



**Brisbane  
Catholic  
Education**

teaching • challenging • transforming

# Annual Report

## 2022

# Table of contents

<b>Foreword</b>	<b>2</b>
<b>Our organisation</b>	<b>3</b>
About us	4
Governance	5
<b>Our year in review</b>	<b>8</b>
Catholic Identity	9
Learning and Teaching	10
Wellbeing	12
Our People	13
Diversity and Inclusion	15
Enablers	16
<b>Celebrations and awards</b>	<b>17</b>
Celebrations	17
Awards	18
2022 Excellence Award winners	19
<b>Finance overview</b>	<b>20</b>

**Cover image artwork:** A reproduction of the artwork of Child Protection Week BCE artwork competition winners Emilie Muller (graduate of St. Mary's College, Ipswich), Chelsea Newell (Year 5, Southern Cross Catholic College) and Mia Cloete (Year 3, St. Joseph's, Nambour)

**Header artwork:** A reproduction of the artwork Child Protection Week BCE artwork competition winner: Bonnie Herron (Year 8, St. Colomban's College)

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## Foreword



Welcome to the Brisbane Catholic Education Annual Report for 2022.

Since starting as BCE's 5<sup>th</sup> Executive Director in May, my role is one of stewardship, ensuring a safe, strong self-improving and sustainable Catholic education system for current students and future generations. During the year, I worked to build strong relationships and partnerships to ensure we are on track to achieving our strategic direction as set out in the *Brisbane Catholic Education Strategic Plan 2021 – 2025: Future Learning Communities*.

In its second year, we deeply embed the plan's five priorities – *Catholic Identity, Learning and Teaching, Wellbeing, Our People, and Diversity and Inclusion* - as our focus in our system wide delivery of teaching and learning at Brisbane Catholic Education. You can read more about these priorities from page 8 of the following report.

2022 began with COVID-19 outbreaks delaying the official start of the school year, and our school leadership teams, educators and BCEO staff showed their commitment in responding to the new requirements under the Queensland Government's Back to School plan. When the Queensland floods hit, the spirit of BCE was again demonstrated in the selfless, proactive and creative way our staff responded to guide our school communities. Despite early interruptions, we opened two new schools, primary school Star of the Sea School Merrimac on the Gold Coast and a secondary college in north Brisbane, Holy Spirit Catholic College Fitzgibbon.

Across our operational areas, we amplified our focus on safeguarding and student protection while fostering faith-filled learning communities in our schools. Safeguarding is a critical part of BCE's strategic plan and most importantly is essential to ensuring we provide a safe environment for children who engage in any school activity while in our care.

In our schools, the BCE STEM MAD finalists were praised at the STEM MAD National Competition, with All Saints Parish Primary School Albany Creek taking the top award in The Future is STEM Primary category and chosen to showcase their inventions at the STEM MAD National Showcase in Melbourne. On World Teachers' Day, we celebrated long-serving staff dedicating 40 and 50 years to BCE and acknowledged their combined 300 years of service, and in Catholic Education Week we congratulated Our Lady's College Annerley Campus Minister Kay Holmes who won the Spirit of Catholic Education Award 2022, celebrating the outstanding contributions of passionate educators within Catholic Education in Queensland.

In closing, I believe Brisbane Catholic Education is a place where every person is welcomed, and safe and feels proud to be transforming our future leaders and citizens. It is truly inspiring to be part of an organisation that lives and breathes its mission to teach, challenge and transform each day.

Looking to 2023, may we all be mission-centred, future-focused, life-giving and full of hope. Pope Francis (2020) said, "Let us not quench the wavering flame that never falters and let us allow hope to be rekindled."

*Sally Towns*

Dr Sally Towns  
Executive Director  
Catholic Education Archdiocese of Brisbane

# Fast Facts Snapshot<sup>1</sup>

## Our Schools



**146**  
Schools

**107**  
Primary

**28**  
Secondary

**11**  
P-12

## Our Students

### Student enrolments over the past 5 years

**2022** 76,442

**2021** 75,967

**2020<sup>2</sup>** 74,579

**2019<sup>2</sup>** 72,569

**2018<sup>2</sup>** 71,655

- **12.2%**<sup>3</sup> of students in the Archdiocese of Brisbane attend a Brisbane Catholic Education school
- **60.4%** of students identify as Catholic
- **31+** different religious faiths amongst students
- **9.7%** of students have a language background other than English
- **3.3%** of students identify as Aboriginal and/or Torres Strait Islander

## Our Employees



- **12,500** employees (headcount)
- **95.7%** of employees are school based
- **4.3%** of employees are office based
- **54.5%** of employees are teachers
- **110** employees per 1000 students (FTE, all BCE)<sup>4</sup>
- **84.0%** staff retention rate
- **73.1%** of staff in schools identify as Catholic
- **36+** different religious faiths amongst staff

1. Data as at Commonwealth Census date; 2. As previously reported in Annual Report 2020 and 2021; 3. Data as at State Census date (25/02/2022); 4. Does not include relief staff

## About us

Brisbane Catholic Education contributes to the development of young people through education, including their formation in Christian life, drawing on a contemporary Catholic worldview. We provide high quality learning and teaching for more than 76,000 young people enrolled in our schools and colleges and employ 12,500 staff, most of whom work in schools. Our boundaries stretch from Queensland's southern border, west to Gatton and Gayndah and north to Childers and Hervey Bay.

Our system structure — clusters of schools supported by an office — is one of our greatest strengths as it enables collaborative practices. By working together for our Vision through our Mission, we share knowledge, leverage our expertise, and promote a culture which enables each young person to grow and develop their full potential.

**Our Vision** is that we are a faith-filled learning community creating a better future.

**Our Mission** is to teach, challenge and transform through our service, support, and leadership for Catholic education in the Archdiocese of Brisbane.

**Our Values** include:

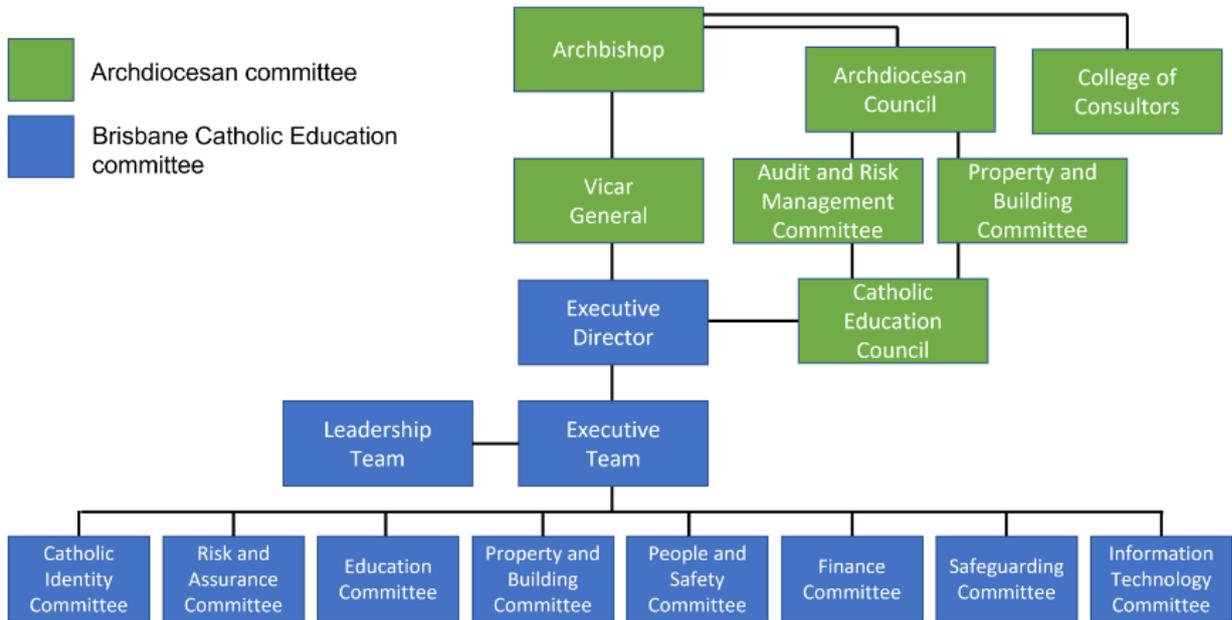
- Excellence – inspired by our Catholic tradition, strive for excellence
- Integrity – as witnesses to the Good News of Jesus Christ, act ethically
- Justice – as people of faith, foster respectful relationships, advocating for and empathising for those at the margins
- Hope – empowered by the Spirit, embrace the future with confidence.



## Governance

Good governance ensures we have effective and transparent processes in place for making decisions, demonstrating accountability, and meeting our civil, legal, and canonical obligations. Our governance structures – including policies, processes, systems, and structures – enable us to meet our responsibility for the administration and management of all Archdiocesan and parish schools in the Archdiocese of Brisbane.

Brisbane Catholic Education’s governance committees assist the organisation to discharge its responsibilities through transparent decision making and contributes to efficient and effective governance.



### Catholic Education Council

Under the leadership of Chair Mrs Jenny Parker, the Catholic Education Council acts as an advisory body to the Archbishop and Brisbane Catholic Education, and:

- provides advice on the responsibilities, policies, and priorities of Brisbane Catholic Education
- monitors policy implementation in schools for which Brisbane Catholic Education is responsible and where appropriate, policy regarding religious education in Religious Institute schools
- provides oversight of policies, procedures, and systems to safeguard assets, ensure accuracy and reliability of records and ensure adherence to Archdiocesan policies.

## The Executive

The Executive consists of the senior executives of the organisation.



Ms Sally Towns  
Executive Director  
(Commenced May 2022)



Dr Douglas Ashleigh  
Deputy Executive Director  
and Learning Services  
Executive  
(Retired September 2022)



Mr Patrick O'Sullivan  
Corporate Services  
Executive



Ms Balveen Ajimal  
Strategy and Performance  
Executive  
(Resigned November 2022)

During 2022, the team set the strategic direction for Catholic education in the Archdiocese of Brisbane and provided support to the Executive Director in relation to delegated governance responsibilities. Doug Ashleigh was acting Executive Director for the first half of 2022, after the resignation of Pam Betts, and before Brisbane Catholic Education welcomed Dr Sally Towns in May 2022. In September we farewelled former Deputy Executive Director - Learning Services Executive, Dr Doug Ashleigh, whose retirement concluded 40 years of service to Catholic Education, including seven years as our Deputy Executive Director. Balveen Ajimal, Strategy and Performance Executive resigned from the position in the latter half of the year and Karen Harrison was appointed as Strategy and Performance Executive in December 2022.

## Leadership Team

The Leadership Team consists of the section/functional heads of the organisation. It provides support to the Executive Team, with a focus on leadership, strategic direction, governance, and stewardship. The Leadership Team in 2022 included:

- Alain Pitot, Head of Catholic Identity
- Catherine Abercrombie, Legal Counsel
- Cathy Heffernan, Head of People and Culture
- Chris Garnier, Head of Finance
- Claire Pirola, Safeguarding Specialist
- Derek Maclean, Head of School Progress and Performance
- Donalee Moriarty, Company Secretary
- Ken Sawers, Head of System Performance and Improvement
- Leigh Williams, Head of Information Technology Services
- Marisa Dann, Head of Learning and Teaching Services
- Nick Gallen, Head of Strategy and Sustainability
- Reuben Norris, Head of School Resource, Infrastructure and Sustainability

## Internal governance committees

To coordinate key governance matters, the following internal governance committees operated in 2022:

- Catholic Identity Committee: Provided insight and direction to programs of work including leadership for mission, formation of students and staff, sustaining and enhancing authentic Catholic identity and culture, within Brisbane Catholic Education.
- Risk and Assurance Committee: Provided oversight in relation to risk management, a robust system of internal controls, compliance management, internal assurance, and external reviews and audits to ensure an enterprise approach to risk and compliance strategy and processes to support the achievement of Brisbane Catholic Education strategic objectives.
- Education Committee: Provided oversight and direction to ensure an enterprise-wide and integrated approach to the development, implementation, monitoring, and reporting of the program of work arising from the Brisbane Catholic Education Strategic Plan 2021 – 2025 Learning and Teaching priorities.
- Property and Building Committee: Provided proactive, responsive, and strategic advice in relation to land acquisition/divestment, property maintenance and compliance, future school development, and existing school capital development for Brisbane Catholic Education schools. This ensures schools are financially viable to sustain proposed debt serviceability and contribute cash towards intended capital development projects.
- People and Safety Committee: Provided oversight and direction to the work of the People and Culture function in achieving the vision and mission of Brisbane Catholic Education and its strategic objectives.
- Finance Committee: Provided oversight and direction relating to the overall financial performance, position, cashflows and sustainability of Brisbane Catholic Education to ensure Brisbane Catholic Education fulfills statutory, governance and oversight responsibilities in relation to the finance function.
- Safeguarding Committee: Provided oversight of Brisbane Catholic Education's safeguarding policy, child-safe practices and drives safeguarding cultural change.
- Information Technology Committee: Provided leadership, strategic direction, governance, and stewardship in relation to organisational information technology priorities, strategy, and resourcing. This ensures an enterprise approach to information technology strategy, investments, and processes to support the achievement of Brisbane Catholic Education strategic objectives.

# Our year in review

The Brisbane Catholic Education *Strategic Plan 2021 – 2025: Future Learning Communities* was developed following extensive consultation and engagement in 2020 and sets Brisbane Catholic Education’s direction for the next five years. This report maps our progress and achievements during 2022, against the *Strategic Plan 2021–2025: Future Learning Communities*.



## Catholic Identity

Providing opportunities to enhance Catholic Identity remains a critical focus for Brisbane Catholic Education, as we aim to:

- deepen the spiritual, scriptural, and theological capacity of our students, staff, and community
- celebrate our Catholic story through dialogue, ritual, prayer, and action
- embed a contemporary approach to our Catholic worldview and identity.



Several key initiatives were implemented to further these objectives. In 2022, BCE:

- office staff reconnected with themselves and God through their attendance at Staff with Spirit or Be retreats and celebrated our Catholic story via special days on the liturgical calendar
- utilised digital technology to facilitate online mini-formation sessions and supported more than 400 staff members on their journey to be faith-filled
- supported the spiritual and theological formation of 155 early career teachers via the ECT Encounter, ECT Communion and ECT Mission programs
- provided Campus Ministers, Chaplains, and Youth Ministers from across Brisbane and beyond opportunities to network, be creative, be renewed and deep dive into professional learning topics via Youth Ministry days
- delivered targeted professional development to enhance spiritual formation via colloquiums for campus ministers, chaplains, and student welfare workers
- provided P-12 schools with Living in Faith Weekly Gospel Reflection resources to support Assistant Principals Religious Education
- continued to provide opportunities to support the formation and leadership of students through Servant Leadership retreats, and to over 2000 year 5 and 6 students via Fanning the Flame formation days
- empowered 400 year 10 students to inspire and lead via PoTENTIAL, a powerful formation event that provides space to deepen spiritual capacity and celebrate our Catholic story
- focused on embedding the link between our Catholic Identity and safeguarding.

## Learning and Teaching

Providing high-quality learning and teaching remains a critical focus for Brisbane Catholic Education, as we aim to:

- build sustained foundational practices in literacy, numeracy, and Catholic perspectives
- transform practice to wholly engage each student in deeper learning.



Several key initiatives were implemented to further these objectives. In 2022, BCE:

- developed resources and delivered workshops to support the implementation of the v9 Australian Curriculum
- continued to build capacity in early years literacy teaching through engagement with 306 early years teaching staff, and the development of resources including 'Concepts of Print' app, videos and resource kits delivered to every Prep teacher
- established a multi-disciplinary reading research group to shape a shared vision for reading
- provided online learning opportunities to 47 BCE students via the FisherONE Pilot and continued to embed enhancements to the offering
- ensured Progressive Reporting progressed towards delivery in 2023, including testing and engagement with school leaders and teachers
- increased the participation rates in our Aboriginal and Torres Strait Islander education programs
- completed the School Improvement Review Project and reviewed 146 BCE schools against the NSIT tool. We have ensured continued delivery of recommendations and insights across the System by transitioning the project to business as usual in 2023
- transitioned School Progress and Performance roles to prioritise support to embed recommendations from School Improvement Reviews
- established and operationalised new School Progress Performance and Education roles and organisational structure to better support schools and the work of Senior Leaders School Progress and Performance
- raised awareness of the intrinsic link between child safety and learning through relevant messaging, policies and training programs.

Key NAPLAN achievements for Brisbane Catholic Education include:

### Comparison to National Mean Scale Score (MSS)

	Year 3	Year 5	Year 7	Year 9
Reading	▲	▲	■	▲
Writing	■	▲	■	■
Numeracy	▲	▲	■	■

### Key

▲	The average achievement of Brisbane Catholic Education students was above the average achievement of all Australian students
■	The average achievement of Brisbane Catholic Education students was not above the average achievement of all Australian students

In 2022:

- 93.6% of Brisbane Catholic Education students completed school with a Queensland Certificate of Education or Queensland Certificate of Individual Achievement
- 93.0% of Brisbane Catholic Education’s Aboriginal and Torres Strait Islander students received a Queensland Certificate of Education or Queensland Certificate of Individual Achievement
- Vocational Education and Training (VET) continued to be a significant aspect of senior learning in Brisbane Catholic Education schools with 3,950 VET Certificates awarded to 2,567 of the 3,790 students who completed Year 12. Of these, 48.3% (1,831) students attained a VET Certificate III or higher.

## Wellbeing

Wellbeing remains a critical focus for Brisbane Catholic Education, as we aim to:

- create safe environments that nurture all aspects of wellbeing
- advocate for the common good through social justice and ecological action.



Several key initiatives were implemented to further these objectives. In 2022, BCE:

- strengthened the safeguarding culture and practices and commenced embedding the ten National Catholic Safeguarding Standards
- introduced a safeguarding reporting framework as part of our governance structures
- streamlined wellbeing data sources and analytics for schools and are continuing to embed a whole system metric to effectively monitor student wellbeing into 2023
- collaboratively refined and enhanced the Responding to Challenging Student Behaviour procedure, and are scaling following a successful pilot in Clusters 1 and 2
- developed processes for Functional Behaviour Assessment and Student Behaviour Support Plans and delivered training to staff
- developed an Occupational Violence position statement, launched an education and awareness campaign, developed occupational violence and aggression-specific risk assessment and incident investigation resources and commenced planning for a pilot in schools.

We ensured the wellbeing and safety of our students via:

- redesigned excursion risk assessment form to include safeguarding and WHS controls
- delivered injuries and incidents training to school leaders and managing risk workshops to Industrial Technology and Design teachers
- improved performance management of student protection and launched new Student Protection training.

We prioritised the wellbeing and safety of our staff via:

- ensuring compliance across all of BCE to meet the Covid-19 Health Directives
- delivered wellbeing retreats and workplace psychological health essentials training for principals
- Scaled-up SwitchOn Safety Leadership workshops and developed a suite of ergonomic injury prevention resources
- Multi-Factor Authentication (MFA) roll-out to all staff and developed Cyber Security Strategy.

## Our People

Our People remain a critical focus for Brisbane Catholic Education, as we aim to:

- build a talented, committed, and high performing workforce
- invest in the professional and spiritual development of staff
- create meaningful pathways and opportunities for leadership.



Several key initiatives were implemented to further these objectives. In 2022, BCE:

- updated our BCE employee value proposition and embedded it in talent advertising and external communication
- continued to embed performance management across BCE to strengthen feedback, coaching, and development by leaders
- performance management was further supported by the introduction of an online Performance and Development Plan for staff (including training for BCEO staff) and the development of draft templates for executives through to managers that incorporate organisational key performance indicators
- identified and selected an external partner to help facilitate our Cultural Transformation and Leadership Capability project to commence in 2023
- continued developing our leaders through coaching and training in coaching for performance and development conversations
- integrated our existing systems by developing a new accreditation portal and automated the process, reducing the administrative overhead for teaching and BCEO staff in the management of teacher accreditation
- supported principals through a 'New to Principalship' mentoring program
- supported early career teachers with networking days and funded relief time
- strengthened our high-performing teachers to become Highly Accomplished or Lead Teachers (HALT) through development programs, certification and release funding, and supporting school leaders to become HALT Assessors
- commenced the safeguarding program of work and progressed the recommendations of the Wilston Review to embed safeguarding across the BCE employee lifecycle ensuring the safety and wellbeing of students
- transitioned eligible employees to the Experienced Proficient Teacher salary classification
- applied the increases to super guarantee percentage from 10% to 10.5% and applied the Enterprise Agreement salary increases

- Transitioned members superannuation fund from Australian Catholic Superannuation and Retirement Fund (ACSRF) to UniSuper
- commenced a review of all People and Culture policies and procedures to inform the implementation of our new HRIS.



## Diversity and Inclusion

Diversity and Inclusion remains a critical focus for Brisbane Catholic Education, as we aim to:

- grow communities that value, celebrate and respond to individual identity and cultural diversity
- improve access to education and opportunity.



Several key initiatives were implemented to further these objectives. In 2022, BCE:

- completed the Inclusive Education & Student Wellbeing review and commenced implementation
- continued to build capacity of schools with Nationally Consistent Collection of Data (NCCD) through training, moderation and reflection workshops
- engaged student voices, and met safeguarding recommendations through Student Voice initiatives, including holding the Festival of Ideas and establishing the Student Voice and Executive Engagement Agreement
- provided aspiring female leaders with the opportunity to participate in the Breakthrough to Principalship – Women in Leadership program, and as a result, more than 18% of the 2022 cohort were promoted to substantive Principal positions
- launched the BCE Procurement Refugee and First Nations Internship Program
- incorporated elements of 'Created and Loved' (the Australian Catholic Bishops Conference gender diversity guide) into policies and materials to ensure high-quality education and a safe environment for children in our schools
- continued developing culturally safe and inclusive workplaces by delivering Aboriginal and Torres Strait Islander cultural awareness and inclusiveness programs to more than 11,000 staff through online programs and face-to-face training at Ngutana Lui, and establishing the Reconciliation Yuuingan Staff Champions Group
- 131 schools are now engaged on the Narragunnawali platform to create their own Reconciliation Action Plan.

## Enablers

Outside of our strategic priorities, Brisbane Catholic Education also ensured the successful delivery of the 2021 – 2025 Strategic Plan through the delivery of improved systems and enterprise-wide business processes including:

- established the Company Secretary role to support the BCE committees and the Catholic Education Council, ensure statutory obligations are met, and improve governance processes within BCE
- established a new extended Executive Team with membership now inclusive of Head of Catholic Identity, Head of People and Culture, Head of Information Technology Services and Company Secretary in addition to executive roles
- designed and deployed the System HealthCheck to support BCE leaders to make evidence-based decisions
- embedded enterprise risk into systems in the office via committees and plan to pilot in schools in 2023
- re-established the Project Management Office which facilitated an improved project discernment process, and in partnership with the Strategy team, uplifted our planning process
- commenced procurement for a new HRIS system, to enhance the performance management of our people and strengthen safeguarding of our students
- created and executed the Digital Strategy
- recruited a specialised Social Media & Communications Officer and as a result, our social media audience has grown by 31% since last year, and our content is engaged with more than ever before
- made significant enhancements to the financial statements report to be more contemporary and transparent
- ensured all school budgets are sustainable, and schools have the appropriate funds available to meet the cash reserves policy
- increased bandwidth in all BCE schools and offices via the LinCs5 project
- completed 45 school ITS reviews with recommendations and ongoing support provided for schools and continued reviews in 2023
- launched D-365, a new finance solution for schools and the office
- improved our procurement-related policies and contract administration and launched the Procurement Advisory Desk.

# Celebrations and awards

## Celebrations



**BCE students celebrate National Wattle Day with the Governor of Queensland**

Brisbane Catholic Education students from Holy Cross School Woolloowin received a special visit from Her Excellency the Honourable Dr Jeannette Young AC PSM, Governor of Queensland on Monday 29 August. During her visit, Her Excellency and students gathered to plant a Golden Wattle Tree in the lead-up to National Wattle Day on Thursday 1 September, to commemorate the beginning of spring. The ceremony was hosted by the Wattle Day Association and its sponsor Open Minds.



**BCE celebrated Aboriginal & Torres Strait Islander 2022 Graduates**

Brisbane Catholic Education celebrated at the Cathedral of St. Stephen the Aboriginal and Torres Strait Islander students who graduated across 50 Catholic schools in 2022. BCE's Executive Director, Dr Sally Towns, said the graduates were celebrated and congratulated for their perseverance throughout their senior years, adding that it was wonderful the graduation occurred in person for the first time in two years, after Covid-19 impacted the ceremony in previous years.



**Morcombes Help Celebrate Child Protection Week & Art Comp Winners**

Four students were awarded prizes in the 2022 BCE Student Protection Art Design Competition, where more than 340 students took the time to create designs aligned with the Child Protection Week 2022 theme, child is everyone's responsibility. Australian child safety advocates Denise and Bruce Morcombe, founders of the Daniel Morcombe Foundation, led the presentation of awards along with BCE Executive Director, Dr Sally Towns at a special Child Protection Week event at BCE's head office in Woolloongabba.



**Chisholm Catholic College celebrated 30 years**

Chisholm Catholic College celebrated its 30-year anniversary where students were emboldened to live out the school's mission and charism of Caroline Chisholm, who worked tirelessly for the welfare of all.

## Awards



### **BCE students took TAFE Awards by storm**

Three Brisbane Catholic Education students have been recognised for their school-based apprenticeship achievements. The top prize for the school-based Apprentice of the Year was taken out by Hailey Dicker from Trinity College Beenleigh at the 2022 TAFE Queensland – SkillsTech Apprentice Awards. Two other BCE students, William Gallimore from Clairvaux MacKillop College Upper Mount Gravatt and Kyan Wilson from Chisholm Catholic College Cornubia, were also named as finalists.



### **BCE teacher won Premier's Anzac Prize**

Brisbane Catholic Education took out one of the Premier's 2023 Anzac Prizes. Saint Mary's College's Assistant Principal Secondary, Alexandra Cashin, was chosen for the role of teacher chaperone for her impressive application and interview for the all-expenses paid two-week trip which will see her attend the Anzac Day Dawn Service at Villers-Bretonneux in France.

### **STEM MAD Showcase primary winners**

The STEM MAD Showcase is a flagship STEM event, unique to BCE schools. Siena Primary School Sippy Downs won the primary category of the 2022 STEM MAD Showcase for their waterborne disease detector, Crypto Scanner, which allows for cheap and easy detection of the dangerous cryptosporidium.





**Dr Sally Towns and Archbishop Mark Coleridge with nominees for the 2022 BCE Excellence Award – The Archbishop’s Award for Leadership** (L-R Catherine Galvin, Dr Sally Towns, Clare McLaren, Archbishop Mark Coleridge, Deidre Young, Tammy McCartney)

### 2022 Excellence Award winners

The 2022 Brisbane Catholic Education Excellence Awards night was a huge success with Archbishop Mark Coleridge in attendance to present the awards. The 2022 award winners are:

#### Award

Excellence in Learning and Teaching in Primary School Award

Excellence in Learning and Teaching in Secondary School Award

Excellence in Safety and Wellbeing Award

Excellence as an Early Career Teacher Award

Excellence in Strengthening Catholic Identity Award

Excellence in Championing Student Voice Award

Excellence in a School Based Non-Teaching Role Award

Excellence in a BCE Office Role Award

The Archbishop’s Award for Leadership

Excellence in Learning and Teaching by a School Team Award

#### Winners

Nadine MacAninch – St Matthew’s School, Cornubia

Kerri-Anne Nolan – St Benedict’s College, Mango Hill

Nick Byway – Mt Maria College, Petrie

Shannon Smith – Southern Cross Catholic College - Woody Point

Jenny Elmer – St Mary’s Primary School, Maryborough

Angela Ryan – St Peter Claver College, Riverview

Steven Harrison – Our Lady’s College, Annerley

Amy Robinson – Communications & Engagement

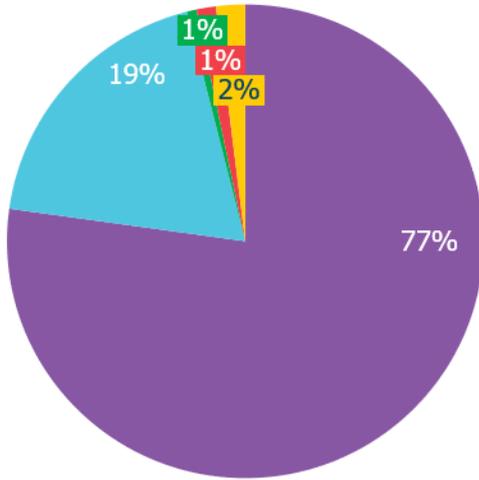
Deidre Young – McAuley College, Beaudesert

Support Team at Christ the King Catholic Primary School Deception Bay

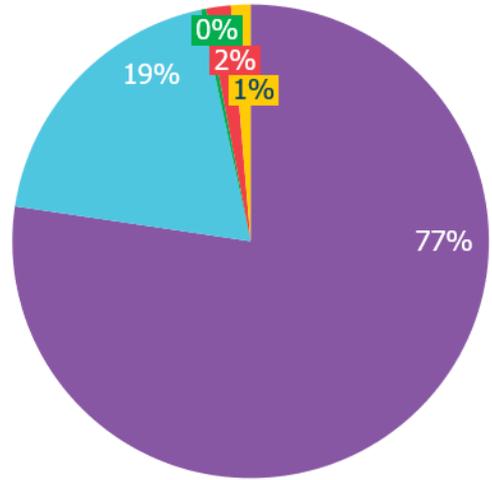
# Finance overview

- Government Recurrent Grants<sup>1</sup>
- Other Revenue<sup>1</sup>
- School Fees and Levies<sup>1</sup>
- Government Capital Grants<sup>2</sup>
- Interest Received<sup>1</sup>

**2022 Revenue (%)**

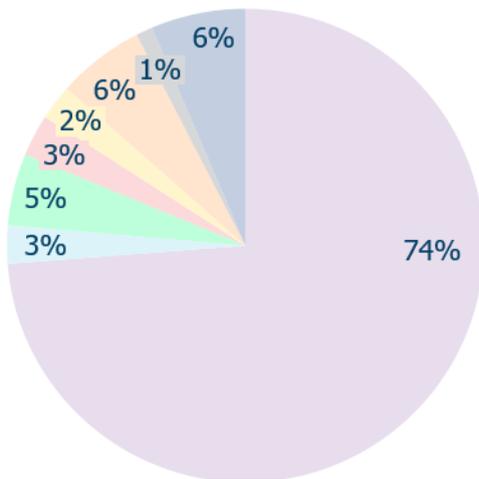


**2021 Revenue (%)**

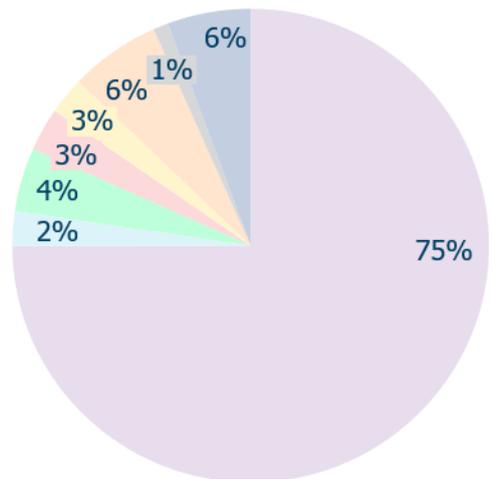


- Staffing Costs<sup>1</sup>
- Site Operation Expenses<sup>1</sup>
- Facility and Equipment Maintenance<sup>1</sup>
- Depreciation Expense<sup>1</sup>
- Technology Expenses<sup>1</sup>
- Interest Expense<sup>1</sup>
- Tuition Expenses<sup>1</sup>
- Other Expenses<sup>1</sup>

**2022 Expenses (%)**



**2021 Expenses (%)**



Notes: 1) Revenue/Expense from Operating Activities; 2) Revenue from Non-operating Activities. Figures are rounded to the closest %, and therefore pie graph may not add up to 100%

