's Horsham enrolled in the online Unit 3 & 4 Physics course giving them full access to CANVAS, Edrolo and weekly 1.5hour tutorials via zoom. This was supplemented with one day per term onsite intensive learning, collaborative discussion and practical experiences.

Our emphasis on real world learning continued with the introduction of the Women in Construction partnership with Deakin School of Architecture and Built Environment, and Australian Institute of Building.

For a second year the College featured in Geelong Design Week. Utilising the resources within the Makerspace students merged nature, technology, and design to create Sensory, a pavilion comprising three temporary spaces each with a unique theme - nature, light, and colour. Each space was a testing ground for students to learn about architecture, design, technology, and sustainability.

Still restricted by COVID our outreach focused on raising awareness and providing financial support for 12 local, national and overseas Catholic/Mercy Organisations. Two new projects linked to SHC Strategy 2021 and Beyond priority one and four, The Sacred Heart Way and Care for our Common Home, Reconciliation Action Plan (RAP) and the Laudato Si 8 Goal Action Plan both gained momentum. The College also joined the Geelong+ Community Solar Program

(G21) and installed 186kw of solar panels on the southern side of the campus. Partnering with Geelong Sustainability, Mondo, and RACV Solar, the College is now part of a network of homes and businesses across the Greater Geelong, Surf Coast, Colac Otway and Golden Plains Shires, and Borough of Queenscliff that together will hold over 2.42 megawatts of solar capacity.

Progress continues on the Master Plan, with Stage 5, the Sport and Wellness Precinct submitted for approval from DELWP (the Department of Environment, Land, Water and Planning). Once approval is received, design and development will begin with the plan to commence building in 2025.

Committed to creating a physical environment that reflect contemporary learning and wellness, the Leadership Team and the Planning and Facilities sub-committee of the College Advisory Council undertook a Master Plan refresh capturing our findings in a report which was submitted to the College Architects PMDL McGlashan Everist, whose role it is to amend the SHC Master plan.

Sacred Heart and St Joseph's continuing to work in partnership to develop a new structure for the school day which we will be launch in 2024, and the 5 Catholic Geelong Secondary Schools have their sight on working with Digistorm software to create a central enrolment platform that will enable each school to better manage student enrolments at Year 7.

The work of 2022 has further supported Sacred Heart College's commitment to continue to evolve from an industrial age school to a vibrant learning village knowing that our students need to be future-proofed with a mindset that embraces lifelong learning, creative problem-solving, and adaptability to the relentless pace of change.

Ms Anna Negro PRINCIPAL





Emmanuel College, Warrnambool



The last two years have been milestone years for Emmanuel College, celebrating first in 2021 the 30th anniversary of the establishment of Emmanuel College and in 2022, 150 years since the arrival of the Sisters of Mercy in Warrnambool. These milestones provided the backdrop for another significant chapter in the story of Emmanuel. Across the last year a new college structure, the reimagined Emmanuel College, has taken shape and commenced operation. With the consolidation of the remaining students to one campus in little more than 18 months, Emmanuel College will be ready for the next 30, or even 150 years, as a dynamic learning community serving Warrnambool and South West Victoria.

The uninterrupted delivery of Catholic education on the same site for 150 years was a milestone worthy of celebration. On July 1, 150 years to the day when the first students entered the doors of the original school, a tree was planted in the school grounds. The tree wasn't an ordinary tree, it was a seedling from the Elm tree that has stood in the school grounds for over 100 years linking our generation to the era when the school was operated solely by the sisters. The college mass and celebration that followed paid tribute to the founding sisters and those who support the Emmanuel community today, with special recognition afforded Fr. Lawrence O'Toole, past college governor and chaplain, on his retirement. The celebrations continued with the launch in August of

“Common Threads: 150 years of stories from Emmanuel, St Ann’s and CBC”. This beautiful publication weaves together 150 years of colourful experiences and anecdotes giving rise to the tapestry we know as Emmanuel College. The College happily hosted the Frayne Festival the following day, and in September celebrated the inaugural Generations Breakfast attended by families who have up to four generations connection to St. Ann’s, CBC and Emmanuel, and a new tradition in the making.

The concept of providing a weekly meal to those in need in our local community flowed from a presentation by Sr. Liz Dowling and commenced during 2022. By years end, up to 40 meals a week, each Tuesday evening during term, were being served by staff volunteers. More than 850 meals were created and served in 2022 and in 2023 the project continues with student involvement. Sourcing student laptop covers from the small women’s collective, Boneca de Atauro, East Timor, continued despite the challenges of transporting goods from the tiny community. In previous years Emmanuel students carried the lovingly, hand-made covers back to Warrnambool at the end of their alternative schoolies trips, but the global pandemic has halted these trips. Around the school the Young Vinnies are active at fundraising and looking forward to the opportunity to renew friendship visits to the residents of Mercy Place.

The strategically reimagined Emmanuel saw the relocation of year levels as we have planned for some years. The reimagined Emmanuel reduces the mass of the school by forming smaller groupings with year seven and eight students occupying the Goold Junior School Centre, year nine students housed at the Rice Campus and from 2025 the new Edmund Rice Centre, and years 10, 11 and 12 together as a senior school at the McAuley Campus.

The location and arrangement of students contributes to the development of new learning approaches, while the vertical structure of the

senior school enhances connection between students in the senior years and their mentors. The 2022 VCE results were very pleasing after three disrupted learning years. The Dux of Emmanuel College achieved a perfect ATAR score of 99.95, one of only 39 in Victoria, and the first for Emmanuel College. Emmanuel students gained employment, especially apprenticeships, in record numbers during 2022 with government incentives to employ young people in much needed trades. The new 9@RICE program commenced and the introduction of the immersion experiences and the students’ completion of their passion projects in term four gave rise to excitement not normally associated with year nine. The next iteration of teaching and learning growth at Emmanuel will see a review of junior school curriculum.

The improvements to specialist facilities including six new or refurbished science labs, upgraded general classrooms and an undercover Café’ completed early 2022 contributed to students’ experience of school and prompted even greater pride in their school, just as the new Library led to a steady increase in the number of students using it as a place for study and to access teacher assistance between 3.30-5.30pm on school days. Extensive consultation between college architects, College Leadership and stakeholders has resulted in the development of extremely exciting and ambitious plans for the Edmund Rice Centre, the new home of 9@RICE from 2025. The new Centre will be the largest project the College has undertaken and is important in its ability to locate all students on the one campus for the first time in the school’s history.

Mr Peter Morgan PRINCIPAL



Catherine McAuley College, Bendigo



The optimistic outlook adopted by Catherine McAuley College (CMC) at the commencement of 2022 turned out to be well-founded, as the academic year got underway with a full return to cherished traditions and events.

Students and staff alike welcomed the opportunity to fully immerse in studies and forces. This was reflected in the end-of-year results of our senior students. Despite the challenges they had endured over the past three years, this group achieved some of our best results in recent years and demonstrated great dedication, courage and perseverance throughout the year.

In 2022, illness across our community remained a challenge, not only for students but also from the staffing perspective. As 2022 drew to a close, our region once again faced adversity when torrential rain and flooding affected our own and neighbouring communities. In response, we gladly hosted students from St Joseph's Rochester, who had been displaced by floods. We were also able to share our space and support VCE students from Echuca, Kerang and Swan Hill. Our students displayed great compassion and hospitality as they made these students welcome.

People and relationships are central to our community, so we were proud of our senior students for the way they eagerly re-established

many of our co-curricular events that had been missing in recent years. In addition, our community generously supported local fundraising efforts for Caritas, Vinnies, Bendigo Foodshare and Mercy Works.

Our touchstone statement, 'Inspiring members of our community to be learners impelled to thrive and serve' demonstrates to the whole College community our strong commitment to ensuring that all young people feel safe and are safe. In 2022, we reviewed and updated our commitment to child safety in line with new government guidelines. As part of this process, all staff were familiarised with the eleven Child Safety Standards and how they sit within and enhance our existing frameworks to value and develop the gifts of each young person and help them to experience personal success.

We were delighted that during 2022 our Ballarat. The program is a partnership with Mercy Health and gives Year 10 students the opportunity to engage in intergenerational learning with residents of Bethlehem Home for the Aged. Despite the interruptions, residents were able to stay in touch with our students and relationships flourished. This year, a leadership role has been dedicated to this program to ensure it continues to develop and expand. Research into the benefits of this program is being conducted by Australian Catholic University in preparation for the next phase; semester-long programs catering for a range of pathways in the health and business sectors.

Work is currently underway to develop a new Catherine McAuley College Masterplan to cater for the next phase of development for our College. There are many opportunities and possibilities to explore to ensure future growth for our organisation. Facilities at both campuses will continue to evolve and integrate with existing infrastructure, providing students with the learning resources and pathway opportunities to be prepared for their future direction.

The West Wing building, installed early in 2022, houses the Year 9 cohort and has been landscaped with a dynamic play area and multi-purpose courts.

Meanwhile, work continued on our current major project – the development of the Mercy Junortoun Sporting Precinct at our Coolock Campus, including the upgrade of five ovals.

The building development is nearing completion and students, staff and families are excited by the new opportunities the precinct will enable.

At Catherine McAuley College, we acknowledge that all students grow and develop differently, therefore our structures and programs support students' academic as well as social and emotional learning. Each student has a Student Advocate, who actively monitors and supports their learning and wellbeing. Student Advocates work in collaboration with students and families their learning through regular reflection and goal setting. The Student Advocate program has been expanded in 2023 to include regular time built into the timetable for Student Advocates to spend dedicated time with the students in their group.

Our 2022 College theme 'Walking Together in Hope' was based on the encounter between the risen Christ and some of His disciples. That story was a source of hope to the disciples and for us too. Throughout the year, we returned to this theme of hope to encourage us through our own times of difficulty and to respond to those who were suffering. For 2023, our theme 'May your word be a lamp to our feet and a light to our path', builds on our sense of hope and impels us to act, to be people who see a need and do something about it. This theme will underpin our celebrations this year and steady us through the challenges of 2023.

Mr Brian Turner PRINCIPAL





St Aloysius College, Adelaide



As Australia prepares to vote on a referendum to recognise the first Australians, Aboriginal and Torres Strait Islander people, in the Constitution, St Aloysius College, Adelaide, is making great progress in implementing our Reconciliation Action Plan. Our success is visible in the increasing numbers of enrolments of First Nations students, along with strong attendance, retention, and SACE completion, leading them to bright futures beyond school.

Key staff in this area include old scholars Maja Tongerie and Viviana Graney. They provide literacy, numeracy, and cultural support for our primary students, while also engaging secondary students in cultural activities and discussions about pathways. Together, we attended the 2023 National Apology Day walk, commemorating 15 years since Kevin Rudd's apology to the Stolen Generations. Community events such as our Yarn Up BBQ help us to build strong relationships with our First Nations Families. The Sr Deirdre Jordan Scholarships and Sr Pat Feehan Scholarships add an important layer of financial support. We are proud to be recognised as a school that provides strong educational pathways for First Nations students.

Digital Technologies students experienced outstanding success and recognition through the

MAD for STEM Awards (Making a Difference through Science, Technology, Engineering and Mathematics), showcased at the National Catholic Education Commission Conference in Melbourne. Both individual and group projects were on display and the work gave a platform to the creativity and skills of students and staff in designing and creating products for a more inclusive society.

Our 2021 Mercy Award nominee, Mia Konopka, was selected as the 2022 SA Young Historian of the Year. Her essay evaluating the impact of Gough Whitlam on Australian democracy saw her travel to Canberra in November 2022 for the national presentation ceremony at Parliament House. Mia has returned to the College in 2023 to support our Justice and Mercy (JAM) group and she continues to inspire students with her passion for justice.

These individual and group awards highlight the ways in which students are encouraged to pursue their passions and achieve at the highest level. When we celebrate these achievements at our assemblies, we celebrate the diversity of talents within the College and inspire every student to reach for the stars.

The JAM Group has led the way in living out our Mercy values. In our Strategic Plan, we identified the need to share the knowledge and understanding of JAM initiatives across the whole community, so that all students experience the joy and satisfaction that comes from making the world a little less cold and more just, as Pope Francis said. To this end, we have launched a new initiative in Years 7 to 9 called Mercy Matters. Through this program, we seek to match students with social action that is both manageable for them and connected to their own skills and interests. It has been great to see a broader range of students participating in community service and awareness-raising

activities across the school. Opportunities for connection and experiences of student agency provide young people with a sense of being active and influential in their communities. Young people exist in the context of the uncertainty in our world at present, and the Mercy Matters program is building a stronger sense of purpose, connection and belonging, both within and across year levels.

The College has made good progress in reducing debt and achieving some quick wins from our Master Plan. As well as improving student facilities via the Redden Undercroft refurbishment and the Mitchell Playground development, we were also able to refresh our Staff Room during the Christmas break. The new coffee machines and furniture upgrade have been greatly appreciated and have drawn more staff back together to relax in a shared space! The experience of the pandemic has made us more aware than ever of how important it is to prioritise staff wellbeing and this small gesture has made a big impact.

We are now in a strong position to undertake a major capital development. There are always competing priorities when refreshing a Master Plan but creating learning spaces that nurture a love of learning in our students and a love of teaching in our teachers is the fundamental aim. We are excited to share with our whole community plans for our new Primary School. Catherine McAuley said that "a good beginning is of great importance", and the St. Aloysius College, Adelaide Primary School will be where good beginnings happen in years to come.

Ms Paddy McEvoy PRINCIPAL

St Aloysius College, North Melbourne



In 2022, St Aloysius College reached the wonderful milestone of providing 135 years of Mercy Education to the North Melbourne community. Inspired by both history and the Mercy values, the College took the opportunity to celebrate both its 135th year, and its move to co-education, with the launch of a new College crest. This report reveals the progress and the achievements collectively made by the St Aloysius College community throughout 2022.

Within the sphere of Faith, numerous and frequent opportunities for participation in sacramental life and prayer were provided for students, staff, and the wider college community; attention was given to the Catholic Liturgical Calendar. Staff continued upon their progressive learning journey, through a number of facilitated spiritual sessions exploring our role as Catholic educators. Our students participated in a range of Faith Development Programs which included fundraising, leadership programs, Reflection Days and Retreats. It is certainly a profound part of our work with students when we are able to share in their faith journey and bear witness to their willingness to engage practically in the service of others – to be Mercy. Importantly and profoundly, these actions demonstrated the essence of our 2022 College theme, Respect.

Learning and teaching remained a true focus, with pleasing results achieved at both ends of the bell curve. 2022 also witnessed the

introduction of new programs, including Year 7-9 Coaching and Success Advisor sessions for Year 10-12; the College also joined the Association of Co-educational Sport (ACS).

From a teaching and learning perspective, the commitment to developing student agency has seen the introduction of coaching & mentoring programmes for all year levels. Staff professional learning has included undertaking sessions in the Universal Learning Programme. Furthermore, staff were provided opportunities to be informed of latest research and were engaged in professional conversations on coeducational classrooms.

The Annual College Production and the Art and Technology Exhibition were a highlight of Term 3 and 4, with both displaying the many talents and creativity of our staff and students. In the performing Art area once again student performance was splendid, which is a testament to the commitment of our talented staff.

Student wellbeing continues to underpin our learning and teaching practices across the school and at its core is the review of our Nourish Program, a Year 7 – 12 Pastoral Care program that is designed to nourish the mind, body, and soul. In addition, the Respectful Relations Implementation Team continued to work to implement the Respectful Relationship program across both the wellbeing and learning curriculum.

In 2022 the College also went through an audit process via the Victorian Registration and Qualifications Authority (VRQA) for registration to become a co-educational provider. All College policies and procedures were updated, and the result has highlighted excellent College compliancy in all areas.

In terms of timetable, 2022 witnessed the redesign of our daily structure to five periods a day, each an hour length.

The new 11 Child Safe Standards were implemented. The Child Safe culture at the

College continues to be reinforced through ongoing professional learning presentations to staff. Child Safe was also central to student programs with each year level leader ensuring that students in their respective cohorts were aware of the avenues available to give them a voice and support.

Throughout 2022 our students have continued to achieve their best and explore new opportunities, both individually and collectively. They have produced remarkable results in a wide range of curricular and co-curricular activities, and we have recognised and celebrated their efforts and achievements. Their joy in learning and their engagement ensures that we continue to explore new opportunities for powerful learning.

As a College we continue to work with our parents and the wider community, through the many parent forums offered and other celebrations. 2022 was an exciting time as we lingered to invest resources to endure the delivery of exceptional education outcomes into the new decade and beyond. The path the College started down in 2022 continues apace as the Masterplan to upgrade buildings and facilities to ensure the welcome our community receives at St Aloysius is one, we can all be proud of.

Finally, 2022 also witnessed the completion of Towards 2027, the College Strategic plan, which was launched in January 2023.

As a College we continue to take bold and courageous steps, following the example of Mercy founder Catherine McAuley, in providing a Mercy education which our students and families deserve. Our success as a learning community would not be possible without the dedication and professionalism of our staff. I thank them all for their hard work, passion, and commitment to excellence.

Ms Mary Farah PRINCIPAL





Sacred Heart College, Kyneton



Over the last twelve months, Sacred Heart College has explored the theme of “Care for self, for others and for creation”. The theme was particularly appropriate as students, staff and families embraced the return to normal schooling after more than two years of interruptions due to the pandemic. The theme recognised the three pillars needed for a fulsome life: a commitment to self-care, treating others as you would like to be treated yourself, and introducing a comprehensive set of sustainability principles and actions.

Child Safety

Our Child Safety priority for 2022 has been to align our current policies and procedures with the new eleven Child Safe standards, ensuring that the elements focusing on improving school culture were at the forefront. Tying in with our Strategic Plan, all updates and new initiatives are seen through the lens of Inclusion. Even though we have returned to on-site learning, our online Child Safe presentations and acknowledgements for staff, students and parents have continued with plans to further develop the Child Safety area of the website in 2023.

Strategic Directions

Over the last twelve months, the College has confirmed and launched its new Strategic Plan (2022 – 2025). This document includes ten strategic commitments and supporting documents underlying these. The document celebrates Sacred Heart College’s mission to nurture the flourishing of each

student – spiritually, physically, cognitively, emotionally, and socially. The mission challenges Sacred Heart College students and staff to pursue excellence in learning and teaching, promote the growth of exemplary leadership while ensuring inclusive and safe environments for all.

Faith Leadership

We continue to focus our energies on offering opportunities for encounter and action, as we live out our Mercy charism and our Catholic faith. Our renewed approach to the annual Project Compassion campaign was well received and left our Junior School students with a feeling of empowerment that they can take action on issues that impact people and our planet. Our Religious Education program continues to be bolstered by the rich learning that takes place on our Reflection Days and Retreats, with time spent in conversation with presenters such as Gen Bryant being a highlight of the year for many. We have continued to renew our times of liturgical celebrations in order to nurture the spiritual flourishing of each student.

Learning and Teaching

2022 began with the launch of the Learning, Teaching and Wellbeing priorities for the next four years:

- Continuously improving evidence-based professional practice
- Developing engaging and challenging learning programs
- Developing all students’ capacity to exercise agency in their learning
- Creating a safe and inclusive learning environment

The overriding purpose is to keep the interconnectedness between student wellbeing and learning and teaching central to our courses.

Another initiative in 2022 was the trial in Semester Two of the Year 10 Certificate. The aims are:

1. To recognise the achievements of all students who have completed all assessment tasks and achieved the success criteria for all topics
2. To develop sound work habits prior to VCE

Hopefully this will ensure that Year 10s are prepared for VCE or VCE/VM, enabling them to perform at their best.

Wellbeing

Sacred Heart College Kyneton is committed to being a safe and inclusive school where all students feel supported and valued. Feeling included is an important element of child safety and has been the Wellbeing focus for both students and staff in 2022. This has entailed reviewing our policies, practices and procedures to ensure everyone is considered and feels heard. Our Diversity at Sacred Heart (D@SH) group has grown, providing opportunities for student input on how we action inclusiveness. Staff focused on Inclusive Workplace workshops to ensure all curriculum and administration documentation is viewed through the lens of inclusion. We will build on these beginnings with greater and broader student input. We have exciting hopes for this important area of College life.

Capital Development

Catering students and staff at Sacred Heart College Kyneton have been pleased to see the new kitchen fit-out and refurbishment in the Ursula Frayne hospitality building - including new ovens and stovetops, a commercial combi-oven to train on, and improved ventilation and exhaust works to facilitate high temperature cooking. On the information and communication technology front, Sacred Heart College invested in much needed back-end infrastructure updates to the site network connectivity and wifi services, with these works continuing through into 2023. Lastly, Sacred Heart College Kyneton has secured a class set of virtual reality headsets, allowing exciting new learning programs to develop across 2023.

Mr Darren Egberts PRINCIPAL

Mount Lilydale Mercy College, Lilydale



The theme chosen to guide our College through this year is centred on the Mercy Value of Courage with a focus on 1 Corinthians 16: 13 “Keep alert, Stand Firm in your Faith, Be Courageous”.

This is a great theme for us as we focus on three phrases within it:

- Keep Alert
- Stand Firm
- Be Courageous

In discussing these three phrases we come to understand that in being courageous we must always be on our toes and while committed to the tasks at hand, we must be more than that. We must be committed to the concept of being courageous and if we do not remain focused then failure might result.

For Catherine McAuley, courage is a gift from God who gives us the strength to face the demands of our mission, to counter injustice, to work tirelessly and to endure hardship.

So, to be courageous is about standing firm and always being in the habit of mindfulness about it. It is about when failure seems imminent, having the positivity to rise and rise again and keep trying.

Nelson Mandela can help us focus on this concept when he said: *“I learned that courage was not the absence of fear, but the triumph over it. The brave man is not he who does not feel afraid, but he who conquers that fear”.*

So, in focusing on Courage for 2023, let us hope that we all come to understand that fear is natural, but overcoming it and choosing to act to always do what we know is right is the challenge. In effect, we must practice being courageous.

In 2022, our student leadership developed the theme which was centred on Hospitality:

“Be hospitable to one another without complaining.” (1 Peter 4:9)

And much of the year was focused on awareness raising: including the Year 12 Vinnies Winter SleepOut, Socktober, National Reconciliation Week, National Refugee Week, Operation Christmas Child, and the establishment of a Mini Vinnies with over \$21,000 being raised.

Liturgies and Masses were once again enjoyed with every community member being given the opportunity to chat with our College Chaplain or indeed for the Sacrament of Reconciliation.

Highlights were senior retreats with Fr. Rob Galea, and further retreats for the Year 12 students to explore their relationship with self, others, and God.

The College focus remained on improving student outcomes through teaching practices with High Impact Teaching Strategies (HITS) and Mindframes. In 2022, the HITS focus was on Structured Lessons and Feedback and for 2023 differentiation. Mindframes focus was ‘Am unashamedly aspirational for my students’.

Curriculum planning was also a hive of activity with the introduction of the VCE Vocational Major in 2023, which coincided with revision and implementation of the new Year 10 Curriculum. These programs aim to enhance student engagement and access to pathways.

One of the post-remote learnings was that we need to recalibrate our understanding of the minimum standards in all areas of study. This, coupled with the implementation of a newly designed benchmarking and moderation protocol, is intended to realign both students and staff expectations.

Last year saw the College build upon several initiatives to focus on student wellbeing and child safety, creating a safe and supportive environment for all students. The introduction of a Youth Worker provided numerous benefits for students. The Youth Worker served as an additional source of support and guidance to help manage the challenges of student life, from academic stress to personal issues. The position also helped foster a sense of community and belonging, promoting mental health and wellbeing, and providing resources to help students navigate their concerns.

The counsellors continued to provide professional work, offering individual and group counselling sessions to students experiencing emotional, social, and psychological difficulties. Throughout the year, the Wellbeing team provided workshops and seminars on stress management, time management, and mental health awareness for parents and students.

Charlie, our Wellbeing dog, was also a new addition in 2022. Charlie continues to bring numerous benefits to our community, including reducing stress and anxiety, increasing positive emotions and mood, boosting morale, and enhancing social connections among those at the College. Charlie was quickly adopted and loved by both students and staff.

New initiatives in the Pastoral Care program were introduced to meet the ever-changing needs of students. One initiative was an 8-week program for Year 7 students aimed at assisting them to recognise positive and healthy friendships and equipping them with a higher level of emotional intelligence to deal with concerns some relationships may present. To support the Year 7 students, our Year 10 Peer Support students underwent training in the program to be a point of contact if needed.

Mr Phil Morison PRINCIPAL





St Joseph's College, Mildura



In 2022, St Joseph's College turned to the core value of **Spirituality** to prioritise inclusivity and build morale following two years of pandemic-related restrictions. Coming together to observe special occasions with Masses and Liturgies allowed everyone to feel inspired and uplifted through shared fellowship.

St Joseph's College is committed to diversity through activities and behaviours to support belonging, acceptance, and wellbeing. We held Harmony Day activities, chaperoned students to IDAHOBIT celebrations, and ran Courage to Care workshops to educate students on 'Upstander' behaviour.

We met regularly with groups of students to hear their concerns, needs, and ideas for improving inclusivity. To ensure we continue to listen to our students in this regard, the college appointed one of our existing staff members as Student Inclusion Leader.

The Wellbeing Team performed individual and group counselling sessions, planned year level activities, facilitated the Year 7 and 8 Social Skills Program, and met individually with all Year 12 students to offer help and guidance.

Our School Improvement Plan, 2020 to 2024, states our intention to strengthen St Joseph's College as a faith-filled, authentic Catholic, Mercy community so that individuals are supported to live out their faith in the contemporary world. All areas of our curriculum incorporate spirituality through attitudes,

values, and behaviours taught through Religious Education programs.

Socially Constructed Learning with evidence provided through reflection and analysis is important to assess students' academic mindsets and support their belief that they can grow their intelligence and that learning is relevant to them. This is reflected in the release of our brochure 'The Skills That Shape Success' detailing the graduate qualities of a St Joseph's College student.

We believe in using our learning to make a positive impact on those around us, contributing to the betterment of our community. Attracting enrolments from underrepresented groups in the community and ensuring when they do join the community, they feel a strong sense of belonging and inclusion, is vital. The establishment of a Scholarship Fund to support enrolment of young people from unrepresented, marginalised, and diverse demographic groups has ensured that the community perception of the type of young person who attends the college is one that embraces diversity and inclusion.

St Joseph's College actively complies with Child Safe legislation as part of its commitment to creating a learning environment where all students regardless of faith, culture, sexuality, and ability are able to feel safe and welcome. We provide a collaborative, supportive, and safe learning environment that emphasises personal resilience and builds the capacity of all staff to differentiate curriculum for increased student engagement and achievement.

The ability to run an uninterrupted program of extracurricular activities boosted morale and encouraged students to participate more fully in all facets of college life. The return of school sports enabled students to test their skills, compete, and enjoy active pursuits with their classmates. Our athletes made the college proud across local, regional, and state competitions in swimming, cross country, Australian rules football, netball, table tennis, and more. The

Human Powered Vehicle (HPV) program also attracted many students to successfully pilot our fleet of five racing pods and win 'Best Presentation' at the Energy Breakthrough competition. Closer to home, our students at the Enright Campus can look forward to the completion of our new basketball courts and all-weather cover.

Extracurricular activities inspired our students and allowed them to have fun and make cherished memories. Every year level attended a camp, including a new Year 7 Camp at Victor Harbor in South Australia and an exciting Year 9 Central Australia Camp that saw the cohort travel to Uluru via places of cultural and heritage significance. Socially, students also enjoyed special coming of age traditions when they danced the night away at two Debutante Balls and the first College Ball in three years.

Paying respect to our history and heritage enriches our college and preserves the legacy of learning handed down to us by our founding Sisters of Mercy. After three years of planning and construction, we unveiled the Mercy Heritage Centre on March 19, 2022, eighty years to the day after the Enright Convent was originally opened. The Most Reverend Bishop Paul Bird CSsR, Bishop of Ballarat, officiated at the blessings of both the Centre and the Sisters of Mercy Memorial Cross, located within the Nichols Point Cemetery. The convent restoration works continue with further painstaking refurbishment of the top floor and the staff dining and meeting space.

In our 117th year, St Joseph's College treasures its past and looks to the future with optimism. We will continue to forge meaningful connections with students to help them strive for excellence and achieve their full potential. With Catholic spirituality guiding us and God's love in our hearts, we welcome all to join us in this, our year of Excellence.

Ms Marg Blythman PRINCIPAL

Our Lady of Mercy College, Heidelberg



*Enlarge the place of your tent,
stretch your tent curtains wide,
do not hold back;
lengthen your cords, strengthen your stakes.*
Isaiah 54:2

All in our beautiful red brick school were focused on returning to Our Lady of Mercy College, Heidelberg in 2022 as a year without remote learning. A time where we can forge new paths whilst strengthening the bonds of friendship. In line with our College theme, we endeavoured to welcome and care for all within and beyond our school.

We arrived with so many hopes, aspirations, and expectations. Much has been achieved but we also found some of our expectations were challenged by the continued changes thrust upon us by the COVID-19 pandemic. Despite this, staff and students have found many and varied ways to achieve their hopes and aspirations. Each time striving to pursue excellence living our values of courage, compassion, justice, and joy in every field of endeavour – academic, sporting, musical, performance, public speaking and charity.

The Year 12 cohort of 2022 were highly successful achieving outstanding VCE and ATAR results. Many of our students from Year 7 to 12 participated in state and national activities which called upon their skills and knowledge

in public speaking and problem solving as they pursued success in science and technology, politics and civics, language, writing and performance.

Student wellbeing was also at the forefront of much of our work. We continued to develop the Pastoral Program and engaged with a variety of strategies for students and staff to help build skills and knowledge that support the development of resilience. The return of our community events and especially Mercy Day, provided the opportunity to re-establish what it looks and feels like to be part of the Our Lady of Mercy College, Heidelberg community. The work done this year has forged the directions for what we will do in 2023.

In July 2022 Ministerial Order 1359 came into effect and introduced 11 Child Safe Standards. This was a change from the previous 7 standards. We reviewed many of our policies and practices in line with the new expectations. This allowed us to strengthen our commitment to the safety of all in our community and to refine our policies to meet the new and changing needs of our diverse student population. The work in this area also allowed us to rethink our approach to parental engagement and reflect on how best to reconnect with families who for some time, have worked with us remotely. Once again, a number of strategies have been developed for implementation in 2023.

In the sporting arena, Our Lady of Mercy College, Heidelberg this year experienced record participation from students at all year levels. There were so many individual and team successes not just in the winning of trophies and medals, and there were many, but also in the building of community and new friendships as students from all year levels joined to form teams and compete in our name. The students of Our Lady of Mercy College, Heidelberg truly made their mark in GSV, SACSS, Herald Shield Football and Aerobics competitions on a local,

state, and national level.

It was also a great year for Music and Performing Arts. The senior production of Matilda was a huge success showcasing the talents of so many students from both OLMC and Marcellin College. The junior production of Lyrebird was equally wonderful and continued to provide the chance for students to share their talents. The Celebration Concert was held for the first time since 2019 and we were inspired and awed by the variety of musical talents demonstrated by our young people.

A huge way that the staff and students of Our Lady of Mercy College, Heidelberg “enlarged the place of our tent” was in what they did for others. Students and staff continued to volunteer as we provided meals for the Exodus community of West Heidelberg once a fortnight throughout the year. Camp Heidi, a school holiday program for the young people of the same community, was also an enormous success. Dare to Donate raised a huge amount of money as did Mercy Day and High Tea all of which were done in support of either McAuley for Women and Children or Mercy Works. The tent of the Our Lady of Mercy College, Heidelberg community spread large and the search for justice, compassion and courage of our young people was evident beyond the walls of our red brick school. Our students truly made a mark in the support they offered others in need throughout the year.

The year provided us with many challenges but also many blessings. The blessings of health, friendship, resilience, and perseverance were strengthened through both a deliberate focus and because of the many individual efforts of so many. It has been in the blessings that we have seen the best of who we are as a community and look forward with hope to 2023.

Ms Judith Weir PRINCIPAL





St Brigid's College, Lesmurdie



St Brigid's College has witnessed significant change over the last twelve months with the farewell of Principal, Mrs Carmen Cox at the end of term 2, 2022, and the appointment of Mrs Veronica Parker in term 3, 2022. This mid-term change in leadership was seamless with the support of Mercy Education facilitating the handover, and the provision of support through a quality Principal induction.

The College value focus of 2022 was *Hospitality* with a pin of the red door of Baggot Street worn on the lapels of student blazers. 2023 sees the community wear a lantern which is a symbol of our College positioning statement, "*Light the Way*". This is the focus of our College for 2023.

The College contracted 'Painted Dog Research' to assist the Leadership Team in understanding the enrolment decision-making processes amongst prospective families. This research, which was received in February 2023, will assist us in identifying a unique and compelling position within the Hills education sector, enabling us to inform future strategic education and marketing decisions. The research was conducted to ultimately optimise future enrolments and ensure strong student retention in the years to come. In March 2023, a Communications and Marketing Strategist was appointed to spearhead the College marketing.

St Brigid's College places child safety as our highest priority. All staff are formally inducted and then regularly provided with opportunities

to review practices. The College is an 'open campus' which presents risk, and ways to reduce this risk was a major discussion. As a result of this, the 'On Location' App on phones was encouraged, the gates of the primary school are locked at 9.00a.m. and reopened at 3.00p.m., parents and visitors are not permitted to use student toilets, and vigilant sign in and out processes are maintained. All doors have glass inserts enabling greater visibility and the greater use of the Code of Conduct Register to build relational transparency, was enforced.

At the end of the 2022 Academic year, the College commenced some small-scale capital development works. The refurbishment of 11 primary classrooms was completed which included new carpet, window treatments and painting. The exterior of these rooms saw the removal of lockers which enhanced the aesthetics of our primary campus. The rooms upstairs in Lesmurdie House were renovated and other minor works were completed, enabling the House to be utilised for overnight stays which will enhance partnerships with families and expand educational opportunities for our students.

A thorough review of the ICT provisions was instigated in term 4, 2022. This review was a collaboration which put pedagogy at the heart of the discussions. As a result of this work, there has been significant change in both the infrastructure and devices for the community. Staff and students will move to a lease arrangement for all devices in 2024, with a staggering of classes initially adopting the devices in 2024. Staff of the College will adopt iPads and Apple Mac's as their work-based tool at the commencement of term 2, 2023. All screens in the College have been updated to enable wireless airplay when using College-based devices.

Staff wellbeing is both an individual and collective responsibility. Staff of St Brigid's have a Staff Services Team who are responsive and supportive to staff. Staff of the College

are provided with access to the pool and gym as part of their employment. The provision of Long Service Leave can only be taken in term blocks for teachers, enabling staff to have a long period of rest. Ongoing provision of opportunities to gather and support each other are provided. '*Bubbles on the Balcony*' for example gathered staff in term 1, enabling the entire staff to enjoy a drink or two. Friday morning is our '*coffee cuppa gathering*' which encourages staff to gather in the Staff Room at morning break. At the commencement of 2023, a staff weekly morning Mass was included in the calendar.

The College commenced work on the establishment of a 'Vision for Learning' during term one, 2023. This work focuses on the types of learners we aspire to nurture and the teachers we seek to attract and retain. The College will continue this work throughout 2023 with the aim to have a statement completed by the end of 2023. Consistent and evidence-based teaching/learning practices across the College need to grow out of this vision, enabling our student academic progress to be enhanced.

The College continues to put the needs of the community first. Families who are not able to fulfil financial obligations are supported on an ongoing basis. The College currently has 29 students from the Pilbara and Kimberley who identify as Aboriginal or TSI. The provision of additional support, both financially and in human resourcing, is a priority enabling these students to access an equitable education. Students from the remote regions are challenged by the cultural differences and expectations that St Brigid's College maintains. Our students from all regional areas offer a valued diversity to our community and the outreach that is afforded to them is compensated with so many contributions by these young ladies to our broader student population.

Ms Veronica Parker PRINCIPAL

Santa Maria College, Attadale



At Santa Maria College, we pride ourselves on upholding our Mercy values of Hospitality, Compassion, Justice, Service and Excellence. These values helped us overcome the many challenges we faced in 2022.

Like many other schools, we were confronted with the pandemic and its effects, especially in our boarding community. While we were fortunate to have limited exposure to COVID-19, we still navigated through a complex and rapidly changing landscape, adapting to the circumstances as needed.

Fostering Faith

We remain committed to fostering faith formation and community. Our Staff and Student Ministry Team have continued to further develop the 'Head, Heart, Hands' approach to faith formation. This commitment to the Faith dimension lays the foundation for developing individuals who embody our Mercy values, which are essential to building a kinder, more compassionate society.

Our Student Ministry Team has grown and thrived in 2022. It is comprised of approximately 50 students from Years 7 -12 who collaborate, review, and initiate creative ways for students to connect with their faith. Two initiatives of the team include the creation of a student prayer book for students and an intergenerational program with the residents in Aged Care.

We held our Opening Mass for the first time in three years. This event exemplifies our dedication to faith formation and community building, creating an atmosphere of shared faith and unity.

Empowering Students to Serve

We focussed on our Mission of 'Educating young Mercy women who act with courage and compassion to enrich our world'. Our Service Co-curricular program initiatives such as Just Leadership, Seeds of Justice, Young Vinnies, Mini Vinnies, Young Mercies, Making a Difference, and Women in Business worked hard for marginalised people and gained valuable leadership and empathy skills.

Our Eco Sisters and Junior Sprouts led our Organic Revolution ensuring College food waste and organic matter is composted instead of ending up in landfill. The students have played a key role in promoting and implementing this sustainability initiative.

Supporting Those In Need

We also supported communities in need by offering financial assistance, food items and essential goods.

We have supported the marginalised through Project Compassion, Mercy Day Fundraising, meal preparation, Winter and Christmas appeals, care packs, and many others. The College has also supported struggling families and boarding families in rural areas with bursaries.

Empowering Student Learning

In 2022, we empowered students through collaborative learning partnerships. Our emPower program was launched, designed to teach our girls life skills and develop attributes for solving problems on an individual, local and global scale. These programs from Years 5-10 offer a continuum of opportunities to individuals, small groups and Homerooms to think big and make a difference in our world.

The Class of 2022 consisted of 172 students, of which 74% studied ATAR, and 26% chose the VET pathway. We achieved a 100% graduation rate, a testament to our students and teachers hard work and dedication. Santa Maria was also a high-performing school in the following subjects: Accounting & Finance, Business Management & Enterprise, Economics, English, Politics & Law, and Religion and Life.

We have implemented the Curtin Enabling Program, which provides an alternative pathway to University. It is intended as a pathway for

students who are wanting a University pathway but for whom the ATAR pathway is not a suitable option.

Breaking Gender Stereotypes

In Term 1 2023, 200 Years 7 & 8 students commenced Woodwork in our newly created Santa's Workshop. Santa's Workshop isn't just about learning how to build things; it's about fostering creativity, boosting confidence and encouraging girls to take up traditionally male-dominated hobbies that can break down gender stereotypes and help our students build wooden toys that can be donated to children in need or sold within the community to raise funds for those in need.

Providing students with the opportunity to develop their entrepreneurial skills and establish their own small businesses focuses on the needs of others has commenced. This program has three components, students develop their ideas or work; learn new skills; and hear from alumni, parents and community members.

After listening to our students' voice, we introduced pants as an alternative to the winter skirt. We empower our girls to make their own choices and be brave. In a world where gender equality is improving, we felt this was an important step.

Prioritising Wellbeing

We prioritise mental health and wellbeing, providing students with the tools they need to care for themselves. We reviewed all Pastoral Care programs for Years 5 to 12. A digital wellbeing platform for Years 7 to 10 has been developed and offers resources such as self-help guides and meditation practices. We have also provided professional development opportunities for staff to remain committed to supporting our students.

Creating a Safe Learning Environment

We prioritise child safety and strive to provide a learning environment that promotes growth and development. Our staff have been equipped with the necessary training to identify and act on any safety concerns. At the same time, our policies and procedures have been reviewed and updated to ensure our students are protected. We have processes for early intervention and foster a culture of transparency.

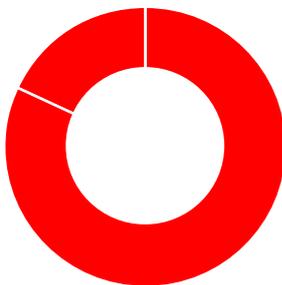
Ms Jennifer Oaten PRINCIPAL





Student and Staff Snapshot

College Name and Location	Students (including PreSchool)	Teaching Staff (FTE)	Support Staff (FTE)	Total FTE (Full Time Equivalent)	Total Head Count	Includes Religious
Academy of Mary Immaculate, Fitzroy	674	54	25	78	94	1
Catherine McAuley College, Bendigo	1,530	149	53	202	232	
Emmanuel College, Warrnambool	1,248	4	157	161	192	
Mercedes College, Perth	858	73	28	101	116	1
Mount Lilydale Mercy College, Lilydale	1,527	111	58	169	190	2
Our Lady of Mercy College, Heidelberg	1,201	87	42	130	154	-
Sacred Heart College, Geelong	1,463	117	72	189	241	-
Sacred Heart College, Kyneton	800	70	37	107	132	-
Santa Maria College, Attadale	1,312	111	51	163	206	1
St Aloysius College, Adelaide	1,186	94	33	127	157	1
St Aloysius College, Nth Melbourne	411	44	15	59	71	1
St Brigid's College, Lesmurdie	812	62	39	101	110	-
St Joseph's College, Mildura	800	70	55	126	137	-
	13,822	1,048	666	1,714	2,032	7



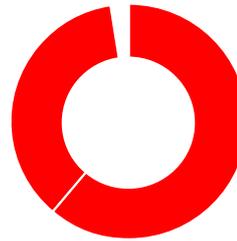
Students	Total	%
Girls	10,863	79%
Boys	2,959	21%
Total	13,822	100%



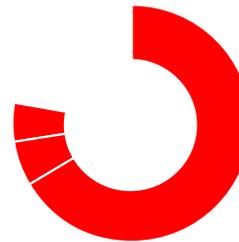
Staff	Total	%
Teaching - Female	905	45%
Teaching - Male	311	15%
Support Staff - Female	633	31%
Support Staff - Male	183	9%
Total	2,032	100.0%

Financial Snapshot

Recurrent Income	\$m	%
■ Government Grants	185.9	61.3%
■ Tuition Fees	110.0	36.2%
Other Private Income	7.6	2.5%
	303.5	100.0%



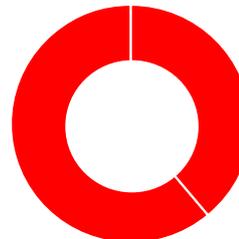
Recurrent Expenses	\$m	%
■ Salaries and on-costs	201.8	66.5%
■ Curriculum	18.6	6.1%
■ Property Management	16.3	5.4%
Other Recurrent Costs	27.3	9.0%
Transferred to Capital	39.5	13.0%
	303.5	100.0%



Capital Income	\$m	%
■ Recurrent Cash Surplus	39.5	67.1%
■ Grants, Donations, Other	2.2	3.7%
New Capital Loans	17.2	29.2%
Transfer from Reserves	0	0.0%
	58.9	100.0%



Capital Expenditure	\$m	%
■ Loan Repayments	22.8	38.7%
■ New Capital Expenditure	35.7	60.6%
Transfer to Reserves	0.4	0.7%
	58.9	100.0%



IMPORTANT NOTE:

Mercy Education Ltd has filed a detailed, audited Special Purpose Financial Report with the ACNC. The information provided above is designed to show the different funding and cost elements involved in operating our schools. It is not intended, nor should it be used, as an alternative to the detailed, audited accounts of the company. The financial information provided above excludes depreciation.

College Advisory Council Members

MERCEDES COLLEGE, PERTH WA

Chair	Mr Steven Vinciullo
Principal	Mrs Kerrie Fraser
Council Member	Ms Jessica Patterson
Council Member	Ms Sandra Andrews
Council Member	Ms Amanda Bourke
Council Member	Ms Breda O'Reilly
Council Member	Mr Martin Tucker
Bursar	Ms Sharon Carmichael

ACADEMY OF MARY IMMACULATE, FITZROY VIC

Chair	Mr James Baker
Deputy Chair	Ms Leanne Abela
Principal	Sr Mary Moloney RSM
Council Member	Ms Deni Hexter
Council Member	Dr Timothy Lightfoot
Deputy Principal	Mr Sam Di Camillo
Business Manager	Mr Andrew Baker
Council Member	Mr Paul Merrigan
Council Member	Mrs Nancy Cover
Council Member	Mr John Martin
Council Member	Dr Dianne Cullen
Council Member	Mr Peter Riordan

SACRED HEART COLLEGE, GEELONG VIC

Chair	Ms Jennifer Falco
Principal	Ms Anna Negro
Council Member	Sr Joan Wilson RSM
Council Member	Mr Anthony Baldasso
Council Member	Ms Pauline Braniff
Council Member	Mr Chris Hayes
Council Member	Ms Andrea Hooper
Council Member	Mr Luke Haitas
Council Member	Ms Jo Clancy
Council Member	Mrs Catherine Middlemiss

EMMANUAL COLLEGE, WARRNAMBOOL VIC

Chair	Ms Maree Lane
Principal	Mr Peter Morgan
Council Member	Mr James Gome
Council Member	Mr Brendan Howard
Council Member	Mr Michael Klem
Council Member	Ms Joanne McCormack
Council Member	Ms Bernadette Northeast
Council Member	Mr Chris Steel
In attendance	Mr Tim O'Farrell
Business Manager (ex officio)	Mr Stephen Kerr

CATHERINE MCAULEY COLLEGE, BENDIGO VIC

Principal	Mr Brian Turner
Council Member	Mrs Justine Minne
Council Member	Mr Jason Hannaford
Council Member	Mr Jeff Westbrook
Council Member	Mr Jason Angove
Council Member	Mr Sam Dowling
Council Member	Mr Sam Kane

ST ALOYSIUS COLLEGE, ADELAIDE SA

Chair	Dr Susan Holoubek
Principal	Ms Paddy McEvoy
Council Member	Mr Samir Madi
Council Member	Dr Nicholas Procter
Council Member	Sr Helen Owens RSM
Council Member	Ms Yvonne McKernan
Council Member	Ms Lisa Dallow
Council Member	Ms Josephine King
Business Manager (ex officio)	Mr Steve Andrews

ST ALOYSIUS COLLEGE, NORTH MELBOURNE VIC

Chair	Mr Rick Wight
Principal	Ms Mary Farah
Deputy Principal	Ms Rachel Valentine
Council Member	Mr Drew Parkinson
Council Member	Mr Peter Hill
Council Member	Ms Anthea Bartlett
Business Manager (ex officio)	Mr Jonathan Stringfellow
Council Member	Ms Felina Virgato

SACRED HEART COLLEGE, KYNETON VIC

Chair	Ms Michelle Cox
Principal	Mr Darren Egberts
Council Member	Mr Paul Strang
Council Member	Mr Steven Zan
Council Member	Ms Gemma Cameron
Business Manager (ex officio)	Mr Matthew Shaw
College Accountant	Mr Tim Walsh

MOUNT LILYDALE MERCY COLLEGE, LILYDALE VIC

Chair	Dr Jo Drummond
Principal	Mr Philip Morison
Council Member	Mr David Hausler
Council Member	Ms Annie McCooey-Hennessy
Council Member	Mrs Cassandra Read
Council Member	Mr Philip Roper
Council Member	Ms Deanne Pavey
Council Member	Mrs Sue Philips
Council Member	Mr Cameron Faulkner
In attendance	Mr Louis Papadimitriou (Deputy Principal)
	Mr Dean de Munk (Business Manager) (ex officio)

ST JOSEPH'S COLLEGE, MILDURA VIC

Principal	Mrs Marg Blythman
Council Member	Mr Heath McClaer (Deputy Principal – Students)
Council Member	Mr Greg Kluske (Deputy Principal Learning & Teaching)
Council Member	Ms Rhonda Gallienne
Council Member	Mr Robert Klarich
Council Member	Ms Maria Cazzarra
Council Member	Mr Benjamin Nicholson
Council Member	Mr Satvinder Singh
Council Member	Ms Alisa Pratt
In attendance	Mr David Lim Business Manager (ex officio)

OUR LADY OF MERCY COLLEGE, HEIDELBERG VIC

Chair	Mr Christopher Conroy
Principal	Ms Judith Weir
Deputy Principal	Mr Simon Conlan
Council Member	Sr Eileen Ann Daffy RSM
Council Member	Ms Taylor Radatti
Council Member	Mr Dane Totham
Council Member	Ms Deborah Anne Purcell
Council Member	Mr Frank Butera
Council Member	Mr Carl Junot
Council Member	Ms Julie Fielde
Council Member	Mr David Russo
Council Member	Mrs Jennifer Howe
Council Member	Ms Angela Scaffidi
Business Manager (ex officio)	Mr Nicolas Sulzberger

ST. BRIGID'S COLLEGE, LESMURDIE WA

Chair	Mrs Siobhan Allen
Principal	Mrs Carmen Cox
	Mrs Veronica Parker
Council Member	Mrs Sharron Patrick
Council Member	Fr Michael Separovich
Council Member	Mr Peter Stewart
Council Member	Mr Martino O'Brien
Council Member	Mr Gerard Tonks
Council Member	Mr Neil Grime (Business Manager)
Council Member	Sr Joanne Dickson RSM
Council Member	Mrs Peta Kennedy

SANTA MARIA COLLEGE, ATTADALE WA

Chair	Mr John Robertson
Principal	Mrs Jennifer Oaten
Council Member	Mr Franco Andreone
Council Member	Ms Grace Coombs
Council Member	Sr Breda O'Reilly
Council Member	Mr Lejo Ouwendyk
Council Member	Christian Stanes
Council Member	Ms Vanessa Clayden
Council Member	Ms Sharnee Commins
Council Member	Mr David Morrison
Council Member	Mr Michael Piu
Business Manager (ex officio)	Mr Tim Stewart



MERCY EDUCATION LIMITED

720 Heidelberg Road, Alphington Victoria 3078 PO Box 5067, Alphington Victoria 3078
Tel: (03) 9977 3870 Email: contact@mercy.edu.au www.mercy.edu.au

ABN: 69 154 531 870