



## Penrhos College

### College Council Members

Chair	Prof Peta Sanderson
Moderator (Visitor)	Rev Steve Francis
Deputy Chair	Ian Parker
Secretary	Margaret Horne
Treasurer	Kelvin May
Principal (Retired June 2020)	Meg Melville
Acting Principal	Rob Taylor
Foundation Rep	Chris Gee
Councillor	Evan Hillard
Councillor	Felicity Kermode
Councillor	Geoff Fry
Councillor	Kristian Stratton
Councillor	Jodie Wallace
Councillor	Antiopi Orkopoulos
Councillor	Brook McGowan



### I. Mission and Strategy

Penrhos College is a dynamic and thriving faith community, within the Uniting Church in Australia. Our character, actions and interactions are guided by the tradition and mission of the Uniting Church and our Core Shared Values of respect, empathy, integrity, knowledge, growth and synergy. Our educational philosophy – the Whole Person Paradigm – seeks to engage and nurture the mind, heart, body and spirit of each student for a holistic and balanced education. Our purpose is clear: To inspire girls to become extraordinary women – for each student to be the best she can be, given her unique gifts, talents and passions, and to make a meaningful contribution in the world, at whatever level and in whatever way she can.

We understand that, at its heart, the Uniting Church exists to celebrate the love of God for all people, to proclaim hope, compassion, peace, freedom, justice, reconciliation and sustainability, to recognise, listen and discuss emerging issues in our contemporary society, and to respect differences, embrace diversity and be inclusive. “We love because God first loved us” (1 John 4:19). The Uniting Church brand is upheld and represented by our Chaplain and various other staff / departments in a range of spaces across the College, including online / social media, noticeboards, publications, tours, committee meetings, policies, classrooms and co-curricular groups. In Chapel Services, for students and staff across the College, our Chaplain speaks about the history and ethos of the Uniting Church and chooses themes that reflect this. In 2017, we celebrated the 40th anniversary of the Uniting Church and explored the theme: “All of this is us”.

Our Chaplain utilises the liturgy of the Uniting Church for Sacraments and Pastoral Services, and our Chapel Services and Assemblies for students, staff, parents / families, alumni and community members include the following elements: Acknowledgement of Country, the Peace, Hymn, Bible Reading, Message / Homily, Prayer (thanksgiving, intercession), Blessing and Benediction. In our Staff Chapel Services at the start of each term, new staff are formally welcomed and inducted. This liturgy purposely incorporates the opening sentences for a Commissioning, from *Uniting in Worship*.

The outreach and service activities of the Uniting Church in three broad areas, community service, social justice and environment / sustainability, are embraced in our ‘For Others’ program.

- Community Service – Students, staff, parents / families, alumni and community members contribute to and participate in a range of community service activities each term, involving fundraising, collecting / making and donating goods, led by our Community Service Coordinators and Chaplain. For example, knitting blankets for orphans, putting together care packs for women in crisis, making



cards for the elderly in retirement homes, collecting food and hygiene items for homeless people, and raising money for medical research and endangered wildlife.

- Social Justice – We engage with and discuss social justice issues, spanning the stolen generations and reconciliation, racism and discrimination, refugees and asylum seekers, poverty and homelessness, women’s rights, gender and sexual diversity, and equality. Our Aboriginal Liaison Officer has formed a Reconciliation Committee, comprising students and staff, and is currently establishing a broad Working Group to develop and implement a Reconciliation Action Plan for the College.
- Environment / Sustainability – We also emphasise the environment / sustainability and stewardship by exploring various topics, including waste, plastic pollution, emissions, deforestation, endangered animals and habitats, and the six Rs of sustainability (Refuse, Rethink, Reduce, Recycle, Reuse, Repair). Our STEM Coordinator has formed a Sustainability Committee, comprising students and staff, has established a Recycling Hub, and is currently measuring the College’s carbon footprint.

We maintain relationships with a number of agencies and foundations across our ‘For Others’ program, including Uniting WA, UnitingWorld, Salvation Army, Amanda Young Foundation, Nappy Collective, Manna Inc, Wheelchairs for Kids, Reconciliation WA, Aboriginal Literacy Foundation, Total Metal Recyclers, Greenbatch and TerraCycle. In addition, each year we acknowledge and celebrate a range of days or weeks, including International Women’s Day, National Sorry Day, Reconciliation Week, NAIDOC Week, Refugee Week and Sustainable September.

To continually enhance our awareness and understanding across these three areas, our Community Service Coordinators, Chaplain, Aboriginal Liaison Officer, STEM Coordinator, Committee members, various other staff and students speak about the issues, the causes we champion and our initiatives in a range of spaces across the College, including Chapel Services, Assemblies, online / social media, noticeboards, publications, classrooms and co-curricular groups. We also invite guest speakers or groups to visit, and our students attend external forums and conferences.

In these ways, Penrhos College is aligning with and implementing the vision, values and mission of the Uniting Church. We are faithfully representing the Uniting Church brand, establishing and building relationships with a range of people and agencies in the broader community, and most importantly cultivating and supporting “...the growth and development of children and young people who are discerning the meaning, identity, belonging and purpose of their lives such that they can participate in a just society and lead creative and compassionate lives” (Uniting Church Schools and Residential Colleges, National Education Charter 2019).

## **2. Financial and Risk Management**

The College recorded an operating surplus for 2019 of \$1.3m and had net assets of \$55.6m as at 31 December 2019, with an undrawn bank debt facility of \$4.8m. An unqualified audit report was issued by Grant Thornton, and no significant audit issues were identified. The College’s financial position has it well placed to fund the construction of a new Science Innovation Centre during 2020 and to meet the challenges of a more difficult economic environment arising from the pandemic.

As stated in the College’s risk management policy, the College considers risk management to be fundamental to good management practice and a significant aspect of organisational governance. It is not intended to eliminate risk completely from College activities, but to ensure that every effort is made to manage risk in order to maximise potential opportunities and minimise adverse effects. The College manages risk through its Risk Management and Occupational Safety and Health committees. The Finance Audit and Risk Management (“FARM”) sub-committee of College Council has oversight of the College’s risk management activities. A comprehensive risk register including mitigations is maintained by the College, and compliance reports covering all regulatory requirements are provided to FARM twice-yearly. Significant risks being actively managed by the College include child protection, maintenance of enrolments, cyber-security, and long-term financial sustainability.

### **3. Constitutional, including Governance and Board Appointments**

There have been no changes to the Constitution during the year.

At its meeting on 9 December 2019, the Synod Standing Committee appointed Chris Gee to the Penrhos College Council and noted the resignation of Tony Connors.

In December of 2019, The Chair of College Council announced the appointment of Ms Kalea Haran as the 7<sup>th</sup> Principal of Penrhos College, to succeed Mrs Meg Melville, who has served as Principal for 10 years at Penrhos College. Ms Haran will commence at the College in January 2021.

Rev'd Claire Pickering, Chaplain: [pickec@penrhos.wa.edu.au](mailto:pickec@penrhos.wa.edu.au)

Mr Stephen Cooper, Director of Finance and Risk Management: [coopes@penrhos.wa.edu.au](mailto:coopes@penrhos.wa.edu.au)

**Prof Peta Sanderson**  
**Chair**  
**Penrhos College**