



# 2024 ANNUAL GENERAL MEETING REPORT

# PRINCIPAL REPORT

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It is my pleasure to present my Principal's Report for the 2023 School Year.

It was a year replete with many challenges and associated opportunities for Holy Family Catholic School and the community we serve.

## LEADERSHIP

2023 was a time in which we saw a changing of the guard with the appointment of a new Deputy Principal and a new Assistant Principal: Religious Identity and Mission. We started the year with temporary appointments in these two key leadership positions. The school then instituted an exhaustive search for the best possible candidates. Nicholas De Palma was appointed as the substantive Deputy Principal following an esteemed period of service in our school as a teacher, Numeracy Coach and Leader of Learning. Jake Winters continued in his role as an exemplary Literacy Coach and Assistant to the Principal: Inclusive Learning. Anthony Terminello was appointed as our new Assistant Principal: Religious Identity and Mission. Anthony will complement the leadership of our Parish Priest Fr Shibu Jacob.

## SCHOOL STAFF

At Holy Family we regard every member of staff as a leader. Recent research at Holy Family Catholic School by Foteini Pasenidou from UNISA indicates that our Values of Positive Emotion, Trust and Support permeate our culture here at Holy Family through the work of each and every staff member. It is clear that children and families are impacted positively by staff working in the Offices, Canteen, Library, Uniform Shop, OHSC, Early Learning, ICT and Grounds.

## CATHOLIC IDENTITY

Our Religious Education Team includes Fr Shibu and the Parish Team together with Louise Svensdotter who coordinates the Sacramental Program in the Parish. Our retiring APRIM Michael Urdanoff and Acting REC Mandy Curtis were at the heart of our pastoral work in the school and the parish.

## SCHOOL BOARD

Throughout my period of tenure as Principal at Holy Family Catholic School, the School Board has been an integral part of my work and a source of constant support and inspiration. Year after year the members of the School Board work tirelessly in the best interests of the school. In 2023 Amos Davies retired as a member of the School Board after several periods of service. Amos epitomised the spirit and character of our community. We thank Amos sincerely for his service and wish he and his family every happiness in the future.

## FINANCE

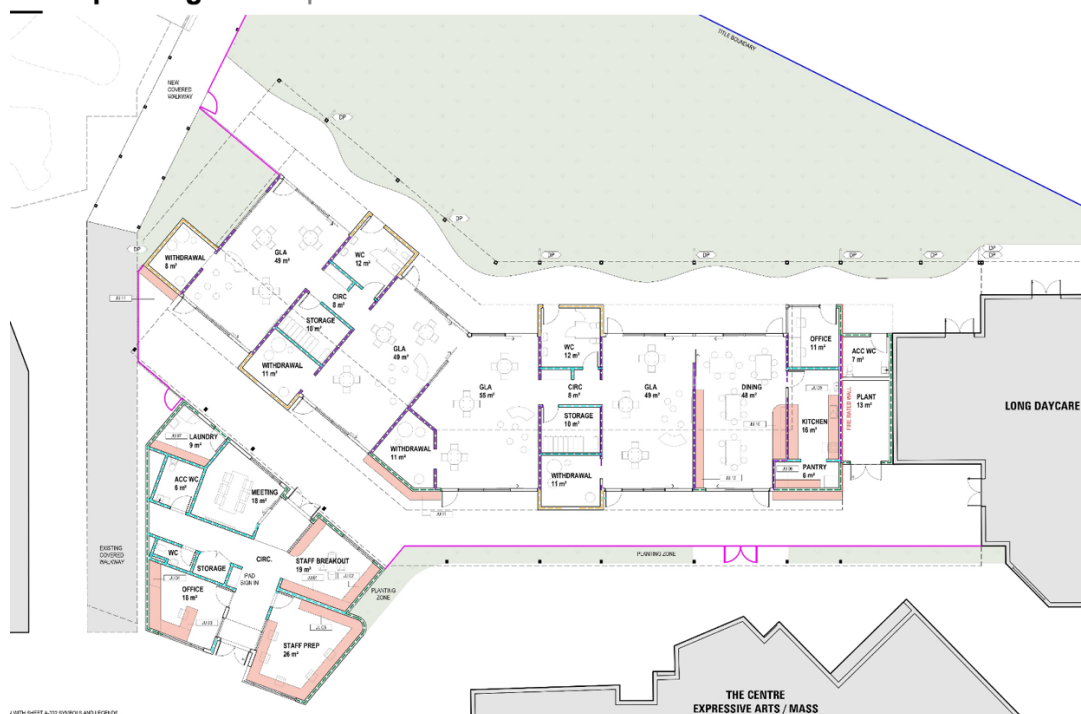
Despite the trials and challenges of the past few years of the COVID period the school has continued to flourish through the difficult times. This performance is a credit to our School Business Manager Jessie Ng and the Finance Committee comprising myself, Rachel Haggerty and Heath Moss. Our future is secure in the hands of these servants of the school.

## EARLY LEARNING

On January 9, 2023, Holy Family Catholic School opened our Early Learning service for three year and four old children in Long Day Care and Preschool. The Early Learning curriculum has been developed to a high level together with our Quality Improvement Plan addressing all issues pertaining to the care of Preschool children. Enrolments are almost at capacity and the design our new Preschool Building is well advanced. The building will be completed for the start of the 2025 School Year.

### Concept Design Concept Plan

 **DesignInc**



The future at Holy Family is looking bright, however we can always improve on our performance for the benefit of our staff and children.

## KERRY WHITE

# CHAIRPERSON REPORT

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Last year I was given the privilege to serve as Chairperson for the School Bboard for the first time. I proceeded Mr. David Garrick who held the position for over four years and did an exemplary job during his tenure and left me with big shoes to fill. Whilst there is always a learning curve, I have enjoyed my time in this role and look forward to another productive year in 2024.

My role as Chairperson is to work with Mr. Kerry White and Mr Nicholas De Palma, along with the Board, in supporting the vision of the School and our mission to uphold our Catholic identity and ecological and pedagogical values and standards. This also includes providing feedback regarding the aforementioned and administration of the school. As a parent of children at HFCS it is of great importance to me, and gives me great pleasure, in seeing the success of our students and the high standards of education, which have been held at HFCS for many years, continue. It is our job as School Board to provide the best structure and environment to help mould these children into future members of our community and society.

In 2023 we enjoyed our first full year free of the restrictions that limited us during previous years during the pandemic. As a parent it was a pleasure to be able to interact fully with the School again and experience all it has to offer. The year finally felt like our community was whole again as we came together for many occasions to celebrate the School, community and students. Some of the highlights for the year include:

- The completion of the Billabongs and release of our Purple Spotted Gudgeon into them. Also, the continued successful breeding of the Gudgeon which has received national recognition as a leading initiative in the sector.
- The full integration of Early Learning as HFCS took controlling interest to start the year. We have seen a surge in enrolment since and currently sit close to capacity to begin 2024.
- Another successful Spring Fair in which we were able to raise \$12302 for the school. We were blessed with beautiful weather which saw a large portion of the community come through the gates and get to enjoy all the school had to offer.
- The annual Sports Day and subsequent Colour Run which also raised \$7406 to add to school resources. I had the pleasure of being a parent tasked with squirting the kids with slime as they ran past. Being able to experience the joy on their faces is a memory that will live with me forever and holds up as one of my highlights of the year.

The School Board would like to recognize the continued work and support of school staff, teachers, admin, ESOs, Canteen, Uniform shop, OSHC and Early Learning throughout the year. You all play an integral part in our community, and we thank you.

To my fellow board members, you play an important role within in the School and we thank you also and appreciate you give up your most important asset of all for us . . . time. This also stands true for all our school volunteers who also put in their efforts to make the school what it is today. You are all a valuable part of our community.

To all teachers and staff that have moved on from us we thank you for all your hard work and wish you well in your future aspirations and know you have left your own imprint on our community.

Finally, to our leaders Kerry White, Nicholas De Palma, Nicholas Bartold, and others, the Board would like to thank you for your guidance and professionalism throughout the year. The School, and mostly our students, are better off for your leadership.

In conclusion 2023 was another successful year for HFCS and provided yet another solid foundation for the year ahead. I am privileged and grateful to have been given the task of leading, and being a voice, for the Board and want to thank you all for having the confidence in me to do so. I have full confidence that 2024 is going to be another excellent year for HFCS.

**HEATH MOSS**

# TREASURER REPORT

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As the current Treasurer/Deputy Chairperson I am pleased to provide you with a financial summary for the 2023 school year. It has been a privilege to assist the school last year, my first year as Treasurer after joining the school board in 2021.

The School has once again reported a surplus of \$2.1 million, an outstanding result which will enable us to continue with our future plans to expand and provide a middle school as well as the upgrade and redevelopment of current buildings and technologies. We have successfully acquired Early Learning from Alive with the final payment to CESA of \$650k, due in June this year. The current cost of living crisis many of our families are experiencing is not lost on us and we will continue to support families with fee relief when it is needed.

## EXPENDITURE IMPACTS vs PREVIOUS YEAR

Loan repayment for the Early Learning acquisition from Alive	\$650k
Increase in ESO support, providing increased support to teaching staff & students	\$482k
New bus service for students	\$30k
Increase in all staff training	\$36k
Nil COVID-19 grants received	

## REVENUE INCREASES vs PREVIOUS YEAR

Decrease in computer repair costs	\$54k
Increase in State Government funding – census	\$133k
Increase in Australian Government funding – census	\$1.1mil
Decrease in Educational Capital Levy	\$70k

## SCHOOL FEES

The collection of school fees has continued to align with previous years and there are no areas of concern. It is worth noting that the participation rates of the early fee payment discount have increased, resulting in less administrative work and bad debt.

## TRADING ACCOUNTS

### Early Learning

Early Learning has achieved an overall profit of \$55k, a good result and one to be proud of. A lot of hard work had to happen behind the scenes in order for the School to establish Early Learning of their own and we are excited to see what the future holds in this space. A brand new, purpose-built Early Learning is currently in planning stage.

### **Out of School Hours Care (OSHC)**

The OSHC team continue to work hard to establish a refreshed service for the school post COVID-19. They are running at capacity most days and are in the process of applying for a licence to increase enrolments to reflect the current school community needs. Whilst a loss of \$118k is of genuine concern, we expect to recoup a portion of this with the recent fee increase. Fees had not been increased for several years and it was timely to review the fee amounts in line with the deficit and surrounding OSHC providers at neighbouring schools. For most of our families the increase in fees is absorbed by the CCS rebate, so there is a minimal financial impact.

### **Uniform Shop**

The Uniform Shop has achieved a surplus of \$13k, a pleasing result especially considering the supplier had increased costs without notice.

### **Canteen**

The Canteen remained in a deficit of \$13k but did come in under budget. We continue to review costs where we can without an impact to the outstanding service they provide to students and staff. Keeping the canteen service in house keeps our costs down and allows flexibility when needed.

### **SUMMARY**

Achieving a surplus has taken a lot of hard work, intention, and continuous review from the school management team. They are relentless in spending and budgeting conservatively, something I have witnessed firsthand whilst attending the Finance and Board meetings each month. Responsible decision making has kept the School financially sound and that is what is best for all the children. Our reasoning in all the decisions that we make at Holy Family.

**RACHEL HAGGERTY**

# STAFF REPORT

2023 was a remarkable year at Holy Family Catholic School. Firstly, I would like to acknowledge and thank the contributions of APRIM, Michael Urdanoff, who moved into retirement at the end of Term One. Michael was a much appreciated member of staff who lived the gospel life and inspired many staff and children along the way. Thank you Michael. Nicholas De Palma was appointed Deputy Principal and Mandy Curtis as REC. We farewelled Mandy at the end of term 4 and thank her for her contribution.

Whilst not on staff, I would like to share an appreciation for the dedication, knowledge and voice of David Garrick as outgoing Chairperson for the Holy Family Catholic School Board midway through 2023. Within his tenure with the school board, David's contribution has been immeasurable. Thankyou David for leading and supporting the vision of the school.

Throughout the year staff undertook professional development across key areas including literacy, wellbeing and technology. Early in term one, Alan Wright and Matt Glover, experts within the field of literacy presented to staff about the power and possibility of poetry; and developing stacks to enhance the writer's workshop. The day was very informative and staff walked away feeling excited about the possibilities of implementing this learning within the classroom.

Wellbeing Education remains a strong influence at Holy Family Catholic School and in 2023 staff were continued to be trained in this area. Kaine Volkov from BSEM workshoped with staff who were yet to complete training across two days.

In term four David Bott from The Wellbeing Distillery spent a day with staff with the intention of working with leaders, and teachers to achieve wellbeing outcomes through training, wellbeing measurement, practical resources, enhanced pedagogy, cultural change, high-impact strategies and implementation methodologies. The Wellbeing Distillery has been Staff look forward to continuing to engage in this learning throughout 2024.

*Asset*

Resilience

*Lenses*

Character Strengths  
Mindfulness

*Infrastructure*

Sleep  
Nutrition  
Exercise

*Vectors*

Values  
Goals  
Habits  
Boundaries

*Elements*

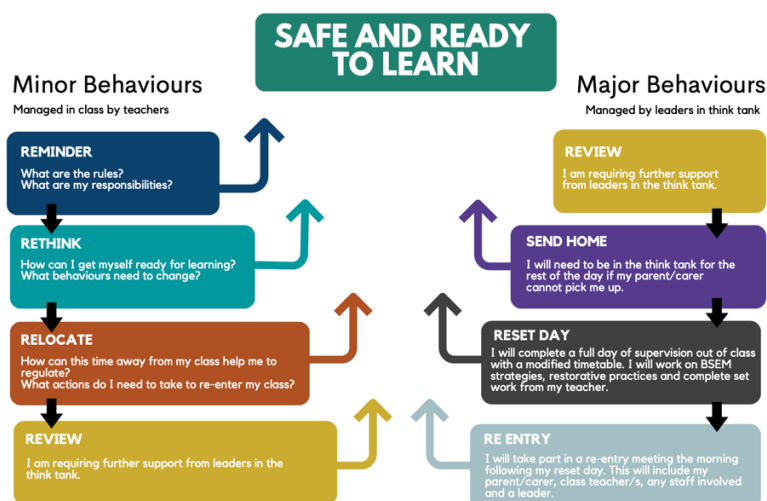
Positive Emotions  
Engagement  
Relationships  
Meaning  
Accomplishment



Holy Family continued its connection with technology expert Paul Hamilton, who worked with classes from years 3-6 to redefine their use of technology within the fields of content creation and augmented reality.

At the commencement of term three, Laura Yeend and Iolanda Aufiero took the reigns for the two Mid-Year Reception Classes. Iolanda and Laura were familiar with the children who came into Reception from Holy Family Early Learning. This was an exciting development for our school in solidifying the nexus between Early Learning and the rest of the school.

In semester two Holy Family staff formed a behaviour management committee. The committee collated guidelines and statements as an initial step towards reviewing a whole-school approach to behaviour education. The guidelines helped to draft a school-wide flowchart to guide responses to minor & major behaviour. Following consultation and approval the flowchart was implemented from term three. Please see the below graphic of the Holy Family Behaviour management plan.



Everyone has the right to learn. Everyone has the right to be safe. Everyone has the right to be treated with respect.  
Everyone has the right to belong.

In his role as Deputy Principal, Nicholas De Palma implemented his ecological project with the student leaders from the three houses of learning. St Mary Mackillop House, how can we keep our school clean and tidy? St Pope John Paul II House, how can we maintain and use our garden beds? St Vincent De Paul House, how can we include Indigenous dreaming stories into our school? Congratulations to Nicholas for implementing this initiative.

The annual Holy Family Spring Fair was held in early October. Thank you to the Spring Fair committee who worked tirelessly for much of the year to deliver a wonderful and long standing community event. Congratulations Kerry, Hong, Roz and all the committee for another successful edition of the Spring Fair.

In more exciting news for our Fish Farm and MUDLA, the four Billabongs were unveiled with release of Yarra Pygmy Perch. Gerry McCarthy collected these endangered species from Aquasave at Victor Harbor. This is yet another step in our endeavour to help save endangered species.

Due to the successful breeding programs going on, including here at Holy Family, the Southern Purple Spotted Gudgeon fish have been re-introduced into the River Torrens in Breakout Creek, the first time these fish have been present in the Torrens for 100 years. Congratulations to all involved in this precious ecological project. External recognition of Holy Family's work was acknowledged when we were presented the Citizens Science Award from the Murraylands and Riverlands Landscape Board for our work with the reintroduction of the Southern Purple Spotted Gudgeon.

# Thank you!



The Murraylands and Riverland Landscape Board  
would like to thank you for your contribution to  
environmental data collection in the region

*Citizen Science Award Nominee*

**Holy Family Catholic School**

Dianne Davidson AM  
Chair  
Murraylands and Riverland Landscape Board

**MURRAYLANDS AND RIVERLANDS**  
**LANDSCAPE**  
**SOUTH AUSTRALIA**  
MURRAYLANDS AND RIVERLAND

2023 was a year where Holy Family Catholic School staff displayed tremendous commitment to the improvement of student learning and wellbeing outcomes through the aforementioned partnerships and shared learning experiences. It was also a year where many staff said farewell as they embarked on new chapters in their own professional journeys. We thank the departing staff for their service and wish them well in their future endeavours. Excitingly, this means that in 2024 we celebrate the appointment of teaching staff into new roles at Holy Family Catholic School along with welcoming several new teachers and many educational support services staff to the Holy Family community.

**NICHOLAS BARTOLD**