



EDMUND RICE EDUCATION
AUSTRALIA

20 22

annual report





**EDMUND RICE EDUCATION
AUSTRALIA**



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Cover Picture: Students at the Launch of the EREA Stretch Reconciliation Action Plan (RAP)

We acknowledge the Aboriginal Peoples as the Traditional Owners of each of the Countries on which our schools and offices are located. We acknowledge the Torres Strait Islander Peoples who are the Traditional Owners of the Torres Strait Islands.

We are honoured to have the world's oldest living and surviving cultures. We pay our respect to Ancestors, Elders and Leaders of the future who have the spiritual connectedness and relatedness to Country and all living systems.

A background image showing Pope Francis walking with a group of young people. The image is faded and has a light blue tint. Pope Francis is on the right, wearing his white cassock and zucchetto. A young woman in a white headscarf is on the left, and a young man with glasses is in the center.

“

Now is the time to arise! Like Mary, let us ‘arise and go in haste.’

Let us carry Jesus within our hearts and bring him to all those whom we meet. In this beautiful season of your lives, press ahead and do not postpone all the good that the Holy Spirit can accomplish in you! With affection, I bless your dreams and every step of your journey.

”

Message to Young People preparing for World Youth Day – Pope Francis 2022



EREA President

Philomena Billington

During 2022, the over-riding commitment of the EREA Council was the reform of governance structures and processes to ensure that EREA is fit for the mission of providing a liberating Catholic education for 40,000 young people in the spirit of Blessed Edmund Rice as an active contributor to the mission of Catholic education in Australia.

The 55 school communities in 16 Dioceses across every state and territory of Australia continued their outstanding commitment to meeting the complex needs of an increasingly diverse student population in a very changed world. Within this increasingly complex context and regulatory environment, it is this mission that continued to inspire and capture the spirit of those engaged in governing, leading and choosing a Catholic education, in the tradition of Blessed Edmund Rice.

The examination of all aspects of governance during 2021 and the receipt of the reports of external reviews early in 2022, provided clear recommendations to the Council of Trustees. These recommendations led to deciding on a more diversified structure for governance which is proximate, responsive and accountable. This was announced to Principals and School Advisory Council Chairs on 27 April and discussed at the School Advisory Council Chairs' Forum in July. The implementation process has been arduous and thorough, with close supervision by regulatory authorities in Victoria including a review of the Culture and Capability of EREA which was commissioned by the Catholic Education Commission of Victoria (CECV) and published publicly.

The outgoing Board of EREA was farewelled and thanked at the end of June and the EREA Ltd Board was inaugurated on 1 July 2022 after an external recruitment process which responded to a clear qualities and skills matrix. This changeover period was marked by: the strong commitment of both the outgoing Board and the incoming Directors of the incorporated Board; the fidelity to the mission of Blessed Edmund Rice within a contemporary context; and the increased

commitment to governance structures and processes which enable the safety, wellbeing and flourishing of the 40,000 students across the 55 schools.

As stated in 2021, we have been called to listen, to be open to hearing what is said and to respond with integrity. In the words of the highly esteemed Australian founder of the Christian Brothers in Australia, Br Ambrose Treacy, *'It is by no means that I am disposed to act precipitously but rather I do not believe in delay when the time is come to act.'* The EREA Ltd Board and the Council energetically and thoughtfully moved to enact the governance structures and processes, including the establishment of new companies.

Thus, following an external recruitment process, the Chairs and Boards for EREA Colleges Ltd, EREA NSW Colleges Ltd and EREA Flexi Schools Ltd were appointed to begin operation on 1 January 2023. The Council is indebted to the EREA Ltd Board and to the Chairs and Directors of the new governing Boards for their commitment and willingness to create the governance environment required for our schools and communities. The finalising of the governance structure for Victoria required further engagement to enable resolution during 2023.

2022 heralded more change than was anticipated, with a number of key personnel at both the Board and senior leadership levels completing their tenure with EREA. This has been challenging for many across the EREA community and the Council expresses its gratitude to each person, some of whom were foundation members, for their commitment to EREA. In particular, the Council expresses its gratitude to the EREA Ltd Board and its Directors for its dedicated leadership throughout this focused and challenging period.

Throughout these changes in the governance structures and processes, the schools and colleges led by the Principals and Leadership Teams and strongly supported by the School Advisory Council Chairs and Council Members, have continued to flourish in reaching out to those who seek or need the opportunity for a liberating education.

The Touchstones of EREA call each of us to offer *'a Liberating Education, based on Gospel Spirituality, within an Inclusive Community committed to Justice and Solidarity'*.¹ We do so within the context of the Plenary Council of the Australian Catholic Church which stated its commitment to more inclusive structures and processes, and within the broader context of the Australian community and the Commonwealth Government which has declared its commitment to a First Nations' Voice to Parliament. On 20 November 2022, the Council publicly stated the unconditional support of EREA for the 2017 *Uluru Statement from the Heart* and the *Voice to Parliament* as part of the call to walk together to build a better future.²

The importance of continuing to examine our Identity and Mission at every level of EREA is foundational to living in right relationship with God, the students, their families, the school leaders and staff with whom we serve and the Oceania Province of Brothers with whom we walk in solidarity. It is the call to service which must inspire us into the future. We continue to be inspired by our God and the wisdom of Blessed Edmund:

'Each of us is an open letter from Christ, a message written not with ink but in the Spirit of the living God, with a faithful human heart to carry it' (undated)

¹ Charter for Catholic Schools in the Edmund Rice tradition (2017). ² <https://ulurustatemdev.wpengine.com/the-statement/>



EREA Board Chair

Dr Stephen Brown

2022 was a year of significant change throughout Edmund Rice Education Australia (EREA). During the course of 2022, the Board Directors of EREA met on 16 occasions. In addition to these Board meetings, EREA Directors have been actively involved in all aspects of EREA governance, including participation in a range of Board Committees (Stewardship and Resources, Child Safeguarding, and Risk and Assurance) and project groups.

To support the key functions of the governance reform, the Board established an Incorporation Transition Committee and the St Kevin's College Support & Oversight Committee which became the St Kevin's College Transition Committee in the latter part of 2022. Each Board Director has brought expertise, wisdom and knowledge to their governance responsibilities. I am deeply appreciative of the unwavering commitment of my fellow Directors for their expertise, professionalism and discretionary effort to assist with the stewardship of EREA through this period of organisational reformation.

Risk and Compliance

Throughout 2022 the Board and Committees considered a range of matters. Progress continued in working through the issues within the Enforceable Undertaking (May 2020) and a Show Cause notice issued by the Victorian Registration and Qualifications Authority (VRQA) in November 2022. In October, following advice from the Catholic Education Commission of Victoria (CECV), EREA was required to complete an extensive program of work to respond to governance and cultural weaknesses identified in the Culture and Capability (C&C) Review.



In response, EREA stood up Project Aviary which was designed to meet the recommendations made in the C&C review and to improve EREA's capabilities as a provider of education services in Victoria.

As a child-safe organisation, EREA maintains an open and aware culture where child safeguarding roles and responsibilities are clear and understood, and all are equipped to report child safeguarding concerns and allegations. Throughout 2022, EREA has continued working and collaborating on child safeguarding measures to ensure safe, inclusive and respectful faith-filled environments where all children, young people and enrolled adults can realise confidence, agency and freedom.

EREA Regeneration

Throughout 2022, the Board worked with the Trustees to lead the reform and renewal of the EREA operating model and structures. In April 2022, the Trustees advised of the outcome of an external process for an organisational restructure which would see the establishment of six new entities. Under the proposed approach:

- > Trustees of EREA (TEREA) would be the Member of a new company to be called EREA Ltd
- > EREA Ltd would be the Member of five companies established to govern schools across Australia
- > The five new companies were to be: EREA Colleges Ltd; EREA Flexible Schools Ltd; EREA NSW Colleges Ltd; EREA Victoria Schools Ltd and St Kevin's College Ltd.



EREA Colleges, EREA NSW Colleges and EREA Flexible Schools were established to commence on 1 January 2023. The Board is appreciative of the focus of the EREA staff who worked diligently to support the process required in a short timeframe to establish these companies and their boards.

Appreciation and Gratitude

The achievements and milestones in 2022 would not have been possible without the full and unwavering commitment, focus, diligence and skill from the whole EREA Community. On behalf of the Board, I extend appreciation and gratitude to everyone who is part of the EREA community, especially our Principals, Staff and School Advisory Councils.

**I reiterate my thanks to all Board members,
both past and present, and to our national and regional office teams
who have worked diligently during this time of change.**

Gratitude is also extended to those in key leadership roles.

To the President of the Trustees, Phil Billington, all Trustees, Ray Paxton (Interim National Executive Director) and Craig Wattam (outgoing Executive Director) and the Executive team, I offer my sincere appreciation for your hard work and support in 2022.

There is much to affirm and celebrate in what has been achieved through our collective efforts towards fulfilling EREA's mission to provide young Australians with a transformative Catholic Education in the Edmund Rice tradition. We look forward to continuing the journey of organisational transformation, impelled by a collective desire to provide the best and safest schooling for all our students and inspired by the EREA Touchstones.

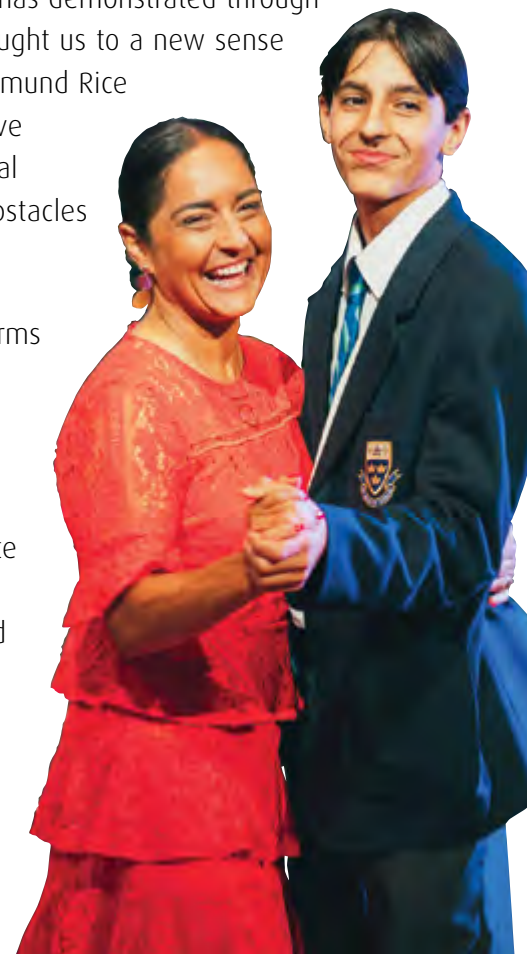
EREA Executive Director

Ray Paxton

During 2022, guided by our Strategic Directions 2020-2024, EREA engaged in a range of initiatives and responses in support of our core intent – that the 40,000 young people in our schools “may have life and have it to the full” (John 10:10). These achievements were completed in a challenging period of transformation for EREA as it moved through incorporation, restructure and significant governance and regulatory challenges.

As I look back at our year as an EREA community in 2022, there has clearly been a sense of excitement, renewal and dynamic activity. The resilience and agility each of our school communities has demonstrated through the peak of the COVID-19 pandemic has brought us to a new sense of who we are as Catholic Schools in the Edmund Rice tradition. Across our country, our schools have strengthened local, regional and international connections in spite of the most extreme obstacles placed before us.

In 2021, our connection through online platforms brought new experiences and opportunities. The year 2022 challenged us to determine the best ways of balancing technology and relationships as foundational to each of our learning journeys. In that context, I pay tribute to our principals, staff, parents and school communities for their openness, integrity and innovative intentions during this period. Our young people, within their communities, continue to thrive and meet the challenges presented to them.



In May, EREA hosted more than 250 educators from Catholic schools in the Edmund Rice tradition globally for an online education congress. Based on Pope Francis' vision of global solidarity and a commitment to the UN Sustainable Development Goals, the Congress centred around the theme, *Educating with Hope in our Hearts and Hands*. It brought together people from more than 17 countries who focused on reimagining, rebuilding and celebrating learning as we moved through the pandemic. Four international keynote speakers provided insights, expertise and wisdom, assisting us to reimagine how the education we offer can transform the world.

The EREA Stretch Reconciliation Plan was launched in May 2022. Many of our schools have progressed their development of School (Narragunnawali) RAPs, further connecting to Elders and communities as we work together for truth-telling and healing. Edmund Rice Education Australia unconditionally extends our support for the 2017 *Uluru Statement from the Heart* as a critical step towards Reconciliation.

**We believe that our future as a nation
must be based on justice and liberation and that our First Nations Peoples
are entitled to a voice in decisions that affect them.**

In September 2022, EREA launched its *Learning Statement: Implementing Liberating Practice*. Framed by our EREA Touchstones, this statement challenges all of us to "co-create the learning conditions, dispositions and relationships which enable deep listening, confidence, agency and freedom". This new language has been collaboratively developed by learners and leaders from all our schools and signals a new era of confidence for Catholic Schools in the Edmund Rice tradition. We were honoured to have Dr Miriam Rose Ungunmerr-Baumann, Senior Australian of the Year 2021, endorse our Learning Statement.

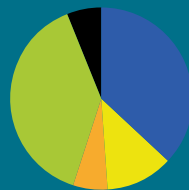
Coming full circle, our annual Student Leaders' Conference, conducted online in January 2022, was held in person in Sydney in January 2023. Brimming with enthusiasm and hope, this representative group of young people raised their voices in relation to conflict and the challenge of achieving peace, reconciliation and the First Nations' Voice to Parliament, and the future of the ecologically endangered earth we call home. Across our national network, 25 national, regional or State-based formation programs (more than 500 participants) provided experiences in which our staff could engage with the EREA Charter and Touchstones.

EREA acknowledges the contribution of National Office staff who completed their roles in 2022. It has been a privilege to serve EREA as the Interim National Executive Director. I acknowledge the leadership and contribution of many in enlivening the EREA Charter and Touchstones. Our schools continue to seek new and inspirational ways to "live Jesus in our hearts" through word, action, vision and meaning-making.



Finance Report

31 December 2022



Total Income by Source \$1,062.1 million

Commonwealth Grants	\$446.6 million, 39%	■
State Grants	\$126.7 million, 11%	■
Capital Grants/Income	\$72.8 million, 6%	■
Student Income	\$424.4 million, 37%	■
Other Income	\$72.0 million, 6%	■



Total Expenditure by Category \$1,042.9 million

Salary Costs	\$679.1 million, 56%	■
Education & School Support	\$184.2 million, 15%	■
Capital Expenditure	\$200.2 million, 16%	■
Other Property Related Costs	\$144.0 million, 11%	■

2022 was a time of significant change for EREA as we prepared to migrate to a new governance structure and operating model.

Our schools continued to focus on educating young people through effective stewardship of their resources, with capital expenditure rising from \$163.2m to \$200.2m. This investment leads to rejuvenated campuses and better facilities in which to educate young people.

Total Enrolments increased from 39,584 in 2021 to 40,034 in 2022, a modest increase of 450 students.

Profit and Loss Account

The consolidated Operating Statement delivered income growth of 8.0% and surplus before depreciation of 6.7% year over year (YoY).

Total Income for 2022 increased by \$70.9m, an increase of 8.0%. Government Grants increased by 6.5%, fees by 6.1%, trading income is flattened by \$10.9m worth of insurance claims, resulting from property damage associated with the Brisbane River floods.

In 2022, EREA continues to support families impacted financially by the increase in cost of living - concessions of \$37.5m were granted, up from \$36.8m for the previous year.

Expenditure increased by \$78.6m / 8.3%, largely impacted by salary and wages growth of \$37.3m / 6.0% YoY. Faculties and co-curricular expenses increased by 25.0% bouncing back to inflation adjusted pre-Covid levels. Insurance costs increased by \$3.8m / 36.0%, continuing its upward trend.

The pie charts show the breakdown of income by source and expenditure by category.

- Income: Recurrent Commonwealth and State grants make up 50.0% of the income and capital grants 7.0%, student income (fees) comprises 37.0% and other income is 6.0%.
- Expenditure: Salary costs were 56.0% of total expenditure, education and support costs are 15.0%, capital expenditure and other property-related cost are 29.0% in total.

Balance Sheet

EREA continues to report a healthy Balance Sheet, with \$2.2b net assets, of which the schools' land and buildings comprises 94.6% of the total value. The Liquidity Ratio (current assets over current liabilities) is 1.4, which is high by commercial standards.

Schools have invested \$200.2m in capital works and \$50.8m in maintenance to improve their campuses. Infrastructure works are planned, in progress have been completed at almost every College campus and many Flexi schools around the country, providing better and more pedagogically-appropriate facilities for our young people.

Significant builds were undertaken during 2022 including at St Virgil's, St Dominic's, St Gabriel's, St Bernard's and St Kevin's Colleges.

As at 31 December 2022, EREA decreased its cash holdings by \$64.9m, largely as a result of investing in its infrastructure.

The consolidated general purpose financial statements have been prepared in accordance with the Australian Charities and Not-for-Profits Commission Act 2012 and Australian Accounting Standards – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities, Australian Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board. EREA is a not-for-profit body for the purpose of preparing financial statements under Australian Accounting Standards.

The recurrent operating results were in line with the Key Performance Indicators (KPIs) set by the Board to ensure EREA continued to be a sustainable entity. The following report is an extract from the audited consolidated financial report and refers to the flow of income and expenditure from a cash perspective.

Jennifer Scott – Chief Operating Officer

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 2022

			\$	\$
INCOME				
Commonwealth Government Grants	Recurrent		430,258,441	
	Other		16,323,575	446,582,015
State Government Grants	Recurrent		118,212,171	
	Other		8,529,048	126,741,219
Capital Income	Commonwealth grants		5,438,716	
	State grants		3,668,585	
	Donations capital		-314,238	
	Loan proceeds		63,959,750	72,752,814
Student Income	Tuition		407,574,458	
	Other		16,859,762	424,434,220
Other Income	Donations - Operating		1,641,228	
	Building levies		10,351,242	
	Investments		3,677,303	
	Trading activities		28,055,711	
	Other		28,325,499	72,050,983
TOTAL INCOME				1,142,561,251
EXPENDITURE				
Total Salary Costs	Salaries		602,605,954	
	Superannuation		63,677,022	
	Long service leave and provisions		12,801,696	679,084,672
Education and School Support	Faculties and co-curricular expenses		62,709,325	
	Boarding expenses		8,642,933	
	Trading activities		17,057,813	
	Administration		67,174,341	
	Insurance		17,651,744	
	National and Regional costs including co-responsibility support		10,940,342	184,176,499
Capital Expenditure	Net payments for property, buildings, plant & equipment		228,067,915	
	Maintenance		50,832,418	
	Debt servicing (principal & interest)		64,440,154	
	Leasing costs		927,484	344,267,971
TOTAL EXPENDITURE				1,207,529,142
NET INCREASE IN CASH HELD				(64,967,890)

Highlights of 2022

-
- Jan** Annual Young Leaders' Conference online
-
- May** Online EREBB Global Education Congress for Catholic schools in the Edmund Rice tradition was held for participants from more than 17 countries – themed *Educating with Hope in our Hearts and Hands*
-
- May** *EREA Stretch Reconciliation Plan* was launched
-
- July** EREA's newest school – EREA Flexible Learning School, Burdekin Education Program, was opened in North Queensland
-
- July** EREA Ltd was inaugurated on 1 July to increase the commitment to the safety, wellbeing and flourishing of 40,000 students
-
- July** School Advisory Council (SAC) Chairs' Forum in Melbourne engaging SAC Chairs, EREA Council, EREA Board and EREA Executive Team
-
- Sept** *EREA Learning Statement: Implementing Liberating Practice* was launched
-
- Nov** EREA publicly declared unconditional support for the *2017 Uluru Statement from the Heart* and the *Voice to Parliament*
-
- Dec** Significant capital works investment of \$200.2m and \$50.8m in maintenance, providing better facilities for students



Our Schools

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.

Visit: www.erea.edu.au/hear-from-us/publications/
to read individual school reports

EREA SCHOOLS REGIONS

NORTHERN

Ambrose Treacy College
Indooroopilly

Ignatius Park College
Townsville

Indooroopilly Montessori
Children's 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's 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 Patrick's College
Strathfield

St Pius X College
Chatswood

Waverley College
Waverley

SOUTHERN

St Mary's 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

CENTRAL WEST

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

OSCAR ROMEO

FAME
(South Australia)

Edmund Rice 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)

NANO NAGLE

St Francis FLC Hobart
(Tasmania)

St Joseph's FLC
Melb and Geelong (Victoria)

EASTERN

St Mary's FLC
(New South Wales)

Wollongong FLC
(New South Wales)

St Laurence FLC
(Newcastle, New South Wales)

Pambula Beach FLC
(New South Wales)

WOLLEMI

Albert Park FLC
(Queensland)

Mount Isa FLC
(Queensland)

Rockhampton FLC
(Queensland)

Southport FLC
(Queensland)

XAVIER

The Centre Education Program
(Queensland)

Inala FLC
(Queensland)

Ipswich FLC
(Queensland)

Townsville FLC
(Queensland)



55 Schools



40,000+ Students



4,500+ Staff



16 Dioceses



EDMUND RICE EDUCATION
AUSTRALIA











“

Were we to know the merit and value
of only going from one street to another for the love of God,
we should prize it more than gold or silver

”

Blessed Edmund Rice 1810

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



EDMUND RICE EDUCATION
AUSTRALIA

10/420 ST KILDA ROAD MELBOURNE VICTORIA