You should remember that not to advance is to go back, and reflect each day what you can do more to attract God’s love and friendship than you did the day before.

Catherine McAuley
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### College Foundation Timeline

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<td>1840</td>
<td>MERCEDES COLLEGE – Perth, WA 1846</td>
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<td>ACADEMY OF MARY IMMACULATE – Fitzroy, VIC 1857</td>
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<td>1850</td>
<td>SACRED HEART COLLEGE – Geelong, VIC 1860</td>
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<td>1857</td>
<td>St Ann’s College amalgamated to EMMANUEL COLLEGE – Warrnambool, VIC 1872</td>
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<td>St Mary’s College amalgamated to CATHOLIC COLLEGE BENDIGO – Bendigo, VIC 1876</td>
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<td>1867</td>
<td>SACRED HEART COLLEGE – Kyneton, VIC 1889</td>
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<td>1872</td>
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<td>1876</td>
<td>MOUNT LILYDALE MERCY COLLEGE – Lilydale, VIC 1896</td>
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<td>1887</td>
<td>ST JOSEPH’S COLLEGE – Mildura, VIC 1906</td>
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<td>1889</td>
<td>OUR LADY OF MERCY COLLEGE – Heidelberg, VIC 1910</td>
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<td>1896</td>
<td>ST BRIDG’S COLLEGE – Lesmurdie, WA 1926</td>
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<tr>
<td>1906</td>
<td>SANTA MARIA COLLEGE – Attadale, WA 1937</td>
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A community in which this universal charity reigns is... capable of surmounting all difficulties.

Catherine McAuley
The project involved a far reaching ‘values’ search across for schools called Mercy Education Values project. One of the most significant programs was a joint Community.

Mercy Education Ltd has again supported a number of six new Deputy Principals for 2013 and has undertaken Leadership Team, appointed three new Principals and Board Directors were also kept busy as panel members involved in the appointment of four new Principals and six new Deputy Principals.

Mercy Education Ltd has again supported a number of programs that ensure Catherine McAuley’s vision and lived Gospel are at the heart of each Education Community.

One of the most significant programs was a joint project with Mercy Ethos that developed a rich resource for schools called Mercy Education Values project. The project involved a far reaching ‘values’ search across the Mercy ministries by Carmel Crawford, Institute Mercy Ethos Co-ordinator, as well as Vision and Mission statements of each Mercy School. Chosen for the Education Ministry and already in common use, the values are Compassion, Justice, Respect, Hospitality, Service and Courage.

The Young Mercy Leaders Pilgrimage comprising twenty-seven students and five staff will attend the pilgrimage to Dublin and Rome this year. Once again the Board is grateful to Sr Mary Moloney for her initiative and organisation.

The Mercy Ethos Program for Senior Staff in our schools is confident that financial management is sound and judicious.

In the last twelve months building project applications have amounted to more than $20M and the Board is confident that financial management is sound and judicious. The Board is very pleased with the appointment of Mr Joe Konynenburg in the role of Finance and Compliance Manager.

The Board continues to monitor on a regular basis the financial statements of Colleges, as well as building projects and associated loans. The Board is very pleased with the appointment of Mr Joe Konynenburg in the role of Finance and Compliance Manager.

There are a variety of communications available between the Board and schools. Attendance by Board Directors at special school events is most significant and Directors were very generous in their response. Perhaps the most significant of these was the Frayne Speech Festival held at St Josephs College Mildura for the first time. It was a truly wonderful event.

The Mercy Education website is comprehensive and gives easy access to Board issues and policies. The Mercy Ed Newsletter, issued three times a year, is aimed at keeping school personnel up to date with Mercy events, personnel changes and major student and staff achievements.

To be proactive in our engagement with the wider Catholic Education Systems, the Board is represented annually Goal Setting and Reviews and Appraisals of Principals, Deputy Principals and Business Managers. We have also met with College Advisory Council representatives and recognise the valuable advice and support these personnel give to our College leaders. Principals have presented to the Board their School Improvement Framework Action Plan in the year following their school review.

A major responsibility of the Board is to manage and monitor the audit process in our schools. Grant Thornton was the successful tendering Company and we were pleased to appoint them after a rigorous process. Thank you to Don Pasquariello, our financial adviser, for his time and guidance in this process.

The Board continues to meet bi-annually with Xchanging which manages Workcover in our schools. Xchanging advises Mercy Education Ltd on trends, claims and premiums which the Board then forwards to Principals and Business Managers as appropriate.

Strong Partnerships & Communications

There are a variety of communications available between the Board and schools. Attendance by Board Directors at special school events is most significant and Directors were very generous in their response. Perhaps the most significant of these was the Frayne Speech Festival held at St Josephs College Mildura for the first time. It was a truly wonderful event.

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on Governance networks and Committees of Catholic Education Commission (Vic) and Catholic Religious Victoria. Meetings with the Catholic Education Offices (CEO) Victoria and Western Australia regarding policies, enrolment and future planning have been attended by the Board. The Catholic Education Office Western Australia regularly seeks input reviewing policies that may affect Mercy Education.

Tributes and Thanks
The Board was at the forefront of farewells to three Mercy Principals at the end of 2012. We thanked and congratulated Mr Bernard Dobson (14 years), Mr John Davidson (10 years) and Ms Regina Byrne (5 years) for their outstanding contribution to Mercy Education and Catholic Education over a long period of time.

The Board also congratulates newly appointed Principals, Ms Mary Farah – St Aloysius College North Melbourne, Ms Anna Negro – Sacred Heart College, Geelong, Mr Philip Morison – Mount Lilydale Mercy College, Lilydale and Mr Peter Morgan – Emmanuel College, Warrnambool.

I offer special thanks, although it seems inadequate, to our Board Directors and Executive for their untiring efforts to serve Mercy Education particularly in the light of increased responsibilities. Thank you to Effie Coulson and Pam de Kort for their continuing generous support to the organisation.

The Board has also enjoyed the advice and support of the Institute Leadership Team and I thank them for their availability and counsel in the busyness of their workload and also Jacob Okno and Don Pasquariello, consultants, for their legal and financial advice.

Finally and most importantly, thank you to the Principals of our schools. The Board understands the nature of your work and congratulates you for another rewarding and successful year in Mercy Education but mostly because you bring God’s Kingdom to life for your community and the values espoused by Catherine McAuley in your daily work. May your lives be richly blessed.

John F Shannon
Board Chair

Mercy Education Ltd has again supported a number of programs that ensure Catherine McAuley’s vision and lived Gospel are at the heart of each Education Community.
This Annual Report provides me with the welcome opportunity to thank the Board of Mercy Education and its senior executives for the wonderful work done by them and their staff members during 2012. It also gives me the chance to say something to you about the changing Mercy world in which our Mercy schools are operating. The thanks are more meaningful in the light of this evolving reality.

Many readers of this report will be aware that fourteen of the former Mercy Congregations in Australia and the autonomous region of Papua New Guinea came together as one Institute of Sisters of Mercy of Australia and Papua New Guinea at the end of 2011. As a consequence, Mercy Education found itself in a new environment at the commencement of the reporting period. It had been established by the former congregation of Melbourne and was under its canonical (church) stewardship, but had to adjust rapidly to a new situation in which the newly founded Institute became its canonical authority.

While the reconfiguring of the congregations was about the life of the sisters and their capacity for mission now and into the future, the move has reverberated strongly throughout the Mercy structures involved and I have really admired the good will and wisdom of the Board members and the Executive leaders as they have come to grips with this new reality. Here I should say a special word of thanks to Sister Kathleen Tierney who, along with other former leaders with responsibility for boards, continued to relate to the Mercy Education Board during the first few months of 2012. That period gave our current Leadership Team valuable breathing space as we grew into an awareness of our new responsibilities but it was also a time during which Kath helped the organization adjust to its new reality.

Mercy Education did not experience only the change of its governance structures. It had been decided during 2011 that the three Mercy Colleges in Perth would be moved into the care of Mercy Education from the commencement of 2012. That was of course a challenging administrative task for Mercy Education leaders as they worked through the social and legal ramifications of this move. I would like to acknowledge the willingness and vision with which the Principals of these Colleges led their establishments during this period of transition because it was a demanding shift for them. For Mercy Education as an organization, this necessitated a complete re-visioning of their identity into becoming a National provider of Catholic Education rather than a State-based organization. I would not wish to claim that the process is completed nor is it likely that it would be, but it has been begun with vision, insight and willingness.

The new Institute has responsibility for a wide range of remarkable Mercy Ministries some of them very large, some of them very small, some of them incorporated, some of them unincorporated. While my remarks here will be focussed on Mercy Education, I think it is important to acknowledge that this expanded world of Mercy ministry is also part of the new environment to which Mercy Education now belongs. Let me also say that already there have been instances in which Mercy Education has made a positive response to being part of this wider whole, in addition to dealing with its own expanded internal reality. There are new and exciting opportunities for young people in Mercy schools to become involved in the mission of God’s mercy through what has opened up for them.

Governance structures for Catholic ministries in Australia are in several quarters in a state of rapid change at this time in our history. Within the Institute we have begun the process of looking at how we can structure to undertake our governance responsibilities as well as possible. It is expected that it will take us time to complete this work and some would say it is never completed since change is part of life. However, we are aiming to achieve greater capacity to work collaboratively and creatively with the many boards of which Mercy Education is one. As we develop the models for governance we have reason to be grateful for the work already done by the former congregations.

Even in this brief overview you will see that I have strong reasons to be deeply grateful to Mr John Shannon and the Board he leads. They have been proactive in seizing the opportunity the new Institute offers to re-imagine and expand the work of Mercy Education in bringing God’s mission of Mercy to a wider world. I do not doubt that the vision of what else could be possible will inspire them as they continue their work. Thank you sincerely.

I know the Board relies strongly on the quietly, dedicated and efficient leadership of Mr Eugene Lynch, the Executive Officer who works with the school Principals and the other executives of Mercy Education to provide services and coordination across the schools. I congratulate them all on what has been achieved in 2012 and look forward to seeing the organization grow in strength and vision in the years ahead.

What I have been writing about is all at the level of governance and leadership, but it has no purpose other than the education of the many students in these Mercy Colleges. The work of education is driven by a belief in the essential goodness of young people and the conviction that a good and balanced education will lead them to be able to be all they were created to be.
As I write this report I am mindful of the 2013 Mercy Ethos Programs just completed at Baggot Street, Dublin in Catherine’s founding house of Mercy. This opportunity for the fifty or so participants is indeed a privilege and an experience that will stay with them for a very long time – far beyond their time in active ministry with the Sisters of Mercy. Participants, who include Sisters of Mercy and lay leaders from across the wider Mercy ministries, will for the first time, include participants from Newfoundland, Canada. It is indeed a global Mercy community in which we work.

A number of years ago I was also privileged to attend the Mercy Ethos program and I recall the many presenters engaged in the program. I was particularly impressed by one of the presenters, Sr Maria McGuinness rsm, who incidentally is still part of the program today. Maria spoke to us about challenges to Mercy ministry today – our focus, our attitudes to the poor, our faithfulness to Catherine’s dream, the work of justice and accountability. “Each of these is very important and must be attended to and be grounded in a core values focus in all our ministries”.

Over the years and at various times, Mercy Colleges have articulated particular core values that speak to their students, staff and families and which serve the changing needs of their communities. During 2012, Mercy Education, in partnership with Carmel Crawford, Institute Coordinator for Mercy Ethos, worked closely together to articulate a set of core values for the education ministry. These values constitute a set of central and enduring principles which will guide all aspects of the Board’s behaviour and decision making. They will inform our policies, practices, goals and decision making. After much discourse and deliberation, the six values chosen were: Compassion, Respect, Justice, Hospitality, Service and Courage. On a practical level, these core values have also come alive in our schools through posters and bookmarks featuring beautiful images, scripture references and Catherine McAuley’s own words. Quoting Carmel, “Catherine McAuley, in ministering to the poor of Dublin, was inspired by both beautiful and challenging scriptural references which echoed through her writings, giving a sense of how she understood herself and her sisters were being called to minister. It seemed fitting that both scriptural references and Catherine’s own words ought be included in this resource as a source of inspiration to our college communities.”

Following the recent expansion of Mercy Education and the formation of the new Institute (ISMAPNG) in 2011, the Board of Mercy Education has had to develop new strategies and processes to meet the extra demands and workload. Extending the duration of Board meetings, reviewing policies and procedures and making new appointments are just a few that come to mind. The appointment by the Institute Leader, Sr Bernice Loch rsm, of new Director, Tony Wheeler OAM, from Busselton in Western Australia has brought additional expertise and an intimate knowledge of Mercy Education (and Mercy Health) in Western Australia to the deliberations of the Board. The appointment of Joe Konynenburg to the new position of Finance and Compliance Manager is also an exciting addition and will bring a high level of expertise, business acumen and due diligence to the operation of Mercy Education. Joe is well-respected within Mercy Education and the wider Catholic Education circle in Victoria and he will work closely with principals and business managers to develop new frameworks for financial reporting, manage the annual financial audit across the colleges, formulate new policies and procedures and ensure that the Board fulfils its obligations of reporting to statutory authorities and to ISMAPNG. We warmly welcome Tony and Joe to Mercy Education.

The partnership between the Colleges in Western Australia and Victoria continues to grow and meetings of the Board and Principals conducted in 2013 were generously hosted this time by Santa Maria College and St Brigid’s College. A Public Meeting providing insights into the operation of Mercy Education and the structure of ISMAPNG for senior staff, College Council members, Sisters of Mercy and friends of Mercy Education was also hosted in Perth recently. Other meetings and seminars for deputy principals, business managers, RE coordinators and Justice coordinators continue to bring healthy discussions and collegial support to these key leaders in the education ministry. Similarly student events grow from strength to strength with wider participation in the annual Frayne Speech Festival and expansion of the Seeds of Justice project into regional Victoria. Hopefully we will also see an inaugural chapter in Perth this year.

There are many cogs in the wheel of Mercy Education that enable it to be such an influencing presence in the life and formation of our young people today. The Principals of the College bear great responsibility and demonstrate strong and pastoral leadership to those in their care. They are well supported by their leadership teams, teaching and non-teaching staff and importantly by the families of the students. Board Directors nurture each of these education communities and in particular, support the professional and pastoral development of the Principals. Directors generously offer their support and expertise and are frequently present at the Mercy Colleges. Led by Chairman, John Shannon, Directors take great care and have great respect for the stewardship role they undertake for the Institute Leadership Team and the Institute in maintaining the great tradition of Mercy Education.

Finally I acknowledge the expertise, wisdom and generous support of the Board’s consultants, Mr Don Pasquariello, financial consultant, and Mr Jacob Okno, legal consultant. I also thank and acknowledge the efficiency and dedicated service of Effie Coulson and Pam deKort as executive secretaries to the Board.

We look forward to continuing to live out the values espoused by Mercy Education.

Eugene Lynch
Executive Officer
As I reflect on the highlights of the 2012 Academic Year at Mercedes College, I hope that in every moment of school life we have helped our young women grow as spiritual people, possessing the skill for deep reflection and courage to cope with the future, confident in the hope that they will make a difference in the world as young Mercy women.

Ever mindful of being a Catholic faith community, our many Eucharistic Liturgies have gathered students, staff and families together to celebrate key events. Our opening whole school Liturgy which included the commissioning of our Student Eucharistic Ministers, our two family Masses, the Easter Liturgy and, of course, Mercy Day Mass, were all celebrated in St Mary’s Cathedral. We are indebted as always to the Sisters for enabling us to have Wednesday morning Mass in the Chapel of the Immaculate Conception, a beautiful reminder of our rich Mercy heritage. The Seder Meal on Holy Thursday afternoon was particularly special. Of course, 2012 saw the retirement of Emeritus Archbishop Barry Hickey and the welcoming of Archbishop Timothy Costelloe and we were privileged to have the opportunity to learn about Mercy in the Scriptures with Sr Veronica Lawson.

Poverty Immersion, the Reflection days and Year 12 Retreat, opportunities for the girls to participate in such events as the Mercy Day Mass, were all celebrated in St Mary’s Cathedral. We are indebted as always to the Sisters for enabling us to have Wednesday morning Mass in the Chapel of the Immaculate Conception, a beautiful reminder of our rich Mercy heritage. The Seder Meal on Holy Thursday afternoon was particularly special. Of course, 2012 saw the retirement of Emeritus Archbishop Barry Hickey and the welcoming of Archbishop Timothy Costelloe and we were privileged to have the opportunity to learn about Mercy in the Scriptures with Sr Veronica Lawson.

Through the Mercy Ethos, Students were privileged to have the opportunity to learn about Mercy in the Scriptures with Sr Veronica Lawson. The Executive Leadership Team spent a day with Carmel Crawford, Mercy Ethos Coordinator, in Melbourne in October. A weekend Staff Retreat was facilitated by Sr Joan Buckham – a beautiful gentle, reflective experience. Independent learning and developing a culture of thinking were the foci for all professional learning during the year, beginning with the engagement of James Nottingham from England. This provided the springboard for much dialogue and exchange of learning and teaching strategies. The Languages learning area was recognised with a Centre for Excellence in Languages Award and that provided a huge impetus to the learning of languages in the College. The old Science Labs in McAuley building were refurbished into two wonderful new computer labs and the Conflucius Classroom, the latter set up ready to connect the girls to schools interstate and overseas through Video Conferencing. A very successful Catholic Schools Performing Arts Festival saw Mercedes College take out six shields and the Extravaganza and Art Exhibition in September again highlighted the creative talents of the girls.

Educational tours during the year included the Media Tour to Bond University, the Italian Language and Cultural Tour to Italy, the Drama tour to NIDA and the successful trip of the volleyball girls to the Australasian Championships in Melbourne. The co-curricular life of the College flourished, with the House Dance Festival, House Choir, House Film and House Drama, and the production of Aladdin attracting great crowds. In addition, debating, public speaking, sport, Making Mercedes Greener Environmental Group and a plethora of clubs ensured the creative talents of the girls.

Term 3 began with SWellness Day with its focus on social wellbeing. A number of speakers joined students and staff for the day ensuring that the girls became more mindful of the importance of building relationships with others. The Dads of Mercedes cooked a healthy lunch, beginning a tradition that will continue for years to come. Other events that focused on student wellbeing included Frog Jog, Father/Daughter and Mother/Daughter Camps, Career Mentors’ Breakfast, International Women’s Day Breakfast and the Mother’s Day Breakfast and Father’s Day Breakfast in Catherine’s Garden.

During 2012 links were made with ex-students from St Joseph’s, Our Lady’s College and Mercedes College through a special morning tea and a gathering of interested members to forge a way forward as a collaborative group. The decision was made to brand the three groups under the title Victoria Square Alumni and a special logo was developed accordingly. Special gatherings have been planned for the future.

During the 2012 College leadership team had the opportunity to join the network of schools that makes up Mercy Education Limited (MEL) and the ensuing friendships and professional learning gained has been a great support and means of further professional growth. Thank you to the Mercy school leadership teams and the Board of Directors of MEL for making us all feel so welcomed.

Finally, I acknowledge and thank all the students, staff, parents and friends and Alumni without whom all the above events and celebrations would not have been possible. Neither Catherine McAuley nor Ursula Frayne worked in isolation. Both built communities of Mercy that, to this day, make a difference in the world. We are blessed to be part of the world-wide Mercy network.

Sheena Barber
Principal
Each year one of the responsibilities of the incoming Senior Student Leadership Team is to decide on the College theme for the following year. The theme chosen for 2012, “Believe, Act, Celebrate”, offered both a call and a challenge to the Academy of Mary Immaculate community.

During 2012 we pondered, both individually and collectively, on our core beliefs with the understanding that beliefs must be translated into actions. We also recognised the importance of acknowledging and celebrating the fruits of our actions.

2012 was also the year when the Academy of Mary Immaculate celebrated 155 years of Mercy Education and we saw in Mother Ursula Frayne, our foundress, one for whom beliefs and actions were intrinsically linked. Mother Ursula Frayne believed in her God and believed in the power of the education of girls. She acted on these beliefs, thus the foundation of the Academy of Mary Immaculate, and today we celebrate the fruits of her actions – the 650 girls currently enrolled at the Academy and the 15,500 past students whose names are written in our College Register.

Mercy is at the heart of who we are, and all we do at the Academy. It is a calling lived and renewed every day and its practical expression can be found in the work of our dynamic student justice group and through the work of the recently formed Mercy Heart and Soul Outreach program, known affectionately as “Sr Meg’s group”. This program is the continuation of the work of the late Sr Margaret McKenna who worked tirelessly to assist those in need. 2012 saw enthusiastic student and staff involvement in many Mercy and Justice activities including support for the work of Sr Marilyn Lacey in South Sudan leading to the Academy being recognized as the first Australian Mercy Beyond Borders Ambassador; involvement in Seeds of Justice and other Mercy gatherings; ongoing support of the Atherton Gardens Homework Club – working with and mentoring primary school students from the Public Housing Estate; visits to Mercy Place and the Year 9 Community Action program – the latter which has seen students maintain their involvement in their Community Action placement long after the conclusion of the school program.

Throughout the year we continued to provide opportunities for nurturing and supporting the faith and spirituality of the Academy community. All our key events were acknowledged through the celebration of the Eucharist and we are indebted to Father Peter Varengo, our much loved College Chaplain, for his constant availability and ongoing support. The newly formed Student Liturgy group has provided students with leadership opportunities and greater involvement in the liturgical life of the College.

In 2012 the College, once again, invested significant energy into the area of Teaching and Learning. We benefited from the expertise of a number of presenters – Jane Kovacs from Quality Learning Australia focused on Quality Learning tools and differentiated learning; Dr Helen McGrath looked at the theory and practice of the use of evidence based learning; and Andrew Douche, in a shared Professional Learning day with the staff of Simonds College, presented the concept of “Flipping Learning to Humanise the Learning Experience”.

In addition to these Professional Learning days, all teaching staff participated in a number of three hour Professional Learning afternoons, organised and resourced by the Heads of Department, with the emphasis on the promotion of quality teaching and learning and the continued development of an engaging, challenging and relevant curriculum – one which fosters collaboration, self-motivation and deeper thinking.

Other initiatives in the Teaching and Learning area were a review of the Years 7 and 8 elective program, continued enhancement of subject offerings at VCE level through co-instruction with Simonds College, significant planning for the introduction of Ultrabooks for the Year 7 students in 2013, and the employment of a consultant to review student data focusing on trends, value adding and the building of a profile of each student.

The Head of e-Learning has continued to support staff through ongoing Professional Learning focusing on the use of Information Technology tools within the classroom. This included exploring the potential of e-books for class use, iPads in LOTE classes, the development of a robotics unit and the use of One Note.

It was gratifying to see a significant improvement in our 2012 School Improvement Data results with improvement in all indicators and particularly in the area of Teaching and Learning.

Middle Management leaders have continued to be supported and empowered in their leadership roles through professional learning with the aims of building leadership capacity and the development of effective teams. The development of a Leadership Charter has provided a strong focus and a sense of shared responsibility.

In 2012 all staff holding leadership positions underwent a rigorous appraisal process which included the evaluation of current goals and the setting of further goals for the remainder of their term. Student involvement in the appraisal process proved to be a very positive initiative, both for staff and students alike.

In the area of Student Wellbeing, resilience and mental health have been a particular focus of the Year 9 Pastoral Care program with the program being extensively reviewed to better accommodate these important areas. The College involvement in the e-Smart program and the offering of cybersecurity sessions for all members of the College community were other important initiatives.

At the Academy the sense of community is palpable and ways of further involving parents and Alumnae in the life of the College are constantly being explored. The introduction of regular morning teas for the parents of our Sudanese students has enabled stronger connections with the College and led to positive outcomes both in terms of welfare and learning.

Our College theme for 2013, “If not us, who? If not now, when?” builds on the 2012 theme with the immediacy and urgency of the question providing a further challenge. In that regard, as in all other ways, we pray that we continue to walk in the footsteps of Mother Ursula Frayne.

Mary Moloney rsm
Principal
I go with courage and with complete confidence in God.

These words were written by Mother Xavier Maguire, the founding Sister of Sacred Heart College in 1859 as she embarked on her voyage from Dublin to bring Mercy Education to Geelong. The educational requirements and the landscape itself was very different then to what we now have, yet the determination, courage and vision needed to provide a solid Catholic Education for children in Geelong continues in earnest at Sacred Heart.

In preparing students for the world of work and further study Sacred Heart has endeavored to nurture student self awareness and self management. Students are encouraged to reflect upon their own learning. In John Hattie’s book ‘Visible Learning for Teachers – Maximising impact on Learning’ he identifies feedback as amongst the most common features of successful teaching and learning.

In 2012, Staff at Sacred Heart focused on providing and receiving feedback to and from students. Student questionnaires were introduced to gauge student engagement in classroom learning and formative and summative tasks were returned to students with teacher comment but this was followed up with two key questions: ‘What went well?’ and ‘Even better if?’. The two questions encouraged students to look at feedback, interpret it and then identify strengths and areas of improvement. Students then embarked on creating individual learning plans guided and monitored by subject teachers.

The emphasis on outreach work continues. Staff and students continue to work together after school and during holidays to provide tutoring for refugee students, visits to nursing homes and primary school breakfast programs in neighboring areas. In 2012, staff took part in evening retreats and staff holding leadership positions continue to engage in a school based three year Mercy formation program.

2012 saw the completion of the School Master Plan and I thank Regina Byrne, Principal (2012) for all the work that she did to provide buildings suitable for learning in a modern context. The 138 year old Chapel was brought back to its original glory. This remodeled and refurbished sacred space with its modern lighting and heating provides sufficient room for whole year levels to gather, pray and reflect as well as celebrate liturgies and masses. The Ching Learning Centre within the Eileen Ann Daffy Building now stands where once stood the 1980s built Library. It is now a contemporary four level learning space that combines technology and information services with a canteen and cafeteria. This space encourages students to be independent learners. Multimedia equipped is set up in meeting rooms and group work is carried out in booth-style seating where laptops can be plugged in and work is viewed on a screen for group input and discussion. The Ching Learning Centre is available to students and staff before and after school. This signals to all users that learning in schools doesn't end at 9am and finish at 3.30pm.

Parent involvement continued to be a major focus of the College with each homeroom at Years 7 and 8 having a Parent Power Representative. This representative assists with the flow of information to parents from homeroom teachers. Parent Power is a sounding board for ideas and a way to canvas parent views. The Alumni Association formally known as the Sacred Heart Old Collegians’ Association now represents over 7,000 past students. Parent Power assists with the flow of information to parents from homeroom teachers. Parent Power is a sounding board for ideas and a way to canvas parent views. The Alumni Association formally known as the Sacred Heart Old Collegians’ Association now represents over 7,000 past pupils of Sacred Heart. They are an integral part of our story and actively involved in school life. Many members have returned to Sacred Heart for reunions that are held annually. They are a diverse group who live all over the world and are represented in every professional area.

2012 signals a time of new beginnings for Sacred Heart College. Together staff, students, parents and friends of the College will work to become a community that thrives on an ‘autonomy’ culture of trust, interdependency and mutual respect where our students’ natural curiosity will be nurtured and encouraged and where they actively engage in their learning with purpose.

In order to achieve this we move into a phase of planning. Much of 2013 will be devoted to preparing a Master Plan that will support a culture of learning that enables students to be creative, self directed, critical thinkers, who cherish curiosity, are inspired to learn and strive for academic excellence.

As a staff we move into a phase of collective learning. Staff will focus on making ‘thinking’ visible. In term 1 all staff attended a professional learning day run by Annelies Hoogland and Dr Bern Nicholls of Learning Labyrinth on the 2013 Cultures of Learning project. The Staff were provided a snap shot into thinking routines that can be used in the classroom and at meetings designed to generate thinking. The project continues throughout 2013 when Annelies and Bern, will work with a focus group consisting of staff from key learning areas and draw upon the expertise of Mark Church and research from Harvard Project Zero to develop a culture of inquiry, deep thinking, engagement and creativity in the classroom.

All staff will take part in Performance Development and Coaching facilitated by Group 8 Education. This program is based on building capacity by engaging staff in reflection on how their own practice and learning can change to improve student learning outcomes. Staff will create individual professional learning plans with concrete goals and action to undertake necessary changes.

Sacred Heart College has been part of the wider community for more than 152 years when the founding Sisters established the tradition of connecting to the local community. We move into a phase of realignment to the Mercy Education values of: Compassion, Justice, Respect, Hospitality, Service and Courage as we investigate SNC as a community campus.

Anna Negro
Principal
Opening of English Learning Centre
In July, Mr Steve Gibbons MP, Federal Member for Bendigo opened our fabulous new facility at Coolock. The English Learning Centre was then blessed by Bishop Leslie Tomlinson DD.

Bishop Leslie also blessed the students and staff who will utilise the building. We are all indeed blessed to have this wonderful facility. This is a centre with a focus on learning rather than teaching. It is also the first building to be constructed for many years that does not include any desktop computers with each student now having a personal laptop. The English Learning Centre is designed to facilitate the ability of our students to learn anywhere, anyhow and anytime.

Staff Spirituality Day
Our annual spirituality day focussed on our 2012 theme, Empower within… Act beyond. In applying this to our mercy charism we were fortunate to have Sr Mary Duffy, former student (St Mary’s College) and inaugural Catholic College Bendigo Principal join us as our key presenter. We were also blessed with the presence of Sr Lizzie Finnerty, Sr Alka McKinnon and seven of our local Sisters of Mercy. The day concluded with a very moving Eucharist for our staff and guests.

Two exciting new positions
Following a review of our Special Needs department and student Wellbeing Team a new senior position has been created. As the Director of Student Services, Mrs Vicki Moro is leading our work in Special Needs, Student Wellbeing, Careers, Indigenous Education and student Wellbeing Team. As the Director of Student Services, Mrs Vicki Moro is leading our work in Special Needs, Student Wellbeing, Careers, Indigenous Education and student Wellbeing. Mrs Amanda Lomax has joined the staff in the role of Parent Community Liaison.

House Themes and Banners
2012 was the fourth year of our vertical pastoral care system. With the maturing of the House System and the increased sense of ownership by staff and students, the second half of the year was spent developing a banner and theme for each House. These new emblems for our Houses were launched at the Opening Mass this year. They will inspire and guide the students in each House for many years to come.

New Governance
Since the amalgamation of St Mary’s College and Marist Brothers College in 1985, Catholic College Bendigo operated under a unique model of governance with three Governors. Provincial of the Marist Brothers, Congregation Leader of the Sisters of Mercy and Bishop of Sandhurst operated as the Council of Governors. Throughout 2012 this form of governance underwent significant change. The change came, not from a sense of dissatisfaction with the model, but because the Governors wished to respond to changing times in the provision of Catholic secondary education in the Greater Bendigo region. The Marist Brothers through Marist Schools Australia (MSA) offered to be the sole governor of the new college to be opened in Maiden Gully. The offer by MSA to open this as a new school and transfer their governance was accepted by the other two Governors. The new college will be named Marist College Bendigo and plans to open in 2015. It will eventually be a P–12 College. It was then agreed by the remaining Governors that the Sisters of Mercy would become the sole governor of Catholic College Bendigo. This came about through the Bishop of Sandhurst releasing his role as a Governor. Whilst no longer a Governor, Bishop Leslie Tomlinson has expressed his desire to remain closely associated with the life of Catholic College Bendigo. From 1 January 2013 Catholic College Bendigo now operates as a Mercy College under the governance of the Institute of the Sisters of Mercy of Australia and Papua New Guinea. The Sisters of Mercy arrived in Bendigo in 1876 and have been involved in Catholic education in Bendigo continuously for 137 years.

The preparation for this change and most recently the celebration of this becoming a reality has been an energising time for us as a College. It was the key influence in our decision to adopt the 2013 theme… “grow in mercy”. In Term One we have enjoyed the early exploration of this theme and look forward to a deeper and richer appreciation of what it is to be mercy, to have mercy and thus be able to grow in mercy.

Darren McGregor
Principal
Try to meet all with peace and ease.  Catherine McAuley

Sadness lessens the value of works performed in
Sadness lessens the value of works performed in God's name, for God loves a cheerful giver.  
Catherine McAuley

The proof of love is deed.  
Catherine McAuley

God's name, for God loves a cheerful giver.  
Catherine McAuley
2012 will always be fondly looked upon as a very significant year in the history of St Aloysius College – a year in which this wonderful North Melbourne Mercy community reached 125 years young. Such a milestone acted as the catalyst for a year that witnessed in equal shares both reflection and recollection, a year that was characterised by celebration and was in itself the impetus for the renewal of old friendships, for the strengthening of associations and for acting as the springboard into an exciting and refreshed future. Indeed, the last year has in so many ways been a microcosm of all those 124 years which preceded it – the vitality, warmth and endeavour of our students shone brightly in a myriad of forms whilst the generosity of time, spirit and enterprise of staff, the Sisters and the Advisory Council once again permeated into a learning and faith climate explicitly characterised by innovation, creativity, care, achievement and success.

Education in Faith

Once again, prayer was the cornerstone of life at St Aloysius College. In morning briefings, staff gathered to pray as a community before joining students in their respectful Pastoral Groups to begin the day in prayer. The staff enjoyed two reflection days, the first was led by Sister Marilyn Lacey rsm who focused on the theme ‘Breaking open the Heart of Mercy’, whilst the second saw us reflect upon our mission as teachers. The past year also witnessed a revamped RE curriculum and Retreat program, with – amongst other activities – visits to a Carmelite Monastery, an Asylum Seeker Conference and a Mosque. Perhaps the highlight was on 29th April at the 125th Anniversary Mass at St Patrick’s Cathedral where the community gathered in celebration. Our Young Mercy links have been furthered strengthened and our commitment to social justice was highlighted through the Winter Sleep Out, the Christmas Hamper Collection and the Mercy Day fundraisers.

Learning and Teaching

The focus throughout the year was centred on three aspects of learning and teaching: inquiry, creativity, care, achievement and success. The Mercy Day fundraisers. Winter Sleep Out, the Christmas Hamper Collection and commitment to social justice was highlighted through the Mercy links have been furthered strengthened and our commitment to girls’ education is steadfast and this year has witnessed our joining of the Girls’ School Alliance. The community service of the senior students saw visits to local Aged Care Centres and the generosity of the College as a whole recognised our place in the global community with proceeds to Project Compassion. As the first term finishes, I would like to thank and congratulate the staff and the students on an amazing start to the year which promises to ensure that 2013 will be an equally memorable year.

Mary Farah
Principal

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Learning and Teaching

The focus throughout the year was centred on three aspects of learning and teaching: inquiry, learning, completion of AusVELS and the continued implementation of ICT. The past year witnessed a marked interest and effort to embed the methodology of inquiry learning throughout the junior curriculum. One of the hallmarks of a relevant and progressive 21st Century curriculum is its ability to tease out the creative thinking tenets of each student; during the course of the year inquiry learning modules were substantially embedded. Secondly, staff worked collaboratively in ensuring that the full implementation of the National Curriculum – AusVELS – was accounted for in the subject areas of English, History, Mathematics and Science. We also re-looked our attention on ICT e-pedagogy and rolling out iPads to staff and students throughout the first term of 2013. In addition, the increased use of diagnostic data alongside a new reporting format completed a busy but fruitful year.

Student Wellbeing

Our approach towards student wellbeing was very much increasingly informed and influenced by up-to-date research. The College Wellbeing Team attended professional development at the CEOM, delving into all aspects of the Social and Emotional Learning (SEL) Program. Consequently the College efforts were focused on student self-management and positive relationships. To fully enhance the effectiveness of the scheme, the College held a Parent Education Evening which, in effect, introduced the core aspects of SEL in how it is applicable and helpful to the parent-daughter relationship. A key element of the student wellbeing program this year has been the increased use of the Student Counsellor in presenting and running pastoral programs for both staff and students – this has been a vital complement to the overall program. Finally, the Year 9 cohort this year was introduced to the notion of ‘Art Therapy’, allowing students to express themselves through the mediums of Art and Textiles.

Leadership and Management

The School Improvement Framework surveys provided some direction towards school management this year, with an increased focus on clarity and communication. In addition, the Leadership Team undertook a Peer Coaching Approach with middle managers. Leadership this year also commenced learning walks and reviewed the ARM process and procedure. Financial management was also a focus with the Leadership Team becoming increasingly skilled within this crucial area. Existing College policies and procedures were also systematically reviewed. Learning spaces were refreshed or re-designed with significant work improvements to the College Hall and various classrooms and corridors. The outdoor environment was similarly addressed, with a new mural, new furnishings and new College perimeter fence.

Community

The Parents and Friends’ Association donated over $4000 to be spent on outdoor settings, providing modern spaces for the students to enjoy their recess or lunch. In the first term, our association with the local primary schools was further strengthened by mutual visits and collegial dialogue. The VCAL students also played an integral part in assisting the primary schools with their sporting programs and days. As a College our commitment to girls’ education is steadfast and this year has witnessed our joining of the Girls’ School Alliance. The community service of the senior students saw visits to local Aged Care Centres and the generosity of the College as a whole recognised our place in the global community with proceeds to Project Compassion.
"Let in the Light" was our 2012 theme for Sacred Heart College Kyneton. This has been a year where we have seen the ongoing development of our students as they strive to their true potential. ‘No one lights a lamp and hides it in a clay jar or puts it under a bed. Instead, they put it on a stand, so that those who come in can see the light,’ Luke 8:16.

The College has embarked on mapping a Master plan for our foreseeable future needs and facilities to enhance student learning in the 21st century. At the heart of these preliminary plans is a senior wing, focusing on the theme of Careers and Enterprise. This building will be symbolic of a new era of teaching and learning as we pursue our theme: ‘A vibrant learning environment where students thrive’.

2012 saw the completion of our School Improvement Plan for 2013–2016. In the Leadership and Management sphere we are striving to build a learning culture that is underpinned by supportive, distributed leadership, role clarity and staff engagement. We are working toward building leadership capacity at all levels and at the same time reviewing the current leadership structure. We have made a commitment to the professional learning and faith formation for all staff and strive to enhance the Catholic identity of the school. Whilst the Building Master Plan remains in its formative stages other significant developments are in progress around the College, including the new cafeteria and performance space.

**Education in Faith**

The work of educating students in a Mercy context in the Catholic tradition continued across the course of the year with the strengthening of existing programs and the introduction of new initiatives. Year 11 and 12 retreats were highlights for those year levels with our chaplains celebrating the sacraments of Reconciliation and Eucharist with the students at each retreat.

The Mercy@Work program gained strength during 2012 via Celebrating Diversity, Justice and Service, Student Representative Council, Peer Support and Sacred Earth. Each of these Mercy@Work groups contributed to a whole school assembly and participated in a number of key projects within the college community.

The College invited interested parties to assist with the establishment of a Sacred Heart College Religious Education Bursary. Generous donations were received by a number of college associates. This Bursary is awarded to a student who, ‘has shown excellence in Religious Education and who has applied for enrolment at a Catholic Tertiary Institution, in order to assist with their studies.’

Students attended the Seeds of Justice sessions in Melbourne and the Young Mercy Justice Tree conference in Adelaide. The college supported the Victorian Aboriginal Child Care Association, (VACCA) and was invited to visit the centre to hear members of the organisation speak about their work at the centre. It is hoped that a more permanent partnership can be forged with the urban Aboriginal community of Melbourne through this link.

**Learning and Teaching**

We welcome our new Deputy Principal, Filina Virgato to the College, as we endeavour to maintain our focus on student centred learning, developing a strong culture of learning, optimal student outcomes and purposeful learning in the context of our learning community. Our Secondary Literacy Improvement Project (SLIP) team maintains momentum with increasing numbers of students experiencing explicit literacy instruction, whilst the Change2 team is working closely with Curriculum Forward Planning to explore, investigate and tease out Contemporary Learning, via this CEO sponsored program. Teachers are beginning to feel the benefits of working in Collegiate teams where sharing practice is proving to be a rejuvenating and refreshing form of professional learning. It is expected that increased focus on peer observations and peer coaching and mentoring will further uplift and support staff in their endeavours.

The College’s first ever Open Twilight Evening was a great success, providing the opportunity to showcase all of its curriculum achievements including Year 8 Portfolios, Year 9 Expo, Music and Drama performances, Artistic displays and dynamic, interactive Learning Area activities and displays. Through its Learning Strategies, Careers and Student Wellbeing Departments, the college continues to provide for the diverse and broad needs of its students.

**Student Wellbeing**

The College continues to ensure that our students have a great sense of connectedness with their school, as well as having opportunities to experience real leadership. Restorative practice continues to underpin student wellbeing, with students and staff, new to the College, being inducted into the College Justice Policy with its basis on Restorative Practices.

The College Wellbeing Team has strengthened the programs relevant to the transition from Primary to Secondary School life. The College continues to be further enhanced with pastoral enrichments emanating for students within their respective Year Levels. This is evident in the College’s involvement in the following pastoral programs: Schools as Core Social Centres (SACSS) across all Year levels; Peer Support between Years 7 & 10; Solving the Jigsaw for Years 7 and 8; Live:Life at Year 8; Four Rooms of Change in Year 9 and Fit To Drive for Years 10 to 12, are all programs designed to increase student engagement in the classroom.

**Community**

The 2012 School Review process has highlighted many achievements in the area of community, as well as identifying future goals and mapping strategies to achieve them.

Strategies and actions for 2013 are not about establishing and implementing, but rather enhancing the good relationships that exist in so many areas. Fundamental to the philosophy of ‘Community’ is that Sacred Heart College, while it is ‘is a community in its own right, it also exists and operates within a community’. We will achieve our goals by nurturing goodwill and strong relationships on both levels.

Sacred Heart College Kyneton continues planning for our 125th Anniversary in 2014. Preparation is well under way with the side chapel restored to the main Chapel. The history of the College is being collated to produce a book that will reflect this rich Mercy story.

We pray that the virtues and values of Catherine McAuley hold us all in good stead as we embrace this exciting future. In the words of Catherine McAuley:

“If the love of God really reigns in your heart, it will quickly show itself in the exterior.”

Catherine McAuley (1778–1841).

Craig Holmes
Principal
Learning and Teaching

During 2012 the College continued to focus on the implementation of 21st century learning principles. This included the use of higher order thinking skills and digital technologies in the classroom. The iPad program in Year 7 and the open plan of the Mansfield Learning Centre made significant contributions to the learning and teaching program at this level and compelled us to refurbish the learning areas to be used by Year 8 students in 2013. The iPad program was extended into Year 8 in 2013.

In response to extensive research into gifted and enrichment principles we developed a program which came to be called the P.L.A.Y. (Personalised Learning Accelerated Years) as well as an aspirational program for Years 7–9 entitled ASPIRE.

During 2012 the College prepared for the introduction of the Australian Curriculum by undertaking significant curriculum reviews and reforms in Year 7 to 10 English, Mathematics, History and Science.

An increased number of students undertaking the VCE received an ATAR score over 90 and our Dux received a score of 99.15. 15% of VCE students received an ATAR score over 85 compared with 15.26% in 2011.

Our students studying for the VCAL certificate were highly rated through external quality assurance.

Student Wellbeing, Building Relationships, Pastoral Care

Students of Mount Lilydale Mercy College appreciate the importance that is attached to ‘belonging’ to their school. This message is given to students by staff and senior students in assemblies and daily interactions. Students show that they have received this message with record numbers applying for the wide range of co-curricular and leadership activities on offer at the College. Students seeking appointment to senior leadership positions in Year 12 speak strongly of the value of being committed to ‘their school’.

The student leadership program continues to grow within the College with greater responsibility and support being given to students in Years 7–9 in particular and large numbers of students continuing to volunteer for Peer Support Leadership and Yellow Ribbon Ambassadors in Years 10 and 11 respectively.

The Student Wellbeing Team strongly supports a restorative justice approach to behaviour management. Such an approach fully supports Mercy spirituality and the belief that compassion, forgiveness and encouraging students to take responsibility for their behaviour are key elements of our College community.

Management – Resources

Construction of the Our Lady of Mercy Chapel dedicated as a memorial to Old Collegians was completed in August 2012 and Archbishop Denis Hart consecrated the building on September 21. Late in the year, work of refurbishing the classrooms in the St Gertrude Power Building commenced. This brought ten classrooms into the 21st Century and provided Year 8 students of 2013 with facilities similar to those they had used in the Mansfield Learning Centre. Refurbishments and improvements to the grounds and buildings continued during 2012. These, combined with the purchase of new equipment, helped students maintain their sense of pride in ‘their school’. The Annual Financial Report indicates a strong outcome for 2012, especially taking into account that we did not have to borrow funds for the Chapel or the refurbishments in the Power Building.

School Community

The Parents and Friends Association and the Organisational Skills Parent Group remain active and the Advisory Council and its Advisory Groups on curriculum, policy, building and finance provide opportunities for parents, students and staff to be involved in key decisions. Parents and Carers have strongly supported Academic Award Ceremonies, Information Evenings and the Student Progress Interviews.

Special Persons’ Day was once again an outstanding success and gave students the opportunity to show their school to a person or persons who are important in their lives.

The Old Collegian Association continued to develop in a positive manner during 2012. In addition to Newsletters being distributed to all past students and staff whose names are on our data base, the Association also helps special functions to strengthen bonds with the community such as the Business Breakfast and the inaugural Gala Dinner to induct the first group of Old Collegians into the Mercy Honour Roll. The Mass for Deceased Old Collegians has now become an annual event in the College calendar.

Bernard Dobson
(Principal 1999–2012)

The end of 2012 saw the College community farewell Mr Bernard Dobson who retired after forty six years in education, the last 14 of which was as Principal of Mount Lilydale Mercy College. At their final assembly the students recognised him as a man of faith who can be remembered for his love of God and the countless acts of generosity that he performed. As a leader within our community he can be very proud of his legacy and our College will benefit for many years to come because of his great work. We wish Bernard and his wife Kath every best wish and God’s blessing as they embark on their new adventures.

Phil Morison
Principal
St Joseph’s College, Mildura

Students have access to state of the art facilities in areas that have been identified as a local skill shortage.

St Joseph’s College, Mildura is experiencing a period of sustained growth and student numbers exceed 900 for the first time in our history. We continue the implementation of our School Improvement Goals and there is a great energy in the College.

Education in Faith

Our focus this year related to a stronger expression of Catholic identity in communications.

A more focussed thematic approach was chosen for College Assemblies. Each of the eight key values of our Vision and Mission statement has been chosen for assemblies throughout the year as appropriate to the circumstances, (“Community” for the first assembly and “Compassion” during Lent). These values could then be further unpacked by the College Captains as themes within the prayers and in the general presentations so as to enhance the shared vision and goals of what it means to be a part of a Catholic School within the Mercy tradition.

It is important to connect the work and purpose of the College with the message of the Gospel. It was felt that the newsletters should be a source of evangelisation and reflection as well conveying a snapshot of school life. There is a prayer, discussion or comment on the Gospel for the coming week and a reflection. The reflections aimed to connect the message of the Gospel with events occurring within the life of the College at the time. Prayer is provided on the student bulletin each day.

Efforts were made to ensure that the prayers are relevant and appropriate to the students. As Catherine said “in order to study Jesus Christ, you must render yourself familiar with his meekness, patience, forbearance, charity in word and work, contempt of all earthly distinction, sincerity, obedience, love of prayer, humility, conformity.” (The Little Book of Catherine of Dublin.)

Student Wellbeing

St Joseph’s College has continued to move forward in an effort to enhance student wellbeing. As our school continues to expand we introduced a new house called Mackillop for 2013. This will enable us to keep house and homeroom numbers low therefore assisting us in continuing to form meaningful relationships with all students at the college.

We are continuing our application to become an accredited Mind Matters school. As part of this process we have introduced a new student leadership opportunity as a Mind Matters leader to assist in promoting health and wellbeing around the college. We have also joined the government initiative Healthy Communities program to assist in promoting good health not only at school but in the community. As part of this program we are working not only with other schools in the area but local council, businesses and community groups. We hope this will improve health outcomes for the Sunraysia community and strengthen our community relationships.

School Community

Our College Advisory Council took on a new look for 2013 as a number of long serving members decided to end their association. We acknowledge the dedication of each of these past members, and make a special vote of thanks to the retiring chairperson, Mr Chris Ellis. Extending more than three terms, Chris has brought great insight and compassion through his leadership. Chris continually looked for opportunities for the Advisory Council to further the interests of the College and projects, such as the Inspiring Alumni Evening, are a result of this endeavour. We were very pleased that Mrs Suzanne Watt agreed to accept the role of chairperson to provide an element of continuity and we feel very lucky to retain Sr Madeleine Fox as our Mercy Education representative and number one supporter.

One goal of our SIF challenges us to better communication with our community. Sr Rosemary and Sr Caroline are doing an amazing job in outreach as Home-school Liaison Officers and we are looking to social networks to supplement existing communication methods.

Learning and Teaching

As a result of our 2011 School Improvement Framework review, we began a focussed professional development program looking at differentiation and engagement in 2012 with Glen Peersall and continuing with Anna Bennet at the start of 2013 looking at feedback. These components (differentiation, engagement and feedback) are central to the school moving forward and improving the learning outcomes of our students.

The next major step with regards to the professional development will be for targeted members of staff to undertake professional development on instructional leadership based on the writings of Charlotte Danielson. Our Year 8 Active Learners Program has continued to develop in a way that not only engages the students but provides opportunities for the students to learn in a non-traditional setting. We are already seeing some data to suggest there have been benefits in terms of engagement. Domains have commenced to update curriculum based on AusVELS, which is a busy but exciting process for the teachers involved.

One of the most exciting developments over the last 12 months has been the integration of SIMON Learning Areas into the organisation and feedback loop for teachers, students and parents (via Parent Access Module), which creates a more meaningful and immediate communication medium for all involved. The more informed all parties are the better the chances that the school can improve the learning outcomes of all students.

Leadership and Management

The Riverside Trade Training Centre finally opened in February after almost five years of planning. This facility comprises part of the Mildura Region Trade Training Centre and was funded by the Australian Government as part of the Trade Training Centres in Schools program. The Riverside TTC is delivering Certificate II in Hospitality and Certificate II in Hair and Beauty. As part of this development, the College seized the opportunity to upgrade the domestic kitchen for the teaching of Food Technology. Students have access to state of the art facilities in areas that have been identified as a local skill shortage. In March, we formally opened the refurbished building in the presence of the Mayor and others interested in this initiative. Year 7 students, Esperance and Rinaldo, planted a vine as a symbol of new beginnings and future productivity.

Darren Atkinson
Principal
In 2012 there were many privileged and generous experiences of joie de vivre at OLMC. Events such as Mercy Day, the Athletics and Swimming carnivals, the Frayne Festival, the Celebration Concert at the Melbourne Recital Centre, the SRC Dare2Donate initiative, the College musicals and numerous performing arts, visual arts and sporting occasions all contributed to a rewarding year for students and staff.

The year also saw the introduction of several value-adding initiatives and the achievement of ‘milestones’ in some of our ongoing programs. We attest to being a community with ‘a passion for learning’ and in 2012 we worked hard and successfully to uphold this proclamation.

Education in Faith
Following a series of pilot programs and evaluations over three years, the Meditation Program became a core component of the RE curriculum across all year levels. We believe that this program is not only enriching students’ prayer experiences but contributing to reduced anxiety, stress and frenetic activity.

The College is always seeking to give expression to the Mercy story and to grow and develop its community engagement...
To capture 12 months of the St Brigid’s ‘learning experience’ in less than 1000 words is challenging. Nevertheless, there is clear evidence of: strengthening community life, at the local, national and international levels; creative refurbishments that shape global perspectives; national Mercy associations that facilitate exchanges in understandings and the value and practice of service learning; the Junior School meeting international standards for the first time while the Middle School being formally validated for maintaining rigorous world standards; very pleasing academic and non-academic results across the College; and culturally diverse learning. Some of this evidence follows.

The last twelve months has seen our community begin to benefit from closer collaborations from 3 year old Kindergarten to Year 12 facilitated by the College’s new One World Centre. In particular, within this impressive white building, our dynamic Learning Plaza (library) is drawing together more and more people not just to read and research, but also, to build, to dance, to discuss, to discern careers, to play, to watch chickens grow and to write stories that will be published for everyone to read.

The Learning Plaza has also been the centre for workshops for both staff from regional schools and parents through the ‘Parents on Board’. The latter is a well-supported programme facilitated by the Team Leader (Learning Plaza) designed to enhance understandings and skills, build confidence and so empower parents across the three sub schools.

The refurbishment of our Global Learning Village 7, the new home for our incoming Year 7 students has eased their transition into the Middle School. Visitors to these learning spaces are confidently welcomed by engaged and highly motivated students who are bursting with enthusiasm for learning and their interesting learning spaces that have ‘disappearing walls’. During the year these students compiled various stalls in a ‘travel expo’ during which visitors were invited to ‘go around the world in 80 minutes’. On a similar large-scale production, these spaces also helped students bring the Ancient Worlds of China, Greece, Rome and Egypt to life during the College’s annual exhibition. These cross-curricula learning opportunities enable students and visitors alike to marvel at humankind’s cultural, intellectual, political, social, agricultural, technological and religious development and so have the potential to contribute to global perspectives.

St Brigid’s College expanded national associations made possible through Mercy Education Ltd enable us to continue to inspire and be inspired by Mercy stories. We can now reinterpret our shared mercy tradition in meaningful ways for our community with the benefit of multiple perspectives of our sister schools. To this end, service learning continues to be embedded in the expectations we have of ourselves. For the first time in 2012, we were delighted that a staff member from our Mercy sister school in Coburg joined our annual pilgrimage to Cambodia, a precursor we hope for staff and students from both our Colleges raising awareness and funds to support the good work being done to help meet the needs of the poor in this country.

The year 2012 marked the College’s authorization as an International Baccalaureate Organisation (IBO) World School for the Primary Years Programme in the Junior School. Of particular joy in receiving inspectors’ comprehensive written and verbal reports were the high commendations made of the exemplary teaching/learning that is taking place in our early learning years. More broadly, our community celebrated becoming the first Catholic primary school in Western Australia to have attained these world standards.

At the same time, after a thorough evaluation of Middle School policies, procedures, practices and student outcomes a report by IBO representatives validated the College’s Middle Years Programme as continuing to meet world standards after five years. Once again, our community had worked hard and so rejoiced in this recognition of world good practice. All this, while embedding the first phase of the Australian Curriculum and the National Quality Framework for Early Learning Years, testifies to the commitment of many to providing the best for our children and young women and as a community working towards making the world a better place.

Transitioning outcomes of the Class of 2012 continued to be fair and just. 100% of the Class of 2012 met State graduation criteria, with the College Dux achieving an ATAR of 96.95. Of 51 students of Vocational Education and Training (VET), 88.24% achieved at least one Australian Quality Framework Certificate II or higher. Students’ results in English, Literature, Accounting & Finance, Geography and Drama were identified as among the best in Western Australia.

A number of girls from our graduating class were awarded prestigious scholarships to various universities, including the Stoklland Ervin Graf Scholarship and the George Alexander Foundation Scholarship to study Law, Politics and International Studies. 77% of the cohort received their first preference offer for a place at a public university. Additional places were accepted for the Catholic University of Notre Dame and subsequent rounds of offers to public universities. A total of approximately 95% of students who applied for university were successful.

The College Arts saw a renewal in 2012, with more participants and perhaps our most successful achievements in the Western Australian Catholic Schools’ Performing Arts Festival, with fifteen Honourable mentions and three Certificates of Merit. Further, the College swimming squad was once again identified as the best in the A-Division of the interschool carnival, taking home outright two trophies and ‘sharing’ the third trophy with one of our sister schools.

As we approached the end of 2012 and after months of preparations, successful enrichment tours were conducted to Germany, England, Spain and Italy. As with other cross-curricula learning opportunities conducted throughout the year around the College, these tours enhance understandings and appreciation of cultural and geographical differences, shared histories of people and the interdependence of people and resources around the world.

Therefore, we deem the past 12 months to have been productive in many different ways. We have been courageous, honest in our endeavours, inclusive and our thankfulness is expressed through our developing sense of service and advocacy especially for those whose voices may not be heard. We are quietly confident that Catherine would be pleased!

Amelia Toffoli
Principal
As the first term of Santa Maria College’s special 75th Anniversary Year draws to a close, it is opportune to spend time reflecting on some of the highlights of the past twelve months which bear witness to our two Mercy values of Service (2012) and Excellence (2013) which we have focused upon.

Education in Faith

Our annual College Opening Mass, attended by three past College Principals and representatives from Mercy Education was a wonderful way to commence the 75th Anniversary celebrations this year. We were particularly honoured that twenty-five Sisters of Mercy were able to attend. The College Community celebrated the Eucharist together, and, in doing so, gave thanks for the work of the Sisters of Mercy in establishing such strong foundations for a place of learning, that throughout the past seventy-five years, have maintained the values of Catherine McAuley.

It is a delight to see the Mercy charism alive in the College in a practical way through so many of the girls’ activities and initiatives. Our Strive8 Social Action projects, Young Mercyies Service Group, Project Compassion and Mercy Day fundraising efforts to support Mercy causes locally, nationally and internationally are just a few examples where every year the girls are able to make a positive difference or contribution to the lives of others.

The range is impressive and certainly shows students reaching out to diverse areas of need in the community.

The inaugural Girls 4 Girls Education Day launched in May last year was a new initiative. Building on a smaller appeal to raise funds for a Malawi community in previous years, the G4G Education Day has broadened the appeal to raise funds for a Malawi community in previous years; that of a 1:1 laptop program for all the Junior School students. The girls also raised funds through their own fundraising initiatives to support the G4G Education Day.

The Girls 4 Girls Education Day has provided a wonderful platform for students to come together to fundraise and learn about other people’s experiences and the importance of education in a global context.

Student Wellbeing

The key initiative in this area has been the introduction of our Mercy Wellbeing Program for Year 10 students. In January 2012, Head of Senior School, Mrs Carol Bell, attended a five day Positive Psychology Conference. The training was based on the PERMA model of wellbeing – Positive Emotion, Engagement, Relationships, Meaning and Purpose and Accomplishment. Carol has subsequently trained ten staff to make up the Santa Maria College Positive Education Team who have commenced delivering this program. Our hope is that by being proactive we can better enable our Year 10 students to make the transition from Middle school to Senior School and help them manage the demands of school life and indeed all areas of their lives. We aim to extend this program to all Year groups over time, within the College Pastoral Care Program. This program already complements the Junior School Bounce Back Program and the Middle School Balance Wellness Program and has strong synergies with the College’s faith-based education program and Mercy values.

Learning and Teaching

The academic results for our Year 12 cohort were very similar to 2011. One of the highlights was the total number of students who received an award. At 32, it put Santa Maria College in third place amongst all West Australian schools for the number of students in a school who received an award. These awards were spread amongst both ATAR and ACCESS students and had a good representation of boarders.

One important aspect of our ACCESS program is Workplace Learning where students gain valuable training “on the job”. In 2013 the College has taken over all aspects of Workplace Learning, including the liaison with employers willing to take girls from Santa Maria into their workplace, bringing both cost efficiencies to the College and program benefits to the girls.

Comencing in 2013 a number of significant curriculum changes have occurred in the Senior School to provide opportunities for our Senior girls to develop independence, resilience and greater responsibility for their learning and better prepare them for tertiary education. Year 10s have been provided more choice to support academic transition for students as they progress through Years 10–12 and beyond.

This year the College has implemented a number of initiatives designed to support teachers in the development of their skills and knowledge. Colleagues from across learning areas have partnered up to observe each other’s lessons and to offer meaningful feedback. Students were also invited to complete an online survey to provide teachers with feedback on their performance. The objective of these surveys is to value the student voice in providing meaningful feedback for teachers to reflect on, in order to improve their practice.

A number of student focus groups designed to explore the characteristics of effective teaching were also held. Other initiatives to encourage professional conversation between teachers include Classroom 2.0, an after school forum where teachers share ideas and strategies; and the Graduate Teacher Program, a year-long program for those teachers in the early years of their career.

Community

The College’s 75th Anniversary Celebrations, which commenced so fittingly with our Opening Mass and the blessing our new Mercy Cross, was followed by a Staff Cocktail party held in the Mercy Community Room. This provided a wonderful opportunity to renew acquaintances and, for many of the 86 former staff members who attended, to tour the College and view our outstanding facilities.

A Virtual Tour showcasing the College’s amazing panoramas, beautiful facilities and grounds was created for our website in 2012. Work is already underway on the design phase of a new four storey building where two levels are devoted to science, construction of which will commence later this year. Our Guest speaker for this year’s International Women’s Day Assembly, Western Australian Chief Scientist, Professor Lyn Beazley, has offered to assist our architect, science staff and other key stakeholders to “fine tune” these modern teaching spaces and ensure the College has state-of-the-art science facilities which will benefit students for many years to come.

Ian Elder
Principal
During 2012 Emmanuel College celebrated 140 years of Catholic Education in Warrnambool and 140 years since the foundation of the ‘mother’ school – St Ann’s College, which united with Christian Brothers College in 1991 to form Emmanuel College. A spirit of celebration permeated school events throughout the year and an attitude of pride in the school’s achievements, both past and present, was evident and reflected in liturgy, events, community gatherings and publications during the year.

In 2012 School Improvement Framework (SIF) reviewers Graeme Meadows and Kerryn McGuiness completed the four-year review of the College and supported the College to develop its School Improvement Plan. The reviewers noted the significant growth of the school and the efforts to develop all areas of the school to support increased enrolments.

The key overarching strategies identified by the Review for Emmanuel College were:

• To embed a culture of ambition by aiming high and encouraging enterprise and outcomes;
• To build the leadership capacity amongst staff, especially developing leaders’ capacity as educational leaders;
• To build staff capacity to engage students in the highest quality learning activities;
• To ensure students are consistently engaged in meaningful activities and there is a strong whole school focus on student self-reporting, challenge and providing students with effective feedback; and,
• To build teamwork at all levels.

The College will continue to be guided by these overarching goals, identifying the way forward through its Annual Action Plans.

Professional development adopted a new approach with staff beginning to build personalised Professional Learning plans that included peer appraisal linked to Annual Review Meetings.

The ongoing growth in enrolments necessitated that the College invest in a Building and Infrastructure Master-plan. By the middle of 2012 the first stage of the College Master-plan was nearing completion allowing for its official opening on 23 October 2012. This first stage consisted of ten general-purpose learning areas in a single block, giving rise to the Goold Building, named after Bishop Goold, a strong advocate and supporter of Catholic education in Warrnambool. Completion of the Goold Building is the first step towards development of the Goold Junior School Campus. Once the Goold Building was completed the initial planning commenced on the Multi Purpose Hall, stage two of the master-plan. The Hall is a key component of the master-plan as it will enable the whole school to gather under cover for a variety of purposes as well as provide facilities for an extensive range of sports, physical education and outdoor education classes. The new Hall will be a landmark building and will become a central gathering and meeting space for the school and the school community.

During Term Four technology consultants RTG were engaged to review ICT provision at Emmanuel College and make a recommendation about the preferred portable learning device for Year nine students in 2013. Following consultation with staff and students, RTG recommended the Apple MacBook Air and this device was subsequently purchased using the final DER instalment and distributed to students. RTG was further engaged to work with the school in 2013 to oversee the rollout of the new learning device, to provide training to the teaching staff and the ITC technical staff, to extensively review and advise the school on ways to enhance its ICT infrastructure to support an increased number of portable devices operating wirelessly within the school and to advise the school on ways to seamlessly incorporate ICT into the school’s teaching and learning program. The introduction of new laptops will begin a significant cultural change around the use of and engagement with technology within the teaching and learning program of the College.

Year 7 enrolment at Emmanuel College was 224 with an overall enrolment of 1224. This represents a five percent growth on the previous year. The 2013 school year has begun with an enrolment of 1262. Retention rates were good across all year levels in 2012 with a slightly improved retention rate at the beginning of 2013. 157 students undertook either VCE, VET and/or VCAL with all 157 successfully completing their course of study. The VCE class of 2012 performed well in final examinations with the College achieving a median of 31. The dux of the College was Edward Sinnott with an ATAR score of 98.5. Of the 155 students who applied for tertiary places 87 percent received a first round offer, and 96 percent of those receiving one of their top three preferences.

On 19 January 2013 after ten years of committed and dedicated service, Philip Morison concluded his duties as Principal of Emmanuel College and relocated to Mount Lilydale Mercy College, Lilydale as Principal. At the same time I commenced as the sixth Principal of Emmanuel College. The transition has been a busy but smooth one in which a high level of support has been received from the Board of Management, the staff of the College and the extended College community. I look forward to working with all those involved in the Emmanuel journey to continue the Emmanuel story and strive to make a good school a great school.

Peter Morgan
Principal
### Institute Owned Schools

<table>
<thead>
<tr>
<th>School Name</th>
<th>Students</th>
<th>Staff</th>
<th>Religious</th>
<th>Head Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mercedes College, Perth</td>
<td>Students = 985</td>
<td>Teaching = 81</td>
<td>Religious = 1</td>
<td>150 = 116.1 FTE</td>
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<tr>
<td>Academy of Mary Immaculate, Fitzroy</td>
<td>Students = 647</td>
<td>Teaching = 55</td>
<td>Religious = 1</td>
<td>90 = 70.8 FTE</td>
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<tr>
<td>Sacred Heart College, Geelong</td>
<td>Students = 1,370</td>
<td>Teaching = 107</td>
<td>Religious = 0</td>
<td>155 = 128.7 FTE</td>
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<tr>
<td>Catholic College Bendigo, Bendigo</td>
<td>Students = 1,925</td>
<td>Teaching = 166</td>
<td>Religious = 3</td>
<td>267 = 254.3 FTE</td>
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<tr>
<td>St Aloysius College, North Melbourne</td>
<td>Students = 503</td>
<td>Teaching = 45</td>
<td>Religious = 0</td>
<td>59 = 54.5 FTE</td>
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<tr>
<td>Sacred Heart College, Kyneton</td>
<td>Students = 793</td>
<td>Teaching = 68</td>
<td>Religious = 0</td>
<td>112 = 92.8 FTE</td>
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<tr>
<td>Mount Lilydale Mercy College, Lilydale</td>
<td>Students = 1,477</td>
<td>Teaching = 116</td>
<td>Religious = 1</td>
<td>181 = 156.4 FTE</td>
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<tr>
<td>St Joseph’s College, Mildura</td>
<td>Students = 911</td>
<td>Teaching = 77</td>
<td>Religious = 2</td>
<td>127 = 107.1 FTE</td>
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<tr>
<td>Our Lady of Mercy College, Heidelberg</td>
<td>Students = 1,132</td>
<td>Teaching = 97</td>
<td>Religious = 0</td>
<td>134 = 119.6 FTE</td>
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<td>St Brigid’s College, Lesmurdie</td>
<td>Students = 1,285</td>
<td>Teaching = 88</td>
<td>Religious = 0</td>
<td>146 = 132.1 FTE</td>
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<tr>
<td>Santa Maria College, Attadale</td>
<td>Students = 1,186</td>
<td>Teaching = 102</td>
<td>Religious = 1</td>
<td>179 = 155.1 FTE</td>
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<tr>
<td>Enmanuel College, Warrnambool</td>
<td>Students = 1,262</td>
<td>Teaching = 96</td>
<td>Religious = 0</td>
<td>164 = 137.3 FTE</td>
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### Co-sponsored Schools

<table>
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<tr>
<th>School Name</th>
<th>Students</th>
<th>Staff</th>
<th>Religious</th>
<th>Head Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enmanuel College, Warrnambool</td>
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<td>Religious = 0</td>
<td>164 = 137.3 FTE</td>
</tr>
</tbody>
</table>

**Emmanuel College, Warrnambool**

- **Students**: 1,262
- **Staff**: Teaching = 96
- **Religious**: 0
- **Head Count**: 164 = 137.3 FTE
Financial Snapshot for 2012

Recurrence Income

- Tuition Fees: $47,645 (32.0%)
- Other Private Income: $8,879 (6.0%)
- Government Grants: $92,570 (62.1%)
Total Recurrence Income: $149,094 (100.0%)

Recurrence Expenses

- Salaries and on-costs: $101,750 (68.2%)
- Curriculum: $11,416 (7.7%)
- Other Recurrence Costs: $28,398 (19.0%)
- Transferred to Capital: $7,530 (5.1%)
Total Recurrence Expenses: $149,094 (100.0%)

Capital Income

- Fees: $9,894 (36.6%)
- Grants, Donations, Other: $3,506 (13.0%)
- Capital Loans: $6,091 (22.5%)
- Funds Transferred from Recurrence: $7,530 (27.9%)
Total Capital Income: $27,021 (100.0%)

Capital Expenditure

- Loan Repayments: $4,975 (18.4%)
- Capital Expenditure: $21,130 (78.2%)
- Transfer to reserves: $916 (3.4%)
Total Capital Expenditure: $27,021 (100.0%)

Important Note: Mercy Education Ltd has filed a detailed, audited Special Purpose Financial Report with ASIC. A copy of the Special Purpose Financial Report is available from our website www.mercyed.org.au. 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.
## MERCY EDUCATION 2013
### COLLEGE ADVISORY COUNCIL MEMBERS

<table>
<thead>
<tr>
<th>College</th>
<th>Chair</th>
<th>Principal</th>
<th>Mercy Education Nominee</th>
<th>Council Member</th>
<th>Council Member</th>
<th>Council Member</th>
<th>Council Member</th>
<th>In attendance:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mercedes College, Perth</td>
<td>Mr John Pereira</td>
<td>Mrs Sheena Barber</td>
<td>Ms Kirsten Morris</td>
<td>Mr Ian Barter</td>
<td>Ms Freda Crucitti</td>
<td>Dr Sue Byrne</td>
<td>Mrs Kerrin Girando</td>
<td>Ms Chris Kelly</td>
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<tr>
<td>St Aloysius College, North Melbourne</td>
<td>Mr Rick Wight</td>
<td>Ms Mary Farah</td>
<td>Ms Regina McNamara</td>
<td>Mr Robert Coltrona</td>
<td>Ms Pauline Acton</td>
<td>Mrs Lysette Hannah</td>
<td>Mr Damian Nippard</td>
<td>Ms Katherine Williams</td>
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<tr>
<td>Sacred Heart College, Kyneton</td>
<td>Mrs Rosemary Scarlett</td>
<td>Mr Paul Strang</td>
<td>Ms Craig Holmes</td>
<td>Ms Rita Cima (Martin)</td>
<td>Mrs Yvonne Pearce</td>
<td>Mr Brian Reed</td>
<td>Dr Timothy Lightfoot</td>
<td>Ms Adrian Fuller</td>
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<tr>
<td>Mount Lilydale Mercy College, Lilydale</td>
<td>Mrs Marianne Birchnell</td>
<td>Mr Gerard Wright</td>
<td>Mr Phil Morison</td>
<td>Ms Leanne Abela</td>
<td>Mrs Yvonne Pearce</td>
<td>Mrs Brian Reed</td>
<td>Mr Matthew Stewart</td>
<td>Ms Lyn McGuinness</td>
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<tr>
<td>St Joseph’s College, Mildura</td>
<td>Mrs Suzanne Watt</td>
<td>Mr Tony Finn</td>
<td>Ms Vanessa Dyke</td>
<td>Ms Elise Perry</td>
<td>Mrs Petina Zappia</td>
<td>Mrs Michael Johnston</td>
<td>Ms Angela Battaglia</td>
<td>Ms Kathy Walsh (Development Office)</td>
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</table>

### Sacred Heart College, Geelong
- Chair: Mr Mark (Jack) Sheehan
- Deputy Chair: Mrs Louise Paatsch
- Principal: Ms Anna Negro
- Mercy Education Nominee: Sr Joan Wilson rsm
- Council Member: Mark Amenedor
- Council Member: Mr Stephen Fernandes
- Council Member: Ms Elise Perry
- Council Member: Ms Jenny Griffiths
- Council Member: Ms Suzanne Skidmore
- Council Member: Ms Veronica Fitzgerald
- Council Member: Ms Gail Perry
- Minute Secretary: Ms Angela Battaglia
- In attendance: Ms Kath Walsh (Development Office)

### Catholic College Bendigo, Bendigo
- Chair: Mr Martin Shkhill
- Deputy Chair: Ms Allison Bodinmar
- Principal: Mr Darren McGregor
- Mercy Education Nominee: Dr John Brock
- Council Member: Ms Margaret O’Rourke
- Council Member: Mrs Fiona Russell
- Council Member: Mr Paul Bowe
- Council Member: Mr Peter Mulqueen
- Council Member: Mr Greg Sheehan
- Minute Secretary: Mrs Alison Baker

### St Brigid’s College, Lemurdie
- Chair: Ms Angela Battaglia
- Deputy Chair: Mr Paul Bowe
- Principal: Mrs Kerrin Girando
- Mercy Education Nominee: Mr Robert Coltrona
- Council Member: Dr Sue Byrne
- Council Member: Mrs Kerrin Girando
- Council Member: Mr Mark Sleigh
- Council Member: Mr Peter Broun
- Council Member: Ms Paula Sgerza
- Minute Secretary: Ms Chris Kelly

### Academy Of Mary Immaculate, Fitzroy
- Chair: Mr James Baker
- Deputy Chair: Ms Anne Walsh
- Principal: Sr Mary Moloney rsm
- Mercy Education Nominee: Mr Bernard Dobson
- Council Member: Ms Dini Hester
- Council Member: Ms Debra Adams
- Council Member: Ms Anne Brown
- Council Member: Dr Timothy Lightfoot
- Council Member: Mr Adrian Fuller
- Business Manager – In attendance: Ms Lyn McGuinness

### Santa Maria College, Attadale
- Chair: Mrs Andrew Kite
- Deputy Chair: Mr Ian Elder
- Principal: Mr Steven O’Reilly
- Mercy Education Nominee: Sr Florence O’Sullivan rsm
- Council Member: Mr John Chorot
- Council Member: Mr Paul Strang
- Council Member: Ms Yvonne Urquhart
- Council Member: Mr Stuart Wade
- Council Member: Mrs Libby Wilkes
- Council Member: Ms Maureen Cittos
- Minute Secretary: Ms Lyn McGuinness

### Emmanuel College, Warrnambool
- Chair: Mrs Linda Wilkie-Bell
- Deputy Chair: Mr Peter Morgan
- Principal: Mrs Karen Jongebloed
- Mercy Education Nominee: Mr John Chorot
- Council Member: Ms Marie Mahoney
- Council Member: Mrs Anne Hoyle
- Council Member: Mrs Karen Jongebloed
- Council Member: Ms Rebecca Mott
- Council Member: Ms Anne Brown
- Minute Secretary: Mrs Tracy Aston

### Santa Maria College, North Melbourne
- Chair: Mrs Tania Rostan
- Deputy Chair: Mr Julie Ryan
- Principal: Mr Paul McEvoy
- Mercy Education Nominee: Mr Nicolas Subirberger
- Council Member: Mrs Annie Farell
- Council Member: Mr Stephen Dole
- Council Member: Ms Deborah Houston
- Council Member: Mrs Meredith Byrne

### Our Lady of Mercy College, Heidelberg
- Chair: Mr Pat Heagerty
- Deputy Chair: Mrs Tania Rostan
- Principal: Mr Julie Ryan
- Mercy Education Nominee: Sr Eileen Ann Duffy rsm
- Council Member: Mr Paul McEvoy
- Council Member: Mrs Annie Farell
- Council Member: Mr Stephen Dole
- Council Member: Ms Deborah Houston
- Minute Secretary: Mrs Meredith Byrne

### Mercy Education Nominee:
- Sr Berneice Loh
- Sr Eileen Ann Duffy
- Fr John Fitzgerald PPM
- Fr Lawrence O’Toole PPM
- Br Peter Richardson CPC
- Br Chris Meahl CPC

### College Governors:
- Sr Berneice Loh
- Sr Eileen Ann Duffy
- Fr John Fitzgerald PPM
- Fr Lawrence O’Toole PPM
- Br Peter Richardson CPC
- Br Chris Meahl CPC
You should remember that not to advance is to go back, and reflect each day what you can do more to attract God’s love and friendship than you did the day before.

Catherine McAuley