



EDMUND RICE EDUCATION  
AUSTRALIA

20 19

annual report



**EDMUND RICE EDUCATION  
AUSTRALIA**



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We acknowledge the Aboriginal and Torres Strait Islander Peoples of Australia as the Traditional Owners of the land on which our schools and offices are placed. We are inspired and nurtured by the wisdoms, spiritualities and experiences of our First Nations Peoples. Together we work actively for reconciliation, justice, equity and healing.



“

Whatever you do, do not become the sorry sight of an abandoned vehicle!

Don't be parked cars, but dream freely and make good decisions.

Take risks, even if it means making mistakes.

Don't go through life anesthetized or approach the world like tourists. Make a ruckus!

Cast out the fears that paralyze you, so that you don't become young mummies.

Live! Give yourselves over to the best of life! Open the door of the cage, go out and fly!

Please, don't take an early retirement.”

”

Pope Francis, “Christus Vivit”

From “Christ is Alive,” Pope Francis’ Letter on Young People and the Church. 2019



# EREA President

Br Paul Oakley

Were we to know the merit and value  
of only going from one street to another to serve a neighbour for the love of God  
we should prize it more than Gold or Silver.

Blessed Edmund Rice

The Charter for Catholic Schools in the Edmund Rice tradition in its revised form has been the guide for Edmund Rice Education Australia schools for the past two years. The Charter continued during 2019 to provide a practical expression to our identity and assist with decision-making, planning and review.

Each year the Council of Edmund Rice Education Australia submits a report to the Vatican's Congregation for Institutes of Consecrated Life and Societies of Apostolic Life, which has responsibility for all Church entities, like Edmund Rice Education Australia, across the world. In their response, the Archbishop Secretary referred to the Charter and noted that the four Touchstones possess a strong foundation for offering a liberating education, based on Gospel spirituality within an inclusive community committed to justice and solidarity.

*During 2019 the Touchstone "Justice and Solidarity" found many expressions in the life of EREA.*

Through this Touchstone, we commit to "justice and peace for all, grounded in a spirituality of action and reflection that calls us to stand in solidarity with those who are marginalised and the Earth itself".

At the start of the year when the student leaders from across Edmund Rice Education Australia Member and Associate schools met to consider how they could be 'prophets of hope' for future generations, they spoke of their solidarity with others and the need to be inclusive.

- > Emma Moonie from Shalom College, Bundaberg, said: "Helping people is a big thing at Shalom. What I'll be trying to do is to help and encourage others to help too."
- > Max Tricarico from Parade College, Melbourne, said his college had 2,000 boys and a lot of diversity: "I'm going to work to try and get as many clubs and activities going as possible, so that students can really foster and nurture their interests as well as their academic studies. I'm hoping I can make sure everyone at Parade feels like they belong."
- > EREA educational officer for Indigenous and Torres Strait Islander education Thelma Parker said one of the student leaders was from a remote Indigenous community in Western Australia: "English is not her first language. The conference was about drawing on her strengths and helping her to articulate her message. It's about providing that double power of both worlds, so that when Indigenous and Torres Strait Islander students go back home they become really good leaders in their own right."



In September, Pope Francis reminded us of the hopes of young people when he wrote on the World Day of Prayer for the care of creation. Much of what came from the meeting of the school leaders reflects his words.

*This too is a season for undertaking prophetic actions.*

*Many young people all over the world are making their voices heard and calling for courageous decisions.. They remind us that hope for tomorrow is not a noble sentiment, but a task calling for concrete actions here and now.*

Pope Francis also challenges people to “let us also listen to Indigenous peoples, whose age old wisdom can teach us how to live in a better relationship with the environment”.

In May, Edmund Rice Education Australia joined over 1,000 corporate, government and not-for-profit organisations in formally committing to reconciliation through endorsing its inaugural Innovate Reconciliation Action Plan (RAP) which works “to turn good intentions into positive actions, helping to build higher trust, lower prejudice, and increased pride in Aboriginal and Torres Strait Islander cultures.” In 2020, schools will be supported through Reconciliation Forums held in conjunction with Reconciliation Australia to develop a Narragunnawali RAP which supports the three Pillars of reconciliation in their communities: respect, relationships and opportunities.

On behalf of Reconciliation Australia, CEO Karen Mundine said:

“We wish Edmund Rice Education Australia well as it explores and establishes its own unique approach to reconciliation.”

In July, Edmund Rice Education Australia launched its Child Safeguarding Standards Framework to enhance the way that each school creates and maintains a child safe environment. This aspect of Justice and Solidarity is central to who we are and aspire to be. The foreword to the framework provides a context, though our rhetoric needs to be matched by our reality.

Edmund Rice Education Australia acknowledges with great sorrow the suffering endured by the victims and survivors of child abuse at the hands of those who were in positions of trust and who were supposed to protect them. Edmund Rice Education Australia further acknowledges their suffering was compounded by a failure to listen to their cry and to respond justly with belief and compassion. We also acknowledge the pain that families, friends and loved ones have endured.

Edmund Rice Education Australia is committed to creating a culture where the safety, wellbeing and participation of all children and young people is paramount.

In the latter part of the year the Council, on behalf of Edmund Rice Education Australia, made two submissions to the Plenary Council 2020. The submissions were an exercise in solidarity with others in the Church and they look forward to a hope filled and just future.

Edmund Rice Education Australia is committed to celebrating diversity and inclusion in our schools, parishes and communities. We aim to encourage leaders who will bring the Church alive and who will cherish and practise the values and spirit of a renewed and Gospel-inspired church in Australia.

*We are appreciative of the opportunity to contribute to the Plenary Council in the hope of being part of reimagining and reshaping our Church. We wish to do more than contribute our thoughts, however, and hope that lay led groups can fully participate in decision-making processes. We need a Church that will better support and inspire our students, families and staff, encouraging them to take up the challenge of our EREA Touchstones - creating a hope filled future and better world for all.*

Each of you no doubt would be able to provide your own examples of the way that the Touchstone “Justice and Solidarity”, and each of the Touchstones, has been given practical expression in your school community. We thank you for your contribution through your family, especially your young women and men, to the life of your school community and through that school community to the life of the network which is Edmund Rice Education Australia.

In the pages of this Annual Report you will find much evidence of the life of the schools and of Edmund Rice Education Australia. We thank the leaders and staff of the schools for the care and challenge that they provide to your sons and daughters as they educate them towards a hope filled future.

Our thanks are due to the Edmund Rice Education Australia Executive led by Wayne Tinsey for their untiring engagement with all of the schools. The Edmund Rice Education Australia Board has provided constant support for the schools through the Executive and we thank them and particularly Graham Goerke who retires as Chair of the Board at the end of the year. We thank John Honner who completes his time on the Council at the end of the year after being unstinting in offering his wisdom and his theological reflections to all of the work and deliberations of the Council.

May we each find ways of being “committed to justice and peace for all, grounded in a spirituality of action and reflection that calls us to stand in solidarity with those who are marginalised and the Earth itself.”

**Br Paul D Oakley cfc** – President,  
On behalf of the Council of  
Edmund Rice Education Australia



# EREA Board Chair

Graham Goerke



The Board met on 6 occasions in 2019, commencing with a two-day shared Retreat with Council in February. Other meetings took place at St Dominic's College Penrith, CBC Adelaide, and three times at EREA's national office in Richmond.

At the end of 2019, Board member, Tony Arnell, concluded his term of six years on the Board. Tony's leadership of the EREA Board Sustainability Committee and his commitment to ecological sustainability will leave a lasting legacy as is evidenced in the embedding of sustainability in the Strategic Directions. Graham Goerke also completed his term as Chair of the EREA Board. Graham's deep commitment to service of the national EREA community, his knowledge and understanding of its mission and his dedicated support of the Executive and Council were acknowledged. His leadership of the Board and breadth of governance skills have strengthened the work of the Board and will continue to make a difference as he assumes his role on the Council.

In addition to the preparation for and contribution to Board meetings, the members of the Board have been actively involved in a variety of committees of the Board and working groups for special projects; notably working parties responsible for EREA's Reconciliation Action Plan and the 2020-24 Strategic Directions *Lifting Voices, Transforming Hearts and Minds, Reaching New Horizons*. Participating in the Board meetings and this related work, on top of the reading and travel time, requires a considerable effort and personal commitment. EREA has again been well served this year by each member of the Board, who brings outstanding expertise, wisdom and knowledge to their governance responsibility. The thoroughness of this work and generous investment of time are deeply appreciated.

2019 saw EREA move into the final year of the current strategic directions cycle. In addition to many activities now embedded in the work plans of the EREA directorates, significant initiatives and areas of progress as noted below, followed on from the previous four years.

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#### Priority 1 – Growing our national identity for mission:

- > The development and launch of EREA's Child Safeguarding Standards Framework, furthering EREA's commitment to safety, welfare and participation of young people;
- > The inaugural EREBB International Leadership Symposium in Peru further supporting the ongoing formation of the growing EREBB network;
- > The launch of EREA's Reconciliation Action Plan during Reconciliation Week in May;

- > The national School Board Chairs' gathering in Melbourne in April engaged school boards directly in the consultation on the new strategic directions;
- > The continuing growth of Youth+, responding to invitations and requests for assistance from various Dioceses and communities, notably Maitland-Newcastle, Carnarvon and Pambula Beach; and
- > EREA's ongoing support for Edmund Rice Ministries Organisation (ERMO) as it discerns the future of their work.

#### Priority 2 – Educating for mission:

- > The national Learning Conference in Sydney, bringing together Deputy Principals, Curriculum and Identity leaders from all EREA schools;
- > The completion of the Liberating Education Research Project by the Director of Learning, supporting and animating EREA's Liberating Education agenda;
- > The appointment of an Education Officer for Aboriginal & Torres Strait Islander education and Reconciliation support;
- > Continued support for schools in addressing ecological sustainability, supported by the Board Sustainability Committee; and
- > Securing diocesan support for St Gabriel's to extend its education offering up to Year 12.

#### Priority 3 – Governing for mission:

- > The Strategic Directions working party led the process of consultation and development of the next Strategic Directions 2020-2024 for approval;
- > The alignment of Flexible Learning with the Liberating Education directorate;
- > The national Women in Leadership Forum in Melbourne in June and the development of EREA's Gender Equality Strategy; and
- > The ongoing presence of EREA in newly established peak bodies such as the Association of Ministerial PJPs and Catholic Schools NSW, through the active involvement of Council President, Br Paul Oakley.

#### Priority 4 – Sustaining the mission:

- > Numerous leadership development opportunities as part of national and regional gatherings of school leaders, including in 2019 national Wellbeing and Learning conferences;
- > Responding to the Archbishop's review of Catholic education in Tasmania;
- > Resourcing various Growth projects, including planning for CBC St Kilda to deliver co-education, accepting enrolments of girls from Presentation College, Windsor closing in 2020.

#### Safeguarding

EREA maintained its strong commitment to ensuring EREA is a child safe organisation with the safety and wellbeing of young people as its highest priority through the development and implementation of robust structures and procedures. Key to EREA demonstrating a strong child safe culture has been the development of the EREA Child Safe Standards Framework which was approved by the Board and endorsed by Council in September. Further resources and support documentation will continue to be developed.

#### Particular reference points for our consideration of overall strategic outcomes include:

- > Total enrolments in 2019 reached 38,321 students (136 additional enrolments in Flexi schools and 274 in our colleges from 2018);
- > Enrolments in the Flexi School Networks have more than quadrupled between 2008 and 2019; and
- > the number of Aboriginal and Torres Strait Islander student enrolments in 2019 was 1653, representing 4.3% of total enrolments. (Aboriginal and Torres Strait Islander student enrolments make up 3% in mainstream schools and 30% in the Flexi schools).

In 2019 the Board continued its focus on its own formation, making the Board and Council Retreat in February a priority. The Retreat proved an opportunity for Council, Board and Executive to reflect on and unpack the important themes from 2018's EREA Congress as the basis for our next strategic directions.

#### Gratitude

Deep gratitude is extended to everyone who is part of the EREA community, especially our school principals, staff and school boards. Thank you for all you have done throughout 2019 to ensure the safety and wellbeing and the learning and formation, of the children and young people in our care.

Particular appreciation is sincerely extended to all our national and regional office staff, to Dr Wayne Tinsey and the Executive Team, Br Paul Oakley and the members of the Council for their dedicated contribution, leadership, support and devotion to our mission throughout 2019.

We give thanks for the privilege of walking in the footsteps of Blessed Edmund Rice, recognizing need in all its manifestations and responding to it with a commitment to justice, solidarity and liberation; and we celebrate all that is being achieved, through our collective efforts across Australia, to fulfil our mission in Catholic education in the Edmund Rice tradition, transforming the lives of children and young people as they journey with us in their learning - safe, nurtured and hope-filled.

Graham Goerke – Board Chair



# EREA Executive Director

Dr Wayne Tinsey

## Dear Friends of Edmund Rice Education Australia.

It is my pleasure and privilege to offer this contribution to the 2019 Annual Report for Edmund Rice Education Australia.

As this will be my last contribution, I begin by expressing much gratitude for the joys, challenges and privileges that I have enjoyed over the last 13 years.

The Board Chair's Report highlights key achievements and speaks of the work of the Board and Executive to bring to a conclusion the Strategic Planning cycle in 2019. I reiterate our pride in the progress made and congratulations to all who have contributed.

2019 was a year when new and existing partnerships were fostered and nurtured.

EREA continues to support Edmund Rice Education Beyond Borders. Our staff developed and successfully conducted the first EREBB Leadership Symposium in Lima, Peru. Over 60 participants from around the world and many from our Australian schools and ministries participated in this landmark event.

2019 also saw the beginning of a formal partnership between EREA, the Presentation Sisters and the St Kilda Parish, which will lead to the establishment of a new co-educational Catholic school in St Kilda in 2021. This is a magnificent example EREA's commitment to working with and for local Church to complement the work of local Systems in the provision of Catholic education.

EREA continued to support Edmund Rice Ministries Oceania as this fledgling organisation works to lead the ministries of the Christian Brothers in Oceania. Our support has been multi-faceted through the provision of expertise, Board support and advice.

A very important development last year, was the launch of EREA's Reconciliation Action Plan. This was the culmination of much work and will inspire the work of Reconciliation as a priority in all of our school communities.

A national leadership position, the Director of Safeguarding, was implemented by EREA in 2019. This key position supports and prioritises our commitment and response to Child Safe Standards and the protection of all students in our care.



“  
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”

During 2019, EREA hosted a national school Wellbeing Coordinators gathering in Ballarat. This gathering enhanced the profile of wellbeing and pastoral care as key foundations for leadership in our schools.

At our Principals gathering last year, a world-renowned futurist challenged us to consider what schooling might look like in the future and how adaptive we may need to become to changing circumstances. Little did we know at the time that we would be faced with COVID-19 and that need for adaptation in learning would come upon us with urgency.

To prepare for the implementation of our new Strategic priorities beginning 2020, towards the end of last year we realigned our Executive structures. Some key facets of this change were:

- > the creation of a new national directorate for Governance and Compliance
- > our work in flexible learning was realigned to our School Engagement national directorate
- > a senior role was created in Special Projects to coordinate our increasing invitations to grow
- > our Liberating Education Team was reshaped to increase our support for learning

I would like to thank our extraordinary Executive team, which includes all staff, for their magnificent work in the support of our schools and the strategic priorities we embrace nationally.

I would also like to thank the EREA Council and Board; in particular Br Paul Oakley, Graham Goerke and Bobby Court, for their support, leadership and guidance of the work of the Executive.

As I prepare to leave EREA, I do so with much gratitude and enormous respect for all who have contributed to our growth development and success throughout these 13 years. I wish my successor, Craig Wattam, well, as he, our Governors and staff, boldly lead our wonderful national family into the next chapter of the EREA story.

With best wishes and much gratitude,

Dr Wayne Tinsey – Executive Director





# Significant Events

The following were some of the significant events of 2019

- > Celebrating the contributions of John Honner from the EREA Council and Mr Tony Arnel from the EREA Board as we bid them farewell.
- > Acknowledging the work of Graham Goerke as Board Chair and welcoming his future contribution as a member of the EREA Council from 2020.
- > National Teaching and Learning Conference – Sydney, NSW
- > Launch of the new EREA Strategic Directions 2020-2024
- > The development and launch of EREA's Child Safeguarding Standards Framework.
- > Supporting Edmund Rice Ministries Organisation (ERMO) as it discerns the future of their work.
- > Co-facilitation of the EREBB International Leadership Symposium in Peru
- > Ongoing support to the Board from the Governance and Risk, Stewardship and Resources and Sustainability Committees
- > Supporting the great work of our school staff through the Charter Leadership Awards
- > The ongoing presence of EREA in newly established peak bodies such as the Association of Ministerial PJPs and in relationship with Catholic Education authorities
- > Appointment of an Education Officer for Aboriginal & Torres Strait Islander Education and Reconciliation support
- > Launch of the EREA Innovate Reconciliation Action Plan



> Engaging with Catholic Education authorities in further development of EREA Growth initiatives in:

- > **Wollongong**
- > **Melbourne**
- > **Maitland-Newcastle**
- > **Parramatta**
- > **Canberra-Goulburn**
- > **Catholic Education South Australia**

> Supporting Youth + Growth through the:

- > Registration of Pambula Beach FLC
- > Outreach programmes in:
  - Bowen and Ayr (Qld)
  - Northern Suburbs of Adelaide (SA)
  - Carnarvon (WA)

> Welcoming the following Senior Appointments:

Principals

- > **Mrs Anne Rebgetz** – St James College, Brisbane, QLD
- > **Mr Darren O’Neill** – Trinity College, Perth, WA
- > **Mr Daniel Lynch** – CBC Adelaide, SA
- > **Mrs Beverley Angele** – Co-Campus Principal, Alice Springs FLC, NT
- > **Mrs Anne-Marie Fewtrell** – Co-Campus Principal, Alice Springs FLC, NT

Deputy Principals

- > **Mr Shaun Lancashire** – CBC St Kilda, VIC
- > **Mr Marty Wiseman** – St James College, Brisbane, QLD
- > **Mr Ian Garrity** – St Edmund’s College, Canberra, ACT
- > **Mrs Jacqui Cashmore** – St Gabriel’s School, Castle Hill, NSW
- > **Mrs Therese Wilson** – St Bernard’s College, Essendon, VIC
- > **Mr Ciaran McDonald** – Head of Campus, St Francis FLC, Hobart, TAS
- > **Mrs Kelly Anderson** – Head of Campus, St Laurence FLC, Newcastle, NSW
- > **Mr Tim Wicks** – Head of Campus, Mount Isa FLC, QLD

> Delivering Core Formation Programs nationally, including:

- > **22 National programs** engaging 395 participants from across all EREA schools (8.2% annual growth)
- > **11 School Based programs** engaging over 1,000 staff.

> Facilitating school-based formation in a number of EREA and Associate schools.

> Facilitating regional School Board inductions and school-based Board formation sessions.

> Supporting 45 participants across two international immersion experiences to India and Kenya/Ireland and an Aboriginal Immersion to North-West NSW.

> Maintaining the Associate School relationships with the now 34 schools nationally.

# Significant Events 2019

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> Accrediting the following schools and networks through the School Renewal process, some in their second cycle:

- > CBC Fremantle, WA
- > St Brendan's College, Yeppoon
- > St Joseph's College, Gregory Terrace
- > St Patrick's College, Strathfield
- > CBC St Kilda, VIC
- > CBC Adelaide, SA
- > St Virgil's College, Hobart

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> Ongoing support to the EREA National Policy Plus site, including core programs for EREA schools and the Staff Learning System.

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> Developing, reviewing and approving Policies in:

- > Financial Delegations
- > School Renewal
- > Retained Earnings
- > EREA Policy Development
- > Workplace Bullying, Discrimination & Harassment
- > Student Wellbeing
- > Internal Grievance
- > Whistleblower Protection

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> Undertaking the 2019 Internal Audit Plan

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> Initiating and supporting significant EREA Gatherings for stakeholders:

- > Principals
- > Deputy Principals
- > Business Managers
- > Identity Leaders
- > Junior School Leaders
- > School Board Chairs
- > Induction of Senior Leaders
- > Regional School Board members' Formation in Mission
- > Regional School Board members' Inductions

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> The EREA National Women in Leadership forum in Melbourne

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> Supporting growth of leadership through:

- > Regional Aspiring Leaders' gatherings
- > EREA Gender Strategy project



> The successful management of Reflection & Reviews processes for:

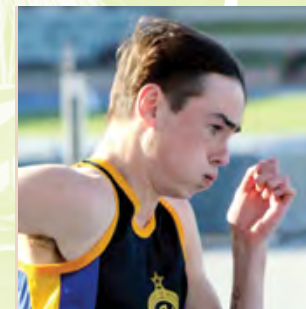
- > 9 Principals
- > 13 Deputy Principals
- > 10 Business Managers
- > 2 FLC Heads of Campus

> Conducting reviews and receiving reports on:

- > Identity – National Core EREA Formation Programs
- > Community Profile – Staff and Students
- > Student Achievement
- > Enrolment data
- > Quarterly reports on Risk management, including Child Protection

> Internal and External Audit reports, including:

- > Working with Children and Vulnerable People clearance processes
- > Cybersecurity





# Finance Report

31 December 2019

**The consolidated financial report of EREA for the year ended 31 December 2019 showed that the operating surplus, once adjusted for exceptional items was in line with budget forecasts.**

The consolidated financial report was prepared on an accrual basis and in line with the Australian equivalents of the International Financial Reporting Standards (IFRS). The recurrent operating results were in line with the Key Performance Indicators (KPI's) set by the Board to ensure EREA continued to be a sustainable entity.

The attached report is an extract from the audited consolidated financial report and refers to the flow of income and expenditure from a cash perspective. It is pleasing to note that EREA as a combined entity performed exceptionally well during this financial year. This strong performance facilitated further investment in capital works with in excess of \$91.5 million being re-invested in projects throughout 2019.

The consolidated financial reports indicate that EREA received capital grants of \$2.7 million from both the Commonwealth and respective State Governments as compared to \$2.8 million in 2018. The grants received during the year represented 0.3% of total income as compared to 0.3% last year.

Total Income for 2019 increased by \$54.5 million over the 2018 year, an increase of 6.0%. Income from Government grants continue to provide a significant level of income to schools within the EREA Network. The attached graphs indicate that recurrent income from grants amounted to 49% which is in line with preceding year. Whilst this is a significant component of recurrent income, it falls well short in percentage and dollar terms, of the costs incurred in acquitting employee benefits.

Levies are paid by EREA schools to various Catholic Education Authorities together with a Network Service fee paid to the EREA Parent Entity. The levies paid to the Catholic Education Authorities are for services provided. The Network Service fees paid by EREA schools to the EREA Parent Entity are paid from non-government sourced income and are for support and services provided including co-responsibility support to financially challenged schools. Other services provided by EREA Parent Entity include administration, formation and leadership programs.

The financial operations of EREA have been subject to external audit and all statutory compliance requirements have been adhered to.

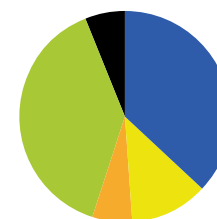
**Geoff Doyle** – National Director Stewardship and Resources

## FINANCIAL REPORT

This is an extract from the audited accounts which shows income and expenditure, from a cash perspective, for Edmund Rice Education Australia for the year ended 31 December 2019

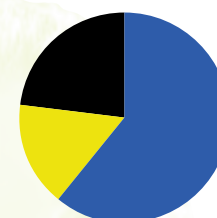
INCOME			\$	\$
Commonwealth Government Grants	Recurrent		345,785,515	
	Other		6,715,599	352,501,114
State Government Grants	Recurrent		107,399,379	
	Other		7,883,600	115,282,978
Capital Income	Commonwealth grants		282,163	
	State grants		2,404,921	
	Donations capital		4,375,820	
	Loan proceeds		46,102,026	53,164,930
Student Income	Tuition		356,827,517	
	Other		16,649,443	373,476,960
Other Income	Donations - Operating		1,859,734	
	Building levies		9,238,950	
	Investments		6,642,386	
	Trading activities		29,896,400	
	Other		18,913,951	66,551,421
<b>TOTAL INCOME</b>				<b>960,977,404</b>
<b>EXPENDITURE</b>				
Total Salary Costs	Salaries		514,183,572	
	Superannuation		51,736,421	
	Long service leave and provisions		10,350,579	576,270,572
Education and School Support	Faculties and co-curricular expenses		59,317,327	
	Boarding expenses		7,907,309	
	Trading activities		20,178,361	
	Administration		51,478,781	
	Insurance		9,124,713	
	National and Regional costs including co-responsibility support		5,004,825	153,011,316
Capital Expenditure	Net payments for property, buildings, plant & equipment		91,526,878	
	Maintenance		46,220,585	
	Debt servicing (principal & interest)		67,868,867	
	Leasing costs		337,166	205,953,495
<b>TOTAL EXPENDITURE</b>				<b>935,235,383</b>
<b>NET INCREASE IN CASH HELD</b>				<b>25,742,021</b>

## Edmund Rice Education Australia 2019 school year



### TOTAL INCOME \$960.1 MILLION

- Commonwealth Grants \$352.5 million, 37%
- State Grants \$115.3 million, 12%
- Capital Grants/Income \$53.2 million, 5%
- Student Income \$373.5 million, 39%
- Other Income \$66.5 million, 7%



### TOTAL EXPENDITURE \$935 MILLION

- Salary Costs \$576.3 million, 62%
- Education & School Support \$153.0 million, 16%
- Capital Expenditure \$205.9 million, 22%

# EREA Strategic Directions

2020 - 2024

## Charting New Horizons

In the context of the Gospel, our Catholic Tradition, the charism of Edmund Rice, our Charter and Touchstones, the wisdom of Aboriginal and Torres Strait Islander Peoples, our 2018 Congress, and faithful to our school communities, Edmund Rice Education Australia envisions its future through the following framework:

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**Our Voices:** In Learning in Leadership, the Church and the World

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**Paradigm Shifts:** In Reconciliation, Ecology, Diversity and Language

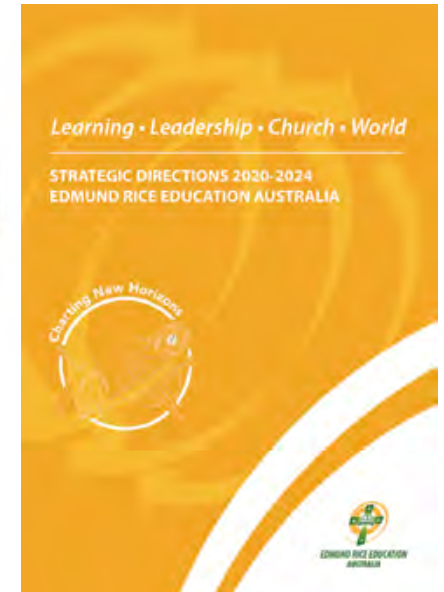
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**Enablers:** In Relationships & Communication, Governance & Compliance, and Resourcing & Sustainability

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### Strategic Projects & Reporting

Each of the Voices, Paradigm Shifts and Enablers statements will be developed into projects and initiatives which are reported to the EREA Executive, Board and Council. Achievements will be shared with the EREA community through the Annual Report and EREA website.

# EREA Reconciliation Action Plan

In 2019, EREA launched its Reconciliation Action Plan (RAP) to support and guide our reconciliation journey.

The three pillars of Relationships, Respect and Opportunities are core to this journey.

The EREA Innovate Reconciliation Action Plan in conjunction with Reconciliation Australia provides a strategic framework for organisations to support the national reconciliation movement.

It includes practical actions that will further drive EREA's contribution to reconciliation both internally and in the communities in which we operate. In advancing the five dimensions of reconciliation – Race Relations, Equality and Equity, Institutional Integrity, Historical Acceptance and Unity – EREA wishes to provide strong leadership in promoting respectful relationships and creating meaningful opportunities with Aboriginal and Torres Strait Islander Peoples. The EREA National Innovate RAP will provide guidance and momentum for each EREA school to develop its own RAP through Reconciliation Australia and its Narragunnawali: Reconciliation in Education program.





RECONCILIATION  
ACTION PLAN  
INNOVATE



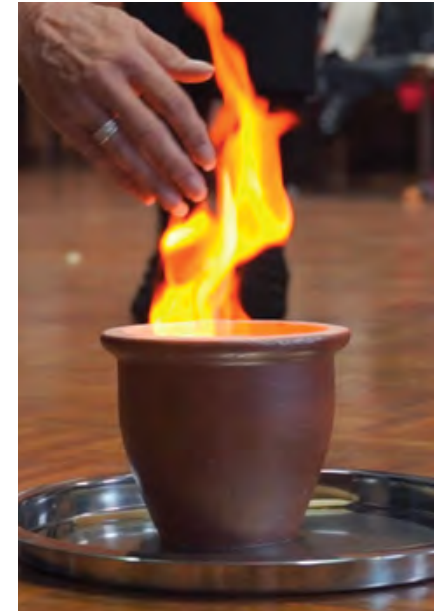
Relationships



Respect



Opportunities



# Our Schools

## Catholic Schools in the Edmund Rice tradition

Across Australia, Catholic Schools in the Edmund Rice tradition have been educating young Australians in every state and territory since 1872. All our schools aim to offer a Liberating Education, based on a Gospel Spirituality, within an Inclusive Community committed to Justice and Solidarity. Our schools are diverse, including primary and secondary, co-educational, boys, regional/rural, boarding, early learning centres and flexible education.

Click each school to view their Annual Report, 2019 Annual or website.



### EREA SCHOOLS REGIONS

#### NORTHERN

Ambrose Treacy College  
Indooroopilly

Ignatius Park College  
Townsville

Indooroopilly Montessori  
Childrens' House

St Brendan's College  
Yeppoon

St Edmund's College  
Ipswich

St James College  
Brisbane

St Joseph's College Gregory  
Terrace Brisbane

St Joseph's Nudgee College  
Boondall

St Laurence College South  
Brisbane

St Patrick's College  
Shorncliffe

#### EASTERN

Christian Brothers High School  
Lewisham

Edmund Rice College  
Wollongong

St Dominic's College  
Penrith

St Edmund's College  
Canberra

St Edmund's College  
Wahroonga

St Edward's College  
Gosford

St Gabriel's School  
Castle Hill

St Partick's College  
Strathfield

St Pius X College  
Chatswood

Waverley College  
Waverley

#### SOUTHERN

Christian Brothers College  
St Kilda

Parade College  
Bundoora and Preston

St Bernard's College  
Essendon

St Joseph's College  
Geelong

St Kevin's College  
Toorak

St Patrick's College  
Ballarat

St Virgil's College  
Hobart



#### WESTERN

Aquinas College  
Salter Point

Christian Brothers' College  
Adelaide

Christian Brothers College  
Fremantle

Edmund Rice College  
Bindoon

Rostrevor College  
Woodforde

St Paul's College  
Gilles Plains

Trinity College  
East Perth



## FLEXIBLE SCHOOLS NETWORKS

### CENTRAL WEST

FAME  
(South Australia)

Northern Flexi School  
(South Australia)

Geraldton and Canarvon  
(Western Australia)

St Joseph's Catholic FLC  
Alice Springs (NT)

### MARLENE MOORE

Deception Bay  
(Queensland)

Gympie  
(Queensland)

Hemmant  
(Queensland)

Noosa  
(Queensland)

### EASTERN

St Marys FLC  
(New South Wales)

Wollongong FLC  
(New South Wales)

St Laurence FLC  
(Newcastle, New South Wales)

Pambula Beach FLC  
(New South Wales)

### XAVIER

The Centre Education Programme  
(Queensland)

Inala FLC  
(Queensland)

Ipswich FLC  
(Queensland)

Townsville, Bowen, Burdekin FLC  
(Queensland)

### NANO NAGLE

St Francis FLC Hobart  
(Tasmania)

St Joseph's FLC  
Melb and Geelong (Victoria)

### WOLLEMI

Albert Park FLC  
(Queensland)

Mount Isa FLC  
(Queensland)

Rockhampton FLC  
(Queensland)

Southport FLC  
(Queensland)



55 Schools



39,000 Students



4,500 Staff



16 Dioceses



EDMUND RICE EDUCATION  
AUSTRALIA







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*Edmund Rice Education Australia  
offers a liberating education, based on a gospel spirituality,  
within an inclusive community  
committed to justice and solidarity*

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AUSTRALIA

9 THE VAUCLUSE RICHMOND VICTORIA

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