Foundation dates of the Colleges covered in this charter:

Academy of Mary Immaculate – Fitzroy 1857
Sacred Heart College – Geelong 1860
St Aloysius College amalgamated to
Emmanuel College – Warrnambool 1872
St Aloysius College – North Melbourne 1886
Sacred Heart College – Kyneton 1889
Mount Lilydale Mercy College – Lilydale 1896
Sacred Heart College amalgamated to
Notre Dame College – Shepparton 1902
Sacred Heart College amalgamated to
Notre Dame College – Shepparton 1902
St Joseph's College – Mildura 1906
Our Lady of Mercy College – Heidelberg 1910

Mercy Secondary Education Inc Board of Management

Emeritus Professor Michael Doyle, Chair
Sylvia Williams RSM, Deputy Chair
Dr John Ozolsin
Dr Therese Power RSM
Dr Annette Schneider RSM
Ms Patricia Ryan
Kathleen M Tierney, RSM (Ex officio)
Mr Eugene Lynch, Executive Officer

Mercy Secondary Education Inc Consultants

Mr Jeff Knott, Financial
B Com (Melb), Grad Dip Bus Tech, CA
Registered Company Auditor

Mr Jacob Okno, Legal
BA, LLB (Hons)
It is with pleasure that I present the 2003 Annual Report of Mercy Secondary Education Incorporated. Before focusing on the activities of the Board and the wider picture of the work of the Association during the year:

Strong enrolment numbers continued to be the pattern in the schools more could be enrolled if there were the places. This pattern, coupled with good final year results and general reception by graduates of their first choices for university courses, indicates a healthy, enthusiastic image of schools that are achieving well their academic goals.

A particularly pleasing feature of the year has been the continued emphasis on the uniquely Mercy mission in the schools. The Seeds of Justice program, initiated barely a year ago, has taken a strong hold on the life of the School Council. Twice during the ten weeks of the program, a significant number of staff and students from various countries, both in those countries and here in Australia, have brought much wisdom to Board deliberations based on their wide and complementary experiences in education.

The Board was also particularly pleased with the smooth transition of religious to lay principalship at St Aloysius, North Melbourne. An extremely generous with his time to attend immediately to any request that he could. His courtesy and tact are a continual reminder of what the child, that has been created, will be, depends so much on the education that schools provide. I congratulate all those in the Mercy schools, who were so involved in this task, on a job that they have done so well.

An interesting feature of some of the colleges is that they have developed close relationships with schools overseas, so that there can be an exchange of students with them. In our contracting world, often referred to as the global village”, these sorts of cross-cultural exchanges are proving a valuable adjunct in helping our students gain a better understanding of peoples from other cultures, both in those countries and here in Australia.

Senior Staff Appointments and Reviews

With the appointment of Mr John Davidson as principal at St Alloysius, North Melbourne, the Board appointed to these positions respectively.

Mr Dean de Plunk was appointed Business Manager at Mount Lilydale Mercy College.

During the year, the Board conducted two successful reviews of senior staff: the performance review of Sr Annette Schneider RSM, Principal at Our Lady of Mercy College, Heidelberg and the appraisal of the deputy principal at Mount Lilydale Mercy College, Mr Victor Mies.

Financial Management

The Board’s financial consultant, Mr Jeff Knott and the auditors, BDO Chartered Accountants and Advisers (Auditing Partner: Mr Eric Passari), have continued to work closely with the Board and the Congregation-owned schools to ensure the financial strength of these schools. The Board is therefore able to report to the members that these schools are in a financially strong position.

Professional Development

The Board recognises that a major function in its work of maintaining the Mercy tradition in the schools of the Association is the professional development of senior staff. Most meetings of the Board with principals, vice-principals and business managers have an input session by a key speaker on spiritual themes. In addition to the ‘Back to Baggot St’ experience, the Board with the influence of Sr Annette Schneider RSM, has organised a series of in-service programs on the lives of Catherine McAuley and Ursula Franklin and the Mercy history of involvement in social justice issues.

Some of these have been conducted locally, so that all staff of the school can attend, and at other times, centrally, so that staff from different schools may in addition, experience the strength of the network to which they belong.

An example of the latter was the presentation of Sr Veronica Lawson RSM on the importance of Mercy’ throughout the Bible. A further example occurred at the Board’s annual meeting with representatives of the School Councils of all the ten schools. There, Sr Carole McDonald RSM spoke of her involvement with refugees in Malaysia, Hong Kong, Nepal and East Timor; Sr Maureen Lohey RSM described her work in refugee camps in South East Asia and Africa; and Sr Geraldine Wilson RSM, her work as coordinator, training volunteers to support asylum seekers and refugees in the western suburbs of Melbourne.

Franchise Speech Festival

Another of the major activities sponsored by the Board was the Annual Franchise Speech Festival, which in 2002 was successfully held at Sacred Heart College, Kyneton. The focus of the program and the care taken by the schools to prepare high quality speakers demonstrates the Association’s recognition of the importance of clear communication in our society. It was an excellent day both in terms of the quality of the speakers and the sense of unity between the schools that it fostered. All the contestants, judges and visitors were made to feel most welcome by the hospitality extended to them by the Sacred Heart community’s staff and students.

Acknowledgement and Appreciation

I would like to acknowledge here the strong contributions that are made to the success of the operation of the Board by all the Board members: Sr Sylvia Williams RSM (Deputy Chair), Sr Theresia Power RSM, Sr Annette Schneider RSM, Sr Kathleen Temple RSM (Congregation Leader and ex-officio member), Ms Patricia Ryan and Dr John O’zolinis. They each bring much wisdom to Board deliberations based on their wide and complementary experiences in education.

In addition to the members, the Board has two consultants. Mr Jacob Okno, as a management consultant, is in attendance at all Board meetings and the Board relies heavily on his advice in financial matters. Mr Jacob Okno, whilst not at the meetings, is extremely generous with his time to attend immediately to any concerns that are brought to his attention by the Board or its member schools. I am very grateful to both these consultants for the extent and quality of their work for the Association.

Finally there is the Board’s Executive Office: Mr Eugene Lynch, without whom the work of the Board would be so much the poorer. All matters of the Association pass through him, so if we are to claim a successful year, as I do, I must acknowledge, and I do, his enormous contribution. Eugene’s commitment to Mercy Secondary Education and his deep knowledge of the workings of the schools give great confidence to all who work with him. His courtesy and tact are a continual reminder of the values that underlie all our efforts.

Conclusion

It is the knowledge of the value of the work of the Association that inspires us all at whatever level or place it is in which we are engaged in the Association. We recognise that the schooling years are such a critical period in the development of young people. What they will be or do in their lives, we do not yet know. However, to have been able, in whatever small and different ways, to foster the beginnings of faith and the basic knowledge and skills on which their future lives will be built, is to have been engaged in one of our community’s most important works. There is a sense even in which our work in schools extends God’s work of creation: for, what the child, that has been created, will be, depends so much on the education that schools provide.

I congratulate all those in the Mercy schools, who were so involved in this task, on a job that they have done so well.
As I reflect on the past year, much comes to my mind. Uppermost in my thoughts is the phrase “What does it mean to belong?”

I ask this question in relation to the many people who are seeking to leave their country of origin for a safer place—the people who are in detention centres, waiting. What are our attitudes to these people and to a world seeking peace? What is the role that we each must play in seeking attitudinal changes in our society and indeed deep within each one?

Our secondary schools play a significant role in shaping the attitudes of our young people and in establishing role models for our students. It is essential that in our teaching, in our stance on social justice issues we provide a counter culture in a world where values are often marginalised or discarded.

This is part of our call to be Mercy in our Mercy Schools – to be faithful to the Gospel values. Our response to these values must be made with an openness and a generous heart if we are to be authentic in the eyes of our students.

In our Mercy tradition we follow the inspiration and the dreams of Catherine McAuley, the foundress of the Sisters of Mercy. Catherine’s commitment to the poor and the youth of her time is still a model for us today. Our investment in the youth now in our schools is essential. Our commitment and dedication to furthering their opportunities and experiences for life is the way in which we follow Catherine’s lead.

Mercy Secondary Education is made up of many faces and roles. I thank the Board Members of MSEI for their dedication to their role of leadership in the education ministry of our Congregation.

I express my appreciation to our Principals and staff members in our schools for their constant commitment to their tasks and to the students in their care.

Each School Council plays an important role of support for the school and the staff and I thank each member for their service on School Councils.

We are unsure of the future. However we are sure of our role to shape our youth to be leaders in that future. I pray that we accept this challenge in the spirit of Catherine’s dream and in the image of Jesus, the source of our values and our hope.

Sr Kathleen M Tierney

In the middle of 2002, I received a copy of an annual report from the Sisters of Mercy of Ireland that featured a brief profile of the twenty-two Mercy secondary schools in the South Central Province. In the foreword of the report, Province Leader Sr Helena O’Donoghue RSM wrote, “The overview presented in this volume gives an indication of a strong and vibrant strand of Mercy Education at the beginning of the twenty first century. Each school’s profile paints a picture that is unique and particular, yet the common feature of Mercy values comes shining through every one.” In the same volume, Sr Carice Hanrahan RSM, Director Mercy Education Office, described, “The warmth of the welcome, the sense of the genuine hospitality and the obvious commitment to caring for those most in need are tangible on visits to schools. Catherine McAuley’s legacy is in good hands.”

I believe these words could easily have been written about the ten Mercy sponsored and co-sponsored schools featured here in this report. You will see from the principals’ reports that our schools share common ground in many areas and in particular in promoting the Mercy ethos; supporting the spiritual life of the school; providing opportunities for student leadership and raising awareness of issues that encourage students to become more willing to show mercy, compassion and justice in their daily lives. Also our schools continuously strive to nurture those in greatest need to re-structure curriculum programs to cater for all students and all learning styles and to offer the best educational environment to equip students with the skills and attitudes to allow them to live rewarding Christian lives. Indeed Catherine would be proud.

It was a privilege to be part of the twenty-five strong contingent from Victoria that undertook the recent program in Mercy ethos at the Mercy International Centre in Dublin, Ireland. The program, first presented in 2001, was enriched and facilitated by Sr Madeline Duckett RSM from the Melbourne Congregation. It provided an opportunity for Sisters and lay staff from the Mercy ministries of health, welfare, pastoral association and education, to travel on a deep, spiritual and personal journey in Catherine’s House and in Catherine’s Dublin. The impact on each of us was truly remarkable and will stay with us for many years to come.

The program also allowed the group to gain a better understanding of the person of Catherine McAuley, her vision and the guiding pillars by which all her work was conducted. To be in her house for five days, to hear gifted speakers from Ireland who sat the scene of 19th century Ireland and who set us challenges and directions for our work in Mercy ministries today, was extremely rewarding and full of promise.

The following comment was offered in the evaluation survey by one participant: “I have learned a great deal about Catherine McAuley and have been awed and mystified at the power and on-going effect of one woman’s vision and the courage and determination of those who followed her. This is a great source of optimism and hope.” The sponsorship of the Mercy ethos program by MSEI and the Melbourne Congregation is seen as a tremendous investment for the future for all those involved in Mercy ministries.

The activities of the MSEI Board each year continue to empower staff and students in the knowledge that they are a part of a world wide network. By networking with one another, a greater sharing of ideas and practices is achieved and thus each person and each location becomes enriched in the exchange. It is an honour to work within such a rich environment, being part of a network of people who are dedicated to making a difference.

I wish to acknowledge the leadership of Michael Doyle, Chairman of the Board, in his gentle and personal manner in which he deals with all matters put before him and also members of the Board and consultants in their willingness to share their wisdom, expertise and experience. I would also like to acknowledge Sr Kath Tierney Congregation Leader for her trust and confidence in the work of the Board and her ability to lead and empower those who are fortunate to work with her. May the values of Mercy that we share, continue to set a wonderful example for those with whom we work and meet.

Eugene Lynch
The past year has challenged the Sacred Heart College community to nurture a sense of identity and purpose that builds on our history and to adopt our theme for 2003, “Unite As One Voice”.

Specific examples of occasions when a school community needs to come together include the experiences, attitudes and values that bind us together are:

- Our beginning of the year school mass highlighted the importance of commitment to liturgical celebrations, enabling us to grow in fullness of faith and keeping us as one in the fellowship of love.
- The Official Opening by the Governor, John Landy AC, MBE, and President of the Carmel O’Dwyer Physical Education Centre. There are over 20 sports offered at Yr 12 and now we have enhanced facilities to cater for the health and physical education of our girls.
- The annual Year 12 seminar day program. The days have explored prayer and spirituality, social justice, ethics and the faith journeys of our students.
- World Youth Day was attended by five of our students whose faith journey had no doubt been nourished and who have been happy to share their experience back at school.
- The commendation we received from ‘The Geelong Advertiser’ Business Excellence Award noted a commitment to the development of students as individuals, both by providing a range of educational choices and by setting high standards of pastoral care while keeping the school as a business on a sound and growing footing.

We were proud to be the first girl’s school to host Robotics, accessibility across the field of robotics.

- The Spectacular Visual and Performing Arts with the talents of over 200 students on display. This event has provided students and staff with a significant learning experience and enjoyment.
- The International Year of Freshwater is “Thirst for Life”. This year’s theme has allowed us to explore prayer and spirituality, social justice, ethics and the faith journeys of our students in their final year of school.

Throughout the year we have been able to embrace learning either in the classroom or as part of the co-curricula program or during annual school events. For parents and staff there have been opportunities to focus on parenting and child development, and values that bind us together are:

- Unite As One Voice

A consistent strength of SHC over the years has been the importance of coming together for liturgical celebrations, as a school community to nurture a sense of identity and purpose that builds on our history and to adopt our theme for 2003, “Unite As One Voice”.

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- Unite As One Voice
As I write my first annual report I wish to acknowledge the dedication and hard work of my predecessor Sr. Joan Thompson. During her eleven years as principal College has undergone many changes. Her vision and eye for detail has ensured that the physical facilities are attractive and cater well for our student and curriculum needs. Sr. Joan has been an excellent leader and fostered the potential of all the College community. I feel very privileged to have worked with Sr. Joan and resolve to continue to foster the education of the St. Aloysius College students in the tradition of the Sisters of Mercy.

In 2002, we undertook to review our Year 7 to Year 10 curriculum beginning with Year 10. Deliberations have identified a need to address the connection between VCE and Year 10 to enable more students to attempt VCE units. In year 11 students, there has been a need to address the connection between VCE and Year 10 to enable more students to attempt VCE units. In year 11 subjects. In semester 2, 2002, approximately half the teaching staff were provided with Netbooks computers. The remainder of the staff will receive theirs by the end of May this year. Our other emphasis has been in the area of Literacy and Learning activities. In our multi-ethnic world, the challenge is to ensure what we do engages the students and promotes the importance of self learning.

One of the difficulties we constantly face is the lack of available land. In 1999 we purchased a property next door to the College in Curran Street. I am very pleased to report that after three presentations to the Victorian Civil and Administrative Appeals Tribunal we have been given permission to use the land. While the outcome is not the total of what we requested I am delighted at the result. We have been given permission to demolish part of the building on the site and landscape the remainder for passive recreation purposes. We are indebted to Sr. Joan for her willingness to undertake the appeal process. I look forward to using this refurbishment to enhance broader college involvement.

In the last report, Sr. Joan noted we had received a grant from the State Government to refurbish the gymnasium. Work began in early March and we look forward to having a new facility available early in semester 2. This will provide an added impetus to our work of promoting an active for life attitude among the students.

As I begin my time as principal I wish to thank the members of the School Council, the staff, the parents and the students for their support of this very worthwhile and important program.

Members of staff have been offering professional development in the area of Information and Communication Technology so staff can develop their skills in this area. In semester 2, 2002, approximately half the teaching staff were provided with Netbooks computers. The remainder of the staff will receive theirs by the end of May this year. The other emphasis has been in the area of Literacy and Learning activities. In our multi-ethnic world, the challenge is to ensure what we do engages the students and promotes the importance of self-learning.

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As I begin my time as principal I wish to thank the members of the School Council, the staff, the parents and the students for the great support I have experienced. St. Aloysius College is a great school and I know that through challenges, joys and sorrows that inevitably lie ahead we will continue to be a College that is proud of its Mercy heritage and willing to do all it can to be faithful and responsive to the needs of Catherine McAuley and to provide an excellent Catholic education for young women.

John Davidson
Principal

While the past twelve months at Sacred Heart College, Kyneton, have been filled with the usual myriad of events and activities that make up everyday school life, there have also been a number of priorities identified that have formed the focus of Staff Meetings and Professional Development Days.

A Review of the College Vision and Mission Statement has begun which will be the basis for the development of a five year Strategic Plan. Mr. Peter Ryan, from the Catholic Education Office, is leading us in this Review and so far has been widely attended, allowing all members of the College Community to make a contribution.

In the area of Curriculum, much work has taken place, especially in regard to the Middle Years. The MYERP (Middle Years Education Review Team) is looking at a possible re-structure of the Middle Years, especially Year 9. The Team is Tracing an amount of Integrated Units, isolating other schools and accessing appropriate Professional Development. Professional Development Days conducted by Keith Murdoch, “Rethinking Curriculum in the Middle Years”, and Andrew Fuller, “The Resilient Learner” have proven most beneficial.

To invest the needs of Senior Students, VICAL (Victorian Certificate of Applied Learning) has been introduced and twenty five students have chosen to be part of this program. A VICAL Co-ordinator has also been employed.

At the other end of the spectrum in partnership with our Catholic Education Schools and the Catholic Education Office, an audit of Curriculum, Years 5-8, is taking place. The hope is that this will enable Sacred Heart to build on the skills already gained by the students at Primary School and will avoid unnecessary repetition in areas of Curriculum.

Other areas of the Curriculum are also not being neglected. Sacred Heart College’s relationship with Takalvan High School in Japan continues to strengthen with the High School visiting again in 2002 and 2003 and Sacred Heart visiting Japan this year. Likewise, the 2002 trip to New Caledonia was a good experience for the French students. At Year 9 Level, students now have the opportunity to study “Cultural LOTE” and new courses have been developed - Martial Arts (Asian Culture) being one of the most interesting ones.

In the all important area of Religious Education, students continue to participate in Retreats and Reflection Days. Education staff meet together each fortnight in Year Level groups to plan the Curriculum. The liturgical life of the College is well supported by the Sacraments celebrated and celebrated with their time and are always available to Us. The Feast of the Sacred Heart, last June, was a particularly special day for the College with the Maas being celebrated by Archbishop Hart and the five College Chaplains. The Student Justice and Service Group continues to live out the Christian message in practical ways. They were eager participants in the Mercy “Seeds of Justice” Conference.

Another important area that is being concentrated upon is a Review of the College Discipline Policy. As a way of beginning this Review, Mr. Ray Lewis, from Latrobe University, has conducted two staff Professional Development Days entitled, “Helping Students to Become More Responsible”. Staff are currently reflecting on which rules they regard as essential for the running of a good school and how they can best support/supporter each other in the challenging area of student discipline.

The College Facilities Masterplan is being put into effect. The beginning of 2003 saw the completion of the long awaited Hospitality Centre, which has been named the “Freaney Hospitality Centre”. This building will be officially opened later in the year. Work is now about to commence on extensions to the Library and Performing Arts building – the latter also involving the construction of a Lecture Theatre/Theatrette. It is hoped that these extensions will be finished as early as possible in 2004 and certainly before the end of Term One.

It is important that our staff and students realise they are part of a larger Mercy group. In the light of this, Sacred Heart College was privileged to be the 2002 host school of the Frame Speech Festival. It was wonderful to see the enthusiastic involvement of students from so many Mercy Schools. Likewise, we were delighted to host the annual meeting of the Mercy Business Managers in July 2002. The College Leadership Team also appreciated the opportunity of meeting other senior Mercy staff at the Mercy Secondary Education Association Conference in Parramatta last June. The “Power of Mercy” was certainly evident at that Conference. This year we were also pleased to be the venue for the Sisters of Mercy Congregation Day last June, was a particularly special day for the College with the Mass being celebrated by Archbishop Hart and the five College Chaplains. The Student Justice and Service Group continues to live out the Christian message in practical ways. They were eager participants in the Mercy “Seeds of Justice” Conference.

It is indeed a real privilege to be the Principal of such a dynamic, vibrant Community. I thank all members of the College Community – staff, students, parents and members of the School Council for their support, loyalty and enthusiasm. We look forward to the future with confidence.

Mary Moloney RSM
Principal
On behalf of the students currently enrolled and those of the future, I take this opportunity to acknowledge the dedication and commitment of the staff. In recent years several changes have been introduced to provide for greater accountability. The staff have accepted these and been most supportive of their importance. At the same time they have continued to value and uphold the key characteristics associated with being a ‘Mercy’ school. Their willingness to support each other to welcome the stranger, to provide extra help for students, to make sacrifices for others makes them true followers of Catherine McAuley.

Enrolment

Late demand for places in Year 7 for 2003 led to an additional intake at that level for 2003 only. The number of enrolments in both February 2003 and February 2002 was 1,399 students. The increase in Year 7 enrolments will delay reaching our target of 1,550 students until approximately 2009.

Building

The Building and Planning Group has determined the priorities within the Master Plan and considerable discussion has taken place within that committee and with the Architect to develop appropriate plans for new and refurbished buildings that will provide for the future needs of students.

At the start of the 2003 school year, staff and students gained access to the convent buildings. The Sisters of Mercy had vacated the buildings early in 2002. Temporary adjustments have been made to allow for use of sections of these buildings, primarily for staff offices and meeting rooms.

Curriculum

Once again students of the College have received two Premier’s Awards to follow up on the two received in 2002 and one in 2001. These students had their work on display in the VCE Top Class programme and the scores of the Top Ten students of VCE 2003 were higher than their counterparts in 2001. Students continue to access the full variety of university and TAFE courses.

Literacy has been a focus of the curriculum and staff have undertaken audits of courses of study with a view to how they can improve the development of this vital aspect of education. The combined Pastoral Care and Curriculum Review that commenced in February 2002 is drawing to a conclusion. Significant changes to our pastoral structure and our curriculum have been suggested as part of this Review.

Our dramatic productions, a play and a musical, continue to provide entertainment for all, with the play challenging us in so many ways.

Spiritual Formation

Students continue to respond positively to the opportunities presented to them to grow as fully human persons. Their participation in retreats, seminar days, social justice activities and pilgrimages shows a depth of spirituality. The unveiling of our sculpture ‘Shalom’ has added a new dimension to the life of the College. Centrally located, it encourages the students to focus on compassion, mercy, grace and justice.

Professional Development

In addition to the normal programme of professional development, and in response to staff requests, an emphasis has been given to a programme aimed to facilitate teachers gaining Accreditation to Teach in a Catholic School. Many staff continue to develop their skills and knowledge through further study.

Retirements

Mrs Emma Barnes retired at the end of the 2002 school year after 27 years of service. Emma’s contribution was acknowledged in an appropriate manner. Fortunately, Emma intends to continue her association with the College in a voluntary capacity as the convenor of the Science Talent Search.

Challenges for the future

The staff have accepted the challenge to allocate our scarce resources in the most economical way possible to meet the needs of current and future students. Support must be provided for students at risk. This will involve innovative thinking and a commitment to Mercy Education. The support provided by the School Council and by the various sub-committees in facing these challenges is greatly appreciated by all.

Bernard G Dobson
Principal

The past year has been filled with many activities, developments and much planning as we completed ninety-seven years of Mercy secondary education in Mildura. We have commenced 2003 with a small increase in enrolments and have welcomed ten new staff members.

Our graduating VCE students completed their studies most successfully and very enjoyable celebrations were held with students, families and staff members to mark the occasion. Academic performance is most important but not the only measure of a successful education. Our new Religious Education program for Year 12 students was most successful with students participating in Seminar Days, a Retreat and completing a community service program.

Students also embraced the many leadership opportunities offered to them and we are confident that they have commenced the next phase of their lives with religious and social values firmly in place.

We have decided to offer twelve scholarships each year for students entering Year 11. Each scholarship will be equal to half the tuition fees over two years and the applicants will undergo a rigorous selection process. This new initiative is to encourage students to complete their secondary education at St Joseph’s College.

This year, two new Deputy Principals have been appointed. Darren Addinson, who was already on staff, continues with his responsibility for Curriculum matters and has been joined by Phil Opie who has responsibility for Pastoral Care. Darren and Phil work closely with myself and also with the other members of the Administration Team. The School Council has met regularly and is most supportive and encouraging. The Annual dinner in December the School Council acknowledged and thanked senior staff for their work and also Denise Knight, John Lukan and Rose O’H Chen Hoong for twenty years of service and Robyn Lukan and Ken Wilson for ten years of service.

The Convent, vacated by the Sisters, has been named the Mercy Centre. Refurbishment commenced in February and is due to be completed in September. This project at a cost of over $1,200,000 will provide the College with new facilities for the teaching of Food, Hospitality and Materials Technology languages other than English, Special Education and Science as well as providing additional meeting and study rooms. The Blessing and Opening will take place in December. Planning for future capital development is on going and minor and major changes are continually underway to respond to curriculum trends and to provide the best possible educational opportunities for our students. Property acquisition is necessary for St Joseph’s College to expand and offer appropriate facilities.

The provision of Information and Communication Technology continues to be a challenge and we have developed some exciting ways of providing our students and staff with improved network speed, personal email accounts and a range of other facilities. We are aware that the technology needs to enhance our curriculum and not replace good teaching and learning, however the technology needs to be efficient, facilitate greater communication and open the students to ideas and resources that challenge them to think. The decision made to provide teachers with laptop computers to commence the 1999 school year has certainly led to an outstanding level of competence for the individual staff members and their students as well as openness to the extraordinary developments in this particular technology.

Last year, concluding in August, St Joseph’s College undertook a Registered Schools Board Cyclic Review. This was an opportunity for self-evaluation and improvement with the true value being encountered in the preparation for the Review Visit. Policies for Curriculum, Teaching and Learning, Reporting and Assessment, Professional Development and Behaviour Management were reviewed as well as procedures for safety and welfare.

Sunraysia is experiencing considerable growth despite the problems of salinity and water-flow in the Murray River. Our enrolments are predicted to increase as more people move to this area. In this International Year of Freshwater we have been able to re-establish our Rowing Club and once again we have many students participating before and after school and enjoying the many benefits of life on the Murray.

In conclusion, I thank all those associated with St Joseph’s College. Members of the School Council and Parents & Friends have been very active in planning for the future and providing many resources for students and staff. The enthusiasm of these people and of the students, staff and parents makes our College a thriving community.

Sylvia Williams RSM
Principal
Recently I read a school report in which the principal began by saying that the history of a school is usually spoken of in terms of buildings. She then went on to say that at the school where she is principal while buildings matter, people have always been more important. At OLMC, indeed at all our mercy schools, I suggest that people have always been more important; they still are, and the story of 2002 – 3 demonstrates this fact once again.

Our society focuses much attention on leadership – we are only too aware of the qualities we hope to see in our leaders at all levels. We are also aware that tomorrow’s leaders are in our schools today, a fact which as educators, we value as an integral part of the process in school education, for our students, our teachers and our parents. As we know, Catherine’s vision was to give others the power to lead in as many areas as their lives took them. This is leadership in many ways, overt and subtle, but always bearing her philosophy of leading others to help themselves in a tradition central to the mission of our schools. Now we are no longer religious sisters, any more than Catherine herself at first was, but we have accepted seriously this mandate in our apostolate of mercy education as we increasingly depend on those lay people who have dedicated their lives and work to Catherine’s vision.

I also saw the beginnings of some changes to the structure of student leadership at OLMC, an expansion which broadened access for our increased numbers and enhanced the scope of student leadership activity. Into 2002 and now in 2003, we are beginning to see successful consolidation of our new structure. Opportunities for developing leadership skills have seen our students participate in annual national conferences such as the National Young Leaders’ Day at the World Trade Centre, the Australian Student Leadership Conference at St Mary’s College, University of Melbourne, the Alliance of Girls’ Schools Warne of the Future Conference at Pymble Ladies College, NSW. Our leaders have also participated in local activities such as the our traditional combined houses which have long been rented by the school. Our music facilities on the Yarra Street frontage, the year has seen the commencement of expanded classroom complex and challenging.

As is staff leadership where staff activities have focused during this year An excellent end of year seminar and presentation by Father Richard Leonard SJ gave much insight under the title Understanding Youth Culture, our two RE coordinators, Karen and Bromwich led us in a scriptural study and in March, seventeen senior staff spent two days away in Geelong developing team leadership skills. In July, OLMC will again host a full day seminar centering on ethics under the leadership of Dr Peter Vandy of Heythrop College, London.

Leadership through staff development is being well nourished in such activities. Staff members always participate actively thereby furthering their professional development and their education in mercy in these and other ways.

For parents, the school must take the leadership initiative, which we accept as a serious part of our work in mercy. Well known recent presenters such as Dr Michael Carr Gregg, Dr John Cheetham and Mark (Dobbo) Dobson have been most positively received by parent groups who have appreciated the school’s efforts on their behalf. Parenting, like schooling, seems to become ever more complex and challenging!

As we do have something to say about buildings……. This year has seen the commencement of expanded classroom and music facilities on the Yarra Street frontage, the acquisition of the convent and the purchase of the two houses which have long been rented by the school. Our student numbers remain high and show every indication of continuing to be so. Thus these developments are valuable and exciting as we continue our work at OLMC for yet another successful year.

Beth M Calthorpe RSM
Principal

1. Are able to lead focus groups of their peers in liturgy, in have become active in a wide range of activities where they leadership roles within the college, thereby giving access to a variety of views of leadership and the Future Leaders Forum at the University of Melbourne.

2. These opportunities are offered to leaders in a variety of leadership roles within the college, thereby giving access to a number of girls in the college. So our student leaders have become active in a wide range of activities where they are able to lead focus groups of their peers in liturgy, in social service, in fund-raising and in learning how to give of themselves with energy and in faith that they are carrying on the work of mercy here and elsewhere. The formation of the Middle School Council in 2002 has been fully implemented, with a group of eight girls whose activities in this area will develop their potential both for now and for their future. So student leadership is looking good!

3. As is staff leadership where staff activities have focused during this year. An excellent end of year seminar and presentation by Father Richard Leonard SJ gave much insight under the title Understanding Youth Culture, our two RE coordinators Karen and Bromwich led us in a scriptural study and in March, seventeen senior staff spent two days away in Geelong developing team leadership skills. In July, OLMC will again host a full day seminar centering on ethics under the leadership of Dr Peter Vandy of Heythrop College, London.

4. Leadership through staff development is being well nourished in such activities. Staff members always participate actively thereby furthering their professional development and their education in mercy in these and other ways.

5. For parents, the school must take the leadership initiative, which we accept as a serious part of our work in mercy. Well known recent presenters such as Dr Michael Carr Gregg, Dr John Cheetham and Mark (Dobbo) Dobson have been most positively received by parent groups who have appreciated the school’s efforts on their behalf. Parenting, like schooling, seems to become ever more complex and challenging!
The daily life of Emmanuel College is ever changing and very challenging. 2002 saw leadership change within the College. At the end of term 1, Peter Griffin resigned and Daryl Mahoney became the Acting Principal and is still at the helm. There is also opportunity and it is here that the professionalism and supportive nature of our staff was realised. Our students continue to be provided with opportunities and challenges in the areas of academics, sport performance, service and spiritual growth. The staff create learning experiences which allow the development of leadership responsibility and a true sense of an individual worth with sensitivity to the importance of their vocation. Both staff and students are deserving of credit and praise for the supportive manner in which they approach the atmosphere of change. Daryl must be congratulated for his continued leadership. 2002 Daryl had the invaluable job of leading the College through to RSB ready and the validator of the review went very high in their praise for all dimensions of the College. The winds of change are never ceasing as are the challenges that lie ahead. As we continue to maximise enrolments we seek continual improvement and set the following goals for 2003:

1. Vision and Mission Statement renewal
   Development of Mission Action Plan

2. Development of Pastoral Care Program
   Review of Pastoral Care Program
   Implementation of an International Student Program
   Review of Pastoral Care Program
   Implementation of RSB Review
   Development of Internet
   Development of Market Strategy Plan

Emmanuel College is an exciting place to be. I walk with a sense of wonder pride of the optimism and cheerfulness with which parents, parents and families greet me on a daily basis; as they welcome me and invite me to become a part of their community.

Philip Morrisen Principal

Catholic College Bendigo

This year Catholic College Bendigo celebrates its 20-year anniversary as an amalgamated College, built on the strong traditions of the Mercy Sisters (1876,), the Marist Brothers (1893,.) and the Vincentian Congregation (1914 - 1977). The College continues to serve proudly the young people of the Greater Bendigo region. A celebratory dinner is being planned for later in the year.

Over the past six months, members of the College community gave input into what has become the School Development Plan for 2003-2005. The Plan sets the agenda for the forthcoming period and lists around 150 projects, grouped under 15 goals.

In recent ICT initiatives we have the introduction of Linux computer terminals that operate as thin clients, the presentation of the Internet for Oldies short course to parents and families, the implementation of a computerised subject report writing program; the introduction of a new science laboratory and a new home economics room. During 2002 the Ardille Street Creative Arts facility was completed with a December opening providing our students with outstanding arts and design facilities.

This year, the College experienced an increase in student enrolment which looks likely to continue and stabilize in the near future.

The 2002 VCE results were again of a high standard and for the first time in a long while, the dux of the College and a recipient of a Premier's Award was a student of the Arts.

After 25 years of dedicated service to the College, Kevin Ferris, with experience in school leadership in two states, capably took over the role.

Among the recent additions to the College curriculum, there have been a number of initiatives to provide the “hands on” learning preferred by many students.

Among the recent additions to the College curriculum, there have been a number of initiatives to provide the “hands on” learning preferred by many students. Agriculture has been introduced utilizing the spaciousness of the junior campus. The Victorian Certificate of Applied Learning, the Areas A+ computer teacher course and the VET I and II Subsidised Course have been introduced at the senior levels as well as the Student Enterprise Learning Team (Horticulture) program.

Included in recent ICT initiatives are the introduction of an intranet system that provides on and off campus access to staff and students; the full scale implementation of computerized subject report-writing program; the presentation of the Internet for Oldies short course to older members of the local community; the development of Linux computer terminals that operate as thin clients with a central Linux server; the inclusion of continuing courses to use older computers for Office applications and Internet access; and the introduction of wireless network connection technology to laptop computers.

In order to better integrate the curriculum delivery, a new Curriculum leadership model was introduced on the junior campus with six leaders with separate responsibilities for courses and for teaching and learning.

On the Professional Development front, a special focus has been on the areas of Student’s Resilience and Learning and Workplace assessment and training, the latter of which expands our ability to offer additional tailor-made courses to better cater for our students.

Nurturing our Catholic community and its ethos continues to be a high priority. Presently we are exploring the possibility of setting up an expert mentoring for students and the formation of year level liturgy teams and planning for formation for staff and students in liturgy.

Paul Kane FMS

Principal

Religious Education, Professional Development and the Pilgrimage

During our Centenary year, we focused more directly on the legacy of Catherine McAuley and those who have followed her in their work for Mercy.

Our Staff Development days focused on ‘The Mercy Story’. Reflecting upon Catherine’s Story and the courage, dedication, vision and faith of those Sisters of Mercy who have followed in her footsteps in Australia, we were challenged regarding the role of Mercy in their daily teaching. We were inspired by the thought provoking stimulation which was provided by Sr Annette Schneider, Sr Mary Bennett and Sr Madeline Duckett.

As for other Mercy schools, one of our staff members, Mrs Bernadette German was part of the study tour/pilgrimage to Baggot Street, Dublin to visit, learn from, and be inspired by the awesome presence of peace which pervades the establishment which Catherine McAuley built. Bernadette joined a significant number of staff from our College who have made the pilgrimage, either formally or informally in recent years.

Promotion of VET within the dairy industry and is intended to provide the provision of a new science laboratory and a new home economics room. Over the past six months, members of the College community gave input into what has become the School Development Plan for 2003-2005. The Plan sets the agenda for the forthcoming period and lists around 150 projects, grouped under 15 goals.
### School Councillors: Mercy Sponsored Schools

**ACADEMY OF MARY IMMACULATE, FITZROY**

- **Chair:** Mrs Barbara Teycheney
- **Deputy Chair:** Mrs Rose Patti
- **Principal:** Mrs Susan Danckert
- **MSEI nominee:** Sr Madeleine M Fox RSM
  - Ms Frances Baker RSM
  - Ms Katherine Hudson
  - Mr Barathomew Petoula
  - Mr Anne Walsh
- **Minute secretary:** Mr Paul Romanin

**SACRED HEART COLLEGE, KYNETON**

- **Chair:** Mr Kevin Addicott
- **Deputy Chair:** Mr Adriaan Adolph
- **Principal:** Mr Mary Moloney RSM
  - Mrs Josephine Balbon
  - Mrs Bernadette Keating
  - Mr Leo Ramsdale
  - Mr Brian Reed
  - Mr David Runnalls
  - Mr Robert Taylor
  - Mr Karl Turner
- **Minute secretary:** Mr Timothy Walsh

**OUR LADY OF MERCY COLLEGE, HEIDELBERG**

- **Chair:** Mrs Gerard Bowshall
- **Deputy Chair:** Mr Pat Heagerty
- **Principal:** Sr Beth Cathrope RSM
  - Emeritus Prof Michael Doyle
  - Ms Maria Canning
  - Mr Kevin Sertori
  - Mr Michael Shirin
  - Mrs Patsy Slipper
  - Ms 'Tish' Lyn Lint
  - Mr Peter Molnari
- **Minute secretary:** Ms Shirley Walters

**ST JOSEPH’S COLLEGE, MILDURA**

- **Chair:** Dr Dennis Joyce
- **Deputy Chair:** Mr Terence Lynch
- **Principal:** Sr Sylvia Williams RSM
  - Mrs Darren Alliston
  - Mrs Anne Dwyer
  - Mrs Vahia Bristow
  - Ms Jenny Garnett
  - Mr Luke Guthrie
  - Mrs Meridee Presshomme
  - Mr Russell Savage (MJA)
  - Rev. Edward Moloney
  - Mrs Anna Hoyle
  - Mrs Tracy Aston

**NOTRE DAME COLLEGE, SHEPPARTON**

- **Chair:** Sr Kathleen M Tierney RSM
- **Deputy Chair:** Mr Terence Lynch
- **Principal:** Sr Mary Moloney RSM
  - Ms Lynne Cotter
  - Mrs Brenda Russell
  - Mr Michael Somers
  - Mrs Leonie Zidowski
- **Minute secretary:** Ms Martina Millard

**EMMANUEL COLLEGE, WARRNAMBOOL**

- **Chair:** Sr Kathleen M Tierney RSM
- **Deputy Chair:** Ms Jackie Dowling
- **Principal:** Mr John Davidson
  - Mrs Josephine Balbon
  - Mrs Bernadette Keating
  - Mr Leo Ramsdale
  - Mr Brian Reed
  - Mr David Runnalls
  - Mr Robert Taylor
  - Mr Karl Turner
- **Minute secretary:** Mr Timothy Walsh

**CONGREGATIONowned schools**

### Summary of Consolidated Income and Expenditure

**School Financial Year:** 1 February 2002 – 31 January 2003

### Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>%</th>
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<tbody>
<tr>
<td>Tuition Fees</td>
<td>1,412,871</td>
<td>19.4</td>
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<tr>
<td>Other Private Income</td>
<td>167,918</td>
<td>2.3</td>
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<tr>
<td>Capital Grants</td>
<td>1,909,481</td>
<td>25.8</td>
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<tr>
<td>Funds Transferred for Capital Purposes</td>
<td>3,911,099</td>
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<tr>
<td><strong>Total Income</strong></td>
<td>7,401,369</td>
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### Expenditure

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<tr>
<th>Category</th>
<th>Amount</th>
<th>%</th>
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<tbody>
<tr>
<td>Loan Payments</td>
<td>1,370,538</td>
<td>19.4</td>
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<tr>
<td>Capital Purchases</td>
<td>5,688,348</td>
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<tr>
<td><strong>Total Expenditure</strong></td>
<td>7,059,466</td>
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</table>

### Recurrent Income

- Tuition
- Other Private Income
- General Recurrent Grants

### Capital Income

- Fees
- Capital Grants
- Capital Loans
- Funds Transferred
- Loan Payments
- Capital Purchases