

ANNUAL REPORT 2022



WESLEY COLLEGE

MELBOURNE AUSTRALIA - SINCE 1866

A True Education

WESLEY COLLEGE ANNUAL REPORT 2022 CONTENTS



President of Council	4	College Activities	15	Commonwealth Reporting Requirements	22
Council Activities	6	Sustainability	15	Financial Statement	24
College Council	8	The Arts	16	Money flow	25
Principal's Overview	11	Sport	17	Revenue	26
Strategic Plan 2017-2030	14	Teaching and Learning	18	Expenditure	26
		Wesley College Foundation and OWCA	21		



PRESIDENT OF COUNCIL



Wesley College returned to almost normal on-site operations in 2022. The flexibility and enthusiasm across our community provided a solid basis for a strong year of renewal.

During 2022, work commenced on new Vision, Values and Voice statements for the College. The next phase of this work will involve the development of a strategic plan to implement these values over the coming years and will provide an opportunity for feedback from the wider Wesley community.

The capacity of the College to undertake extensive capital programs was limited during the COVID-19 pandemic, both financially and practically. The immediate response of the College has been to ensure that all buildings are well ventilated and comfortable. However, the highlight of 2022 was the completion of the 'Clunes - Next Chapter' development, which was opened by the Governor of Victoria, The Honourable Linda Dessau AC, in November. The College also undertook an extensive upgrade to the information systems network during the year, which included a full re-evaluation of our software systems and policies.

The return to a full on-site program, coupled with rising costs and the decision to pause fee increases for the previous 18 months, required a fee increase for 2023 of 4.5%. A key priority for the College has been to balance that increase with the need to fully recognise and support staff who provided exemplary service over the pandemic years.

The Wesley College Foundation is being re-invigorated with a new governance structure which will enable a new strategic focus on support for scholarships. It was pleasing that our flagship annual events were able to go ahead this year, with the Grand Prix Breakfast in April and the Business Breakfast in May both well attended. Council acknowledges the leadership of Nicki Lefkovits (OW1990) as Chair of the Foundation.

The OWCA also welcomed back a full agenda of in-person reunions and events in 2022. Thanks are due to the OWCA Executive and President Kate Evans (OW1998) for a comprehensive calendar of activities.

In July, the Yiramalay/Wesley Studio School transitioned to become the foundation school in the new Studio Schools of Australia organisation. Founded by former Wesley principal, Dr Helen Drennen AM, Yiramalay is an innovative Indigenous school developed by Wesley in collaboration with the Bunuba Community in the Fitzroy Valley. Studio Schools of Australia plans to develop a series of schools across northern and western Australia based on the successful Yiramalay model, with Wesley remaining a partner school with Yiramalay. Within the new strategic plan, Wesley is developing new programs to further its commitment to support pathways for educating young Indigenous Australians.

The Wesley Council welcomed two new members in 2022 with the appointment of Joanna Johnson and Nicki Lefkovits (OW1990). Nicki is already well known to the Wesley community having chaired the Wesley Foundation for many years. Joanna is a CFO and company secretary, and both bring exceptional skill sets to complement the existing members of the Wesley Council.

These new appointments during 2022, of course, were coupled with another significant change to the Wesley College Council. Marianne Stillwell concluded her term on the Council, stepping down as President. Marianne was elected to Council in 2006 to replace Linda Dessau. She was elected President in 2014 and has been tireless in her service of the College through periods of critical development and change.

In 2016, the College formally separated from the Uniting Church, and was incorporated. Ensuring that this process provided the College with a contemporary governance structure into the future will be one of Marianne's great legacies. Wrapped around this change has been an updating of the governance structure of the major groups supporting the College: the Parents Association, the Wesley College Foundation and the OWCA. Each of these changes required broad consultation, and careful consideration of the



PROF. RACHEL WEBSTER LISTENS TO SAFIYA HUQ TALK ABOUT HER PROJECT AT THE 'WONDEROUS WORLD' EXHIBITION AT THE GLEN WAVERLEY CAMPUS.

structures that would best support the education of Wesley College students into the future.

Marianne worked with three principals during her time as President: Dr Helen Drennen AO, Richard Brenker and current principal, Nick Evans. Marianne's deep understanding of good governance, her generosity with her time, and her respect for her colleagues has ensured that the members of Council consider it a privilege to work alongside her. The quality of the members of the Wesley Council speaks to the high regard they have for Marianne.

Wesley College owes Marianne Stillwell a huge debt of gratitude for the extraordinary leadership and service she has given the College over more than 15 years.

The 2022 Year 12 academic results maintained the high standard across the VCE and IB cohort of previous

years on all measures. Wesley is particularly proud of these results as an open entry school, so while we celebrate the successes of our high achieving students, we acknowledge the achievements of every student who has strived to complete their secondary education. Congratulations to all our final year students.

As we commence 2023, Wesley College is in a strong financial position, with a committed and cohesive leadership team. Heartfelt thanks to the Wesley College Executive and our teaching and professional staff for their efforts over the past three years. A re-set from the pandemic years is allowing the College to develop in new directions with renewed energy. We look forward to further developments in the Wesley educational program that will enable students to meet the challenges of an ever-changing world.

Prof. Rachel Webster AO
President of Council

THE EXTRAORDINARY LEADERSHIP AND COMMITMENT OF THE COLLEGE EXECUTIVE AND THE FLEXIBILITY AND ENTHUSIASM OF BOTH THE TEACHING AND PROFESSIONAL STAFF PROVIDED A SOLID BASIS FOR A STRONG YEAR OF RENEWAL.



COUNCIL ACTIVITIES

Wesley College has operated as a legal entity, Wesley College Melbourne, since 2016, after 150 years as an unincorporated institution of the Uniting Church of Australia. As an independent legal entity, the College continues to work closely and jointly with the Uniting Church in Australia (Victoria and Tasmania) in pursuit of the same shared vision and purpose.

The Wesley College Council is appointed under the terms of its Constitution, which provides for a Council of 12 people, plus the Principal. The Council is responsible for the College's governance. The Wesley College Council meets approximately nine times each year and has appointed five Committees with particular responsibilities.

The Nominations Committee considers and recommends to Council the names of people suitable for the office of Councillor. It also recommends the names of people suitable to sit on other Committees of the Wesley College Council.

The Finance, Audit and Risk Management Committee is responsible for the College's financial affairs and risk management strategies.

The Property Committee establishes the policy framework for all property dealings by the College and reviews the construction and maintenance program for buildings and grounds.

The Strategy Committee investigates long-term strategic options and oversees strategic planning and the monitoring of the strategic plan for the College.

The Ethics, Compliance and Governance Committee oversees adherence by Wesley College Council members, Executive and staff to appropriate standards of ethical behaviour, aligned with the College's core values and compliance with duty of care to students and staff; and the implementation of procedures and operations related to the Council's governance structure and its core governance functions.



Member	College Council		Finance, Audit and Risk Management Committee		Property Committee		Ethics, Compliance & Governance Committee	
	Meetings attended	Meetings eligible to attend	Meetings attended	Meetings eligible to attend	Meetings attended	Meetings eligible to attend	Meetings attended	Meetings eligible to attend
Cameron Bacon	9	9	9	9				
Hugo Stephenson	9	9					2	4
Marianne Stillwell	4	4	3	3	2	2	1	1
Melinda Geertz	9	9	4	9				
Nick Evans	9	9	8	9	6	9	4	4
Peter Mastos*	8	9			5	9		
Rachel Webster^*	9	9	6	9	9	9	3	3
Sarah Conron	9	9						
Simon Rooke	7	9	4	9			2	4
Sunny Chen	9	9					3	4
Tim Jackson	6	9			8	9		
Joanna Johnson*	5	6	8	9				
Tim Greenall							2	2
Timo Brouwer			6	9				
Nicki Lefkovits	1	1	3	9				
David Cleland					8	9		
Peter Sandow					5	9		
Doug Turnbull					5	9		
Jennifer Marks					2	3		
Mohan Du					3	9		
Warwick Mitchell					2	3		

Attendance impacted due to illness

* Elected to College Council at AGM on 4 May 2022

^ Elected as President of College Council at AGM on 4 May 2022

* Appointed Chair of Ethics, Compliance & Governance Committee



COLLEGE COUNCIL



MARIANNE STILLWELL

BA (Hons) MBA
GradDipEd MAICD

Marianne Stillwell retired in May after eight years as President of the Wesley College Council, in line with constitutional term limits. A committee member since 2006, she has also served as Chair of the Strategy Committee, Ethics, Compliance and Governance Committee, and Remuneration Committee. In her professional career, Marianne spent 12 years in finance management roles with Ford Credit Australia Limited and has 10 years of secondary teaching experience in Catholic and Independent schools. Marianne is currently Executive Director of the Stillwell Family Council and a Director of Stillwell Motor Group, a family company specialising in prestige motor vehicle retail. She is also Deputy Chair of the Board of Management for Independent Schools Victoria. Marianne's daughter is a current student at Wesley College, with her two sons completing their education at Wesley in 2017 and 2014 respectively.



RACHEL WEBSTER

BSc (Hons) MSc PhD

Professor Rachel Webster AO was elected President of the College Council in May. A professor at the University of Melbourne, she has taught Astrophysics, Astronomy and Physics for more than 20 years. Rachel is a well-respected member of her field, the author of more than 200 academic publications and a regular presenter at international conferences. Rachel currently leads an astrophysics research group at the University of Melbourne, consisting of more than 60 research students and staff. Professor Webster has also been awarded a place on the Victorian Women's Honour Roll, is a board member of Astronomy Australia Limited and an honorary fellow of the Astronomical Society of Australia.



SUNNY CHEN

BA (Hons) PGCertEd MTheol
(Hons) CertApplLing
AdvDipMin PhD

Sunny Chen is the current Vice President of the Wesley College Council, and was appointed in April 2014. He is the Chaplaincy Coordinator at the University of Melbourne, and a lecturer and an honorary researcher at the University of Divinity. Passionate about education, he currently chairs the Uniting Church's Ministerial Education Board, which oversees the theological college of the Uniting Church, Synod of Victoria and Tasmania. Sunny was originally a secondary school teacher in Hong Kong before completing his theological studies in the United States. As a Uniting Church Minister, he ministers to youth and tertiary students. Sunny is acquainted with a number of Old Wesley Collegians through his connection with Queen's College at the University of Melbourne, where he is currently a council member and a former College Chaplain. Sunny serves on the Strategy Committee, the Remuneration Committee and the Ethics and Governance Committee.



NICK EVANS

BA (Hons) DipEd
MEd MACE

Nick Evans (OW1985) is Wesley's 17th Principal. Nick has a long association with Wesley College both as a student and in teaching and leadership roles spanning 20 years. Following five years as Deputy Headmaster and Head of Senior School at Melbourne Grammar School, Nick has returned to Wesley as an accomplished leader with extensive experience in contemporary curriculum development, in the implementation of academic and cocurricular programs to complement a holistic education and in building connected relationships with staff, students and community. Nick also brings to Wesley extensive experience

in coeducational and residential schooling, teacher appraisal and the development of programs to support teaching excellence.



CAMERON BACON

BEC CA F Fin

Cameron has been a Financial Advisory (Mergers and Acquisitions) Partner at Grant Thornton since late 2010. Prior to that, Cameron worked at KPMG in the Corporate Finance and Audit divisions. While at KPMG he undertook a secondment to the KPMG Chicago office. Cameron is a former Wesley student and has one son currently at the College. Cameron serves on the Strategy Committee and the Finance, Audit and Risk Management Committee.



JOANNA JOHNSON

CA BEC
Grad Dip Management

Joanna joined the Council in 2022 after serving on the Finance Audit and Risk Subcommittee through 2021.

She is a Chartered Accountant with extensive experience as CFO and Company Secretary for ASX listed and multinational life sciences and pharmaceuticals companies. She has two daughters who are currently enrolled in the Senior and Middle School at the Glen Waverley Campus.



SARAH CONRON

BBA (Property) MBA

Sarah Conron is a Director of Neurologic Plus and has been working as a management consultant for the past 16 years, working with Atkinson Consulting. Prior to this, Sarah was General Manager of property.com.au Sarah is a long-serving member of the Women for Women Committee at Sacred

Heart Mission. She has four children, two of whom have completed their schooling at Wesley College and two of whom are current students.



MELINDA GEERTZ
BA

Melinda Geertz joined the Wesley College Council in May 2016 and serves on the Strategy Committee and the Finance, Audit and Risk Management Committee. She has been the CEO of Leo Burnett Melbourne, a well-known creative communications agency, for the last 13 years. Prior to coming to Australia, Melinda worked with Leo Burnett in Chicago. She is a Director of the Communications Council and Make-a-Wish Australia. She has three children, all of whom are completing or have completed their studies at the St Kilda Road Campus.



PETER MASTOS
BEcComm

Peter Mastos (OW 1990) joined the Wesley College Council in 2020. He is a senior business leader with more than 25 years of experience in management, management consulting, mergers and acquisitions, and financial and operational due diligence. He is a Founding Partner at Sayers, a business, innovation and investment advisory and consultancy service backed by Australian and US private capital, founded in 2020.

He completed the INSEAD Executive Leadership Program in 2010, and has been a member of the Institute of Chartered Accountants in Australia since 1996. He is also a current member of the board of the Murdoch Children's Research Institute.



TIM JACKSON
BArch (Hons)
BPlanDes

Tim Jackson (OW1981) is a founding director of Jackson Clements Burrows Architects (JCB), established in

Melbourne in 1998. JCB have delivered a diverse range of projects throughout Australia and overseas, and their work has been widely recognised through the Australian Institute of Architects (AIA) and Industry Awards programs, with award-winning projects including the St Kilda Foreshore Promenade Redevelopment, Monash University Faculty of Science North-West Precinct Redevelopment, and the Architizer A+ Award Winner for Upper House (Multi Unit Housing – High Rise, 16+ Floors). Tim is an advocate for innovative design in the built environment and has established an impressive portfolio of award-winning commissions for JCB. He maintains a commitment to the research of multi-residential and domestic scale housing for the improvement of habitation and social interaction. Tim has chaired various AIA and Industry Award juries, and participates in guest critiques at major tertiary institutions across Australia. Tim is a member of the Property Committee. His daughter completed her studies at Wesley in 2016 and his son completed his studies at Wesley in 2018.



SIMON ROOKE
BComm LLB CA CTA
GradDipAppFin
GradDipLegal Prac

Simon Rooke joined the Wesley College Council in February 2016. He is a Lawyer and a Chartered Accountant. Simon joined the corporate tax group in PwC (then Price Waterhouse) in 1995 and has been with the firm since then. Simon's main practice areas are accounting, mergers and acquisitions, international tax and litigation. He spent time on secondment in the Mergers and Acquisitions Group of PwC London from 1999 to 2001. He has extensive experience with governance in listed companies, large private companies and government entities. Simon is a member of the Strategy Committee, the Finance, Audit and Risk Management Committee and the Ethics, Compliance and Governance Committee. He has two children at the Elsternwick Campus.



HUGO STEPHENSON
MBBS BSc

Hugo Stephenson (OW1991) is a medical doctor, technologist, biotech services entrepreneur and founder of many businesses in the clinical trials and health technology industries. Hugo worked in Princeton, New Jersey, for almost 10 years as Senior Vice President, Global Late Phase and Drug Safety for Quintiles, a Fortune 500 company. Hugo is currently the cofounder and Executive Chairman of DrugDev, a leading US-based developer of cloud-based clinical trial management systems. He is an adjunct Senior Research Fellow at Monash University, and is involved in a variety of initiatives relating to drug development, decision support and big data.

Hugo sits on the Ethics Committee and has two sons and a daughter who attend the St Kilda Road Campus.



NICKI LEFKOVITS
BA (Hons) MPsych MAPS

Nicki Lefkovits has been involved in the Wesley College Foundation since 2012 and has served as Chair of the Foundation since 2018. She has been a member of FARM and a parent representative member of Council. She has previously served on not-for-profit sporting boards and has advised company board directors in various industries on a range of professional issues.

Nicki has been a Psychologist for over 25 years and has a broad range of psychological experience across many disciplines. She owned and ran her own private practice for many years. Much of Nicki's current work is in the education sector, working with students, school staff and parents.

Nicki is a passionate past student (OW1990). She has two daughters and a son. Her eldest daughter has graduated from Wesley while her two younger children remain at the College.





5

STUDENTS ACHIEVED
AN ATAR OF 99.95



32.7% ATTAINED
AN ATAR OF ≥ 90

99
percent

RECEIVED A
FIRST ROUND
TERTIARY OFFER

PRINCIPAL'S OVERVIEW



It is a delight to be writing the Principal's section of the Annual Report without lamenting the impact of a pandemic on the operations of the College.

2022 has seen a return to all of the activities, and wonders, of Wesley College. We no longer have to compulsorily isolate, test or report and COVID is being treated like any other illness.

2022 has witnessed a moment of some significance within the College. The Yiramalay/Wesley Studio School has become part of Studio Schools of Australia, an organisation supported by the College in its early days and set up by the previous Principal of Wesley College, Dr Helen Drennen AO.

Dr Drennen gained significant government funding to create three new Studio Schools over coming years, thus creating a system of schools for Indigenous students across the remote north of Australia. The College is deeply proud to have started such an innovative approach to Indigenous education and to be part of its ongoing story.

While Yiramalay Studio School will no longer be part of Wesley College, the students of Wesley will still be part of the two-way learning on country, with inductions continuing from Melbourne to the Kimberley. Wesley College will also continue to offer places to students from Yiramalay who wish to pursue their education at Learning in Residence in Melbourne. We were very pleased to be able to recommence induction trips to Yiramalay in Term 3 of 2022.

Sport had a very successful year in 2022, with many Wesley College teams performing at a high level. The Girls First VIII repeated their

victory of last year at the Head of the River. The last time Wesley College won Head of the River back-to-back was 1960 and 1961! Both the Girls and Boys Tennis teams won premierships, a double that Wesley has never completed until this year. The Girls Volleyball team were also premiers. In the winter season, the same premiership double as Tennis was won in Cross Country. Girls Soccer also dominated the competition, winning the premiership for the first time. Finally, and memorably, Wesley College won its first Boys Athletics premiership in 75 years.

In addition to the sporting year, it was a wonderfully full year of music and theatre. The full panoply of the College returned, with superb musicals and plays performed. It was simply thrilling to be able to attend the range and breadth of activities across our campuses once again.

This year has also seen some significant developments within the College. The ROAR Framework for student wellbeing was launched in 2022, providing a structured approach to student wellbeing across all campuses and programs. This was accompanied by some significant changes to the way in which the College interacts with its students. We instituted a Rights and Responsibilities Charter, which was put together by the students. We also reinvigorated student voice in the leadership of the College. At each campus, there is now a student representative body which has a real influence on decision-making within the College. One of the first manifestations of this was the adoption of an ungendered uniform policy.

Late in the year, we were thrilled to host the Honourable Linda Dessau AC, Governor of Victoria and Mr Tony Howard AM KC, and ask them to open the newly built Clunes Studios. These new buildings are in the process of transforming the educational offering at Clunes. To travel to Clunes and watch the learning undertaken in these new spaces has been a joy.

Academically, the College has had another outstanding year. In 2022, five students, all in the IB Diploma Program, achieved the highest possible ATAR of 99.95, a result that places the College in select company within Victoria. In addition, one VCE student gained an ATAR of 99.90, an outstanding result. There were a further four students who gained an IB DP score of 44, which equated to a nominal ATAR of 99.70.

Other significant measures of academic success were:

- 5.8% of students attained an ATAR of over 99, and were in the top 1% of students in the nation;
- 32.7% of students attained an ATAR of over 90, and were in the top 10% of students the nation;
- The median ATAR for the College was 84.10; and
- 99% of students received a first round tertiary offer.

These results were gained after two years of disrupted learning in Years 10 and 11 for our graduating class. The College should be rightly proud of these excellent results, and the





ACADEMICALLY, THE COLLEGE HAS HAD ANOTHER OUTSTANDING YEAR. IN 2022, FIVE STUDENTS, ALL IN THE IB DIPLOMA PROGRAM, ACHIEVED THE HIGHEST POSSIBLE ATAR OF 99.95, A RESULT THAT PLACES THE COLLEGE IN SELECT COMPANY WITHIN VICTORIA. IN ADDITION, ONE VCE STUDENT GAINED AN ATAR OF 99.90, AN OUTSTANDING RESULT. THERE WERE A FURTHER FOUR STUDENTS WHO GAINED AN IB DP SCORE OF 44, WHICH EQUATED TO A NOMINAL ATAR OF 99.70.

dedication and flexibility of both the staff and students they represent.

The Wesley College Foundation also had a wonderful year. Under the outstanding guidance of Foundation Chair Nicki Lefkovits, and Director of the Wesley College Foundation Jack Moshakis, the Wesley College Foundation has continued to support the College to help provide a Wesley College education for those who could not otherwise afford it, and to continue to improve the facilities, fabric and offerings of the College.

I am, as ever, profoundly grateful to the College Executive for their hard work and wonderful leadership as we have moved through the year. The College Executive team, consisting of Associate to the Principal Morag Howard, Heads of Campus Kim Bence, Sheriden Vella and Jacinta Janssens, Business Director and Chief Financial Officer Cameron Moroney, Director of Human Resources Peter Rogers, Director of Community Engagement Fiona Dickson, Chief Information Officer John McAlister, Director of Learning Cameron Paterson and Principal of the Yiramalay/Wesley Studio School Matt Watson (Terms 1 and 2), have provided wonderful leadership to their various sections of the College. Their

efforts were extraordinary and I thank them, both on behalf of the College and on a personal level.

Last year marked the end of something approaching an era. President of the Wesley College Council, Marianne Stillwell, stepped down from this role and off Council after eight years as President and more than 15 on the Council. She has been an outstanding contributor to the Wesley College Council, and I would like to thank her on behalf of the entire Wesley College community for her time, effort, care and dedication. She was replaced as President of Council by Professor Rachel Webster AO at the Annual General Meeting. It is a tribute to the quality of the Council that such a changeover can happen as seamlessly as it did.

On behalf of all students, staff and families, I would like to thank the Council and members of Council committees for their commitment and their talent in the thankless task of governance. It has been a privilege to work with them.

Nick Evans
Principal



STRATEGIC PLAN 2017-2030

The generational College-wide plan, *Framing the Future of Wesley 2017-2030* and *Strategic Plan Framework*, informs our three-to-five-year implementation plans, which are assessed and reported upon to the Wesley College Council and the broader College community on an annual basis.

The 2022 year was comparatively calm with a return to normalcy allowing further consideration of the strategic questions facing the College. While fundamentally unchanged, these questions continue to be carefully and progressively revisited.

Building on the 'light touch' refresh of *Framing the Future* in 2021, the College progressed a more focused review throughout 2022, with the College 'Vision and Values' helping to determine a more concise framework for the development of the strategic priorities for the College.

The outcome of this work has laid the

foundation for broader engagement with the Wesley community around the strategic direction of the College, with 'Vision and Values' to be further informed by:

- Our Voice - How we approach the world.
- Our Strategic Pillars - How we focus on the College we aspire to be.
- Our Strategic Enablers - Our foundational base of people capability and operational infrastructure (Finance/Facilities/Technology) from which to build upon.

The College released a high-level draft of the Vision, Values, Voice, Strategic Pillars and Enablers to staff on day one of Term 1 ahead of further and deeper refinement and consideration of a 3-5 year Implementation Plan to action and prioritise the College strategic direction.

College Council and Executive, together with the broader leadership team across the College, will ensure we take advantage of the opportunity to frame the future of this wonderful school positively and proactively.



COLLEGE ACTIVITIES SUSTAINABILITY

This report presents environmental data at the four Metropolitan campuses and details the sustainability initiatives undertaken at all College campuses during 2022.

Environmental data

Comparison of energy and water usage by campus 2021 and 2022

	Electricity (MWh)		Gas (Mj)		Water (kL)	
	2021	2022	2021	2022	2021	2022
Elsternwick	119.3	277.2	NA	NA	2631	1848
St Kilda Rd JS	169.045	186.1	NA	NA	742	756
St Kilda Rd MS & SS	1195.744	1337.962	5,961,702	5,684,411	7300	9400
Glen Waverley	1352.309	1226.05	5,259,358	4,906,311	21908	22805
Total	2836.398	3027.312	11,221,060	10,590,722	32581	34809

The levels of consumption are driven by the operations of the two largest campuses at St Kilda Road and Glen Waverley. Elsternwick and St Kilda Road Junior School use very little gas.

Comparison of energy consumption overtime using 2006 baseline figures.

	Electricity (kWh)	Gas (Mj)	Water (kL)
2006	3,640,661	18,136	66,150
2013	3,663,889	15,236	49,501
2019	3,734,123	15,522	59,702
2022	3,027,312	10,590	34,809
Change from 2006	-16.84%	-41.60%	-39.00%

The table above is a comparison using 2006 baseline figures against 2013, 2019 and 2022 measures. While the College has grown substantially since 2006, our energy consumption has been curtailed by our sustainable practices.

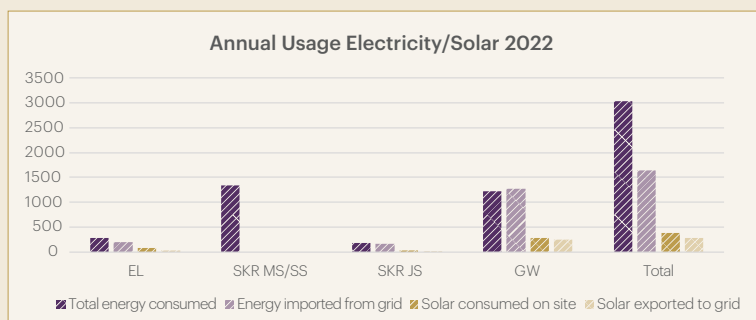
To reduce our electricity consumption, we have stepped up our PV (solar) rollout. The College now has 430kw of solar power being generated from our installations. In addition to the PV (solar) rollout, the College has been gradually converting to LED lighting across all campuses. To date, 85% of the conversion has been completed, with full conversion to be achieved by 2024. The College also relies on our Building Management System which controls thermal comfort levels and shuts off air conditioning and lighting in unoccupied rooms.

Gas initiatives include the replacement of inefficient boilers with a more efficient heat pump heating/cooling system. This has been 100% achieved at the Elsternwick Campus and St Kilda Road Junior School. We hope to achieve this at Glen Waverley during the coming year. The Middle and Senior Schools at St Kilda Road are a bit more problematic, so while we are working towards a 'no gas' outcome, it may take several years.

Water saving initiatives over the past 15 years include:

- Roof water capture and storage for irrigation and toilet flushing.
- Installation of a bore and desalination plant at the Glen Waverley Campus. This is coupled to three, sixty-thousand litre water tanks for irrigating the playing fields which are all turfed with warm season grasses which offer superior drought tolerance and therefore require less irrigation.
- Other smaller initiatives include waterless urinals which operate at all campuses.

All the carpet tiles installed across the College also have a backing that is made up of PET recycled plastic bottles.



COLLEGE ACTIVITIES

THE ARTS

2022 appeared to be a return to normalcy at Wesley College, and a full program of visual arts, performing arts and music was delivered without interruption.

Behind the scenes, COVID continued to pose challenges with varying numbers of students absent from rehearsals. In the true spirit of the Arts – the show must go on – and despite the challenges, the quality of each performance was testament to the outstanding program on offer at Wesley College.

Music performance opportunities across the College were quickly embraced as the year began. Large concerts and festivals such as Music in the Round (SKR), Not Just Jazz and a Winter Concert (GW) were accompanied by recitals and solo opportunities at all campuses. 2022 featured the first annual Music Showcase at Elsternwick, signalled the return of the Prep – Year 2 Concert at Glen Waverley and the celebration of 50 Years of Big Bands at St Kilda Road Campus. Percussionist Felix Gilmour (Year 12) was also chosen to perform in Top Acts, amongst the state's best student musicians.

It was clear that despite two years of recorded ensemble performances, students were gradually regaining their confidence in performing live, and had still developed novel skills in creativity and music-making.

Throughout the year, hundreds of students from Years 5 to 12 participated in the performing arts program, with major productions across the College including: *Shrek! The Musical* (ELS Middle School production), *Snow White* (GW Years 5/6 production), *The Wind in the Willows* (GW Years 7/8 production), *Hamlet* (GW Senior

School play), *Beauty and the Beast* (SKR Years 5/6 musical, SKR Middle School musical and GW Senior School musical), *Cloudstreet* (SKR Senior School play), *Dracula* (SKR Middle School production) and *Rent* (SKR Senior School musical).

The annual art exhibitions showed our students have been continuing to produce impressive artwork despite the trials and tribulations of the previous two years. More than 150 students entered the Annual Acquisitive Art Prize with Enzo Lezzi (OW2021) winning with *Nonna's House*. For the first time, the People's Choice award was a four-way tie between Silas Mitchell (Year 12), Carla Narum (Year 12), Luca Allen (Year 11) and Anais Abrahams-Fletcher (OW2021). We also hosted our first onsite Graduate Art exhibitions since 2019.

With classes returning onsite, students embraced the opportunity to be creative and experiment across a vast array of mediums, from ceramics to fibre art, and to attend art galleries, participate in workshops with artists and generally be inspired by the colour of College life.

The passion, creativity and tireless commitment of our arts students, staff and wider community has been incredible. They have overcome challenges with innovation and by pivoting, and they have certainly helped the show go on. After the challenges of the pandemic, it has been a relief to return to a 'regular' year at Wesley College.



COLLEGE ACTIVITIES SPORT

2022 has been an extraordinary year of sport at Wesley College. The phrase ‘Why not us?’ became somewhat of a catchcry across 2022 and why not us indeed, with some outstanding successes and achievements throughout the year.

The summer season set the scene for sporting success across the College with the Boys and Girls Tennis teams pulling off a tremendous double, securing both APS premierships. Not to be outdone, the Girls First VIII secured back-to-back Head of the River wins and retained the Geelong Ladies Challenge Cup. Congratulations to all our summer teams for some genuinely outstanding performances.

The lifting of travel restrictions allowed Wesley College to renew its long-standing relationship with Prince Alfred College in Adelaide. Our Boys and Girls First XVIII made their way to Adelaide for a wonderful tour and games against Seymour College, Pembroke and Prince Alfred College. The APS winter season also saw the Boys First XVIII pull off the upset of the year, defeating eventual co-premiers Caulfield Grammar in a thrilling game at Glen Waverley. Our Girls First Soccer team created history, winning their first ever AGSV/APS premiership in their final game of the year on home soil at Glen Waverley, capping off an outstanding team effort across the season. Head Coach of Cross Country and Athletics and his team of coaches and athletes also did it again, winning both the Boys and Girls Cross Country APS premierships in an outstanding collective effort.

Spring sport returned after a two-year hiatus with a full contingent of Water Polo and Athletics teams competing each week in Terms 3 and 4. The Wesley College Boys Water Polo team won our historic clash against Melbourne Grammar School to regain the Paul Lacey Cup after a ten-year absence in the wonderful central venue at Caulfield Grammar School.

On Saturday 15 October, Wesley College realised one of our greatest ever sporting achievements, comprehensively winning the APS Boys Combined Athletics Carnival for the first time in 75 years. The 2022 Combined Athletics was a truly blended meet with boys and girls events combined across the entire day. The scenes at Lakeside Stadium were electric with some truly outstanding individual performances. Logan Janetzki broke Rob De Castella’s long standing 3km record, the Boys 4x800m team smashed the previous record held by Scotch College while our girls team narrowly finished in 3rd place, which augers well for season 2023.

2022 saw further growth and implementation of the ROAR Sport Framework, with input from senior student athlete leaders around our values and legacy vision. A sports psychology program was also added on a team-by-team basis and regular workshops are open to students wishing to improve their athletic performance from a mental perspective.

I would like to thank and acknowledge the tireless work of the Sports Directorate and our Head Coaches throughout the year. These successes and others would not be possible without their energy and enthusiasm. To our Wesley students – they are extraordinary, they have a grit and determination to succeed and have embraced ‘Why not us?’ with a gusto that has all the hallmarks of becoming ‘Yes we can!’ in the years to come.



COLLEGE ACTIVITIES TEACHING AND LEARNING

Curriculum

The 'Approaches to Learning' (AtL) in the International Baccalaureate programs were a crucial focus for teaching staff to support students in becoming self-regulated and metacognitively aware learners. These are essential skills in the current post-lockdown educational and emotional landscape. Faculties developed AtL scope and sequences and incorporated the AtLs into assessment tasks to help students organise and plan for learning. Our continuous reporting model emphasised the provision of effective feedback through the feedback and feedforward model, ensuring students received actionable and meaningful feedback.

Professional Learning

In 2022, the professional learning priorities were a focus on community wellbeing, student feedback, and student and teacher agency. The staff conference days in March and April saw the PYP teaching staff undertaking the IB Evidencing Learning workshop, which explored how to monitor, document, measure and report on learning to inform the learner, learning and teaching, and the learning community throughout the learning process – a critical component of supporting our students in identifying goals and identifying the next steps in their learning.

The March conference day saw the Years 7-12 teachers explore teacher agency, starting with a presentation from Yong Zhao, who challenged our ideas about the future of education. This was followed by a series of workshops based on teacher agency. The April conference day saw teachers explore student agency with a presentation from David Bott, the author of '10 things

schools get wrong and how we can get them right,' who explored student motivation concepts. The remaining time was utilised for faculties to explore Approaches to Learning skills in practice.

The professional learning schedule regularly included sessions on effective feedback practice, led by the Head of Assessment and Reporting, Heads of Teaching and Learning and the PYP coordinators. On the Principal's Days, there were opportunities to explore student wellbeing. This was further supported by the Heads of Student Wellbeing, through ongoing work with Pastoral Leaders and tutors to develop and advance the pastoral program.

Assessment and Reporting

Throughout the school year, teachers shifted from providing summative feedback in end-of-semester reports to giving ongoing feedback via WiSE or Seesaw. This enabled students to receive learning recommendations and act on them in a timely manner, promoting their growth and progress. The Primary Years Program adopted Seesaw from Prep to Year 6, using it as a digital student portfolio, where both teachers and students could reflect on learning. Additionally, NAPLAN testing transitioned to an online platform.

Data Analytics

LiD (Learning Indicators and Diagnostics) EdPotential development continued during the year with a Primary Years Program student dashboard and VCE and IB Diploma Program subject dashboard added to those already established. Teachers across campuses completed online data literacy modules and many were accredited a digital credential. Development continued for existing dashboards providing more statistics to various teams to assist their

day-to-day work. The IB DP Year 12 dashboard provided greater efficiencies that had not been possible before. The application of these dashboards is increasing, providing more time for analysis and uncovering strategies for continuous improvement.

Digital Learning and Practice

After the Community Communications Review in 2021, the Learning Management System WiSE was redesigned to better serve the community. A Learning Platform Architecture has been introduced to provide teachers clarity and guidance when working with our digital teaching and learning tools. In addition, a Digital Skills Curriculum was developed for students in Prep to Year 9 alongside digital credentials which align with IB, ACARA and ISTE and complement the Wesley Wellbeing and Health curricula.

Entrepreneurship Development Program

Since its inception in 2018, the Entrepreneurship Development Program has been held annually and 2022 marked its fifth consecutive year. The program began with a 3-day Intensive Bootcamp held during the Term 2 school holiday, followed by an Extended Start-up Online Program delivered over Terms 3 and 4. This year, the program incorporated the best of both on-site and online learning to provide students with an integrated, scaffolded curriculum to develop their skills in entrepreneurship and innovation.

Library

After minimum collection work during the pandemic years, 2022 saw the libraries add 5,000 plus items to the physical book collection. Currently, the book resources stand just shy of 89,000 physical items. On top of this, access to over 2,000 audio books and



over 4,500 eBooks completes the offering to students. While growth continues in digital resources, an emphasis on renewing the fiction collections to enhance choice and encourage deep reading is ongoing. Further collection work will be undertaken to refresh and ensure currency of the non-fiction and teacher reference resources.

Research

Wesley has been actively involved in the Melbourne University 'New Metrics for Success' research partnership, which works to create reliable metrics for assessing, crediting, and recognising student capabilities and attitudes in addition to academic achievement.

In 2022, teachers at Clunes participated in professional learning on the collaboration competency framework provided by the partnership. This framework was subsequently used to assess and recognise the behaviours

displayed by students while working together in the Clunes Houses as part of the Living Well unit. The data gathered was used in combination with data from other schools to bolster the accuracy and reliability of the collaboration competency framework.

As part of this effort, Wesley was one of the Victorian schools to advocate to the VCAA for alternative ways to measure and acknowledge the success of Year 12 students beyond current systems. Additionally, a research project exploring student belonging was conducted with support from the University of Queensland Science of Learning Research Centre, and a group of 10 staff members participated in a 'Cultures of Thinking Fellows' project with Dr Ron Ritchhart from Harvard, which united 30 teachers from three schools to explore the development of cultures of thinking in educational settings, engaging in an ongoing inquiry to develop the ideas.

'APPROACHES TO LEARNING' (ATL) IN THE INTERNATIONAL BACCALAUREATE PROGRAMS WERE A CRUCIAL FOCUS FOR TEACHING STAFF TO SUPPORT STUDENTS IN BECOMING SELF-REGULATED AND METACOGNITIVELY AWARE LEARNERS. THESE ARE ESSENTIAL SKILLS IN THE CURRENT POST-LOCKDOWN EDUCATIONAL AND EMOTIONAL LANDSCAPE.





WESLEY COLLEGE FOUNDATION AND OWCA

Re-engagement with our donors and bequestors was the hallmark of our Foundation program as we moved back to in-person events and activities after two years of online engagement.

The Foundation continued to raise funds for the redevelopment of both our Clunes campus and our Boathouse; for Scholarships, to fund more places for worthy students who would not otherwise enjoy the benefits of a Wesley education, and for its Annual Giving program. Through the generosity of our College community, our fundraising efforts generated more than \$1.2m in donations and bequests for which we are extremely grateful. We particularly appreciated the benefaction of alumni Bryan and Roger Mendelson and Paul Guest, and for the leadership gift from the Sheehan-Birrell Foundation.

The Foundation hosted its third annual Grand Prix Breakfast on 5 April, trackside for the first time, with the CEO of the Grand Prix Corporation, Andrew Westacott (OW1982), as our guest speaker. The Foundation's annual Business Breakfast was held on 25 May with the topic, 'Business Post Pandemic'. The panel featured: Katie Page, CEO of Harvey Norman, Anthony Eisen, Founder Afterpay and Michelle Jablko (OW1990), CFO of Transurban. Graeme Samuel AC (OW1963) was our Moderator. These events attracted more than 400 guests and our sponsors continued their generous annual support of our events program.

Other highlights included a Boardroom Lunch hosted by Crestone Wealth Management and an exhibition of Wesley's Indigenous Art collection in Sofi's Lounge at the Sofitel on Collins, which attracted considerable public attention. Our Nicholas Circle, which celebrates and thanks members of our community who have donated and/or bequeathed at least \$1m, held its first event since lockdown at the beautiful home of Nicki Lefkovits and Jonathan Isaacs. Nick Evans thanked the new members of this group for their outstanding philanthropic support.

Our Sapere Aude Bequest Society arranged a comprehensive suite of activities for both members and guests which assisted in continuing to increase the membership of this vital coterie group. Events included viewing our Boathouse, tours of the Capitol Theatre, NGV Picasso exhibition, State Library, ACMI Tate Light exhibition, Botanical Gardens, Mission to the Seafarers and our annual Christmas function, as well as three webinars.

The Foundation gratefully acknowledges our bequestors who are helping to secure the future of our great College. We also thank our Chair, Nicki Lefkovits (OW1990), for her unwavering leadership and support.

The Old Wesley Collegians Association (OWCA), under the leadership of its active President, Kate Evans (OW1998), and its diverse, enthusiastic, multi-generational Executive Board, persists with building awareness and its offering.

In 2022, the OWCA continued to find new ways to engage with our alumni community via a mix of traditional, in-person events and reunions, value-add online events and engaging networking opportunities.

230 Old Wesley Collegians filled the Plaza Ballroom for the annual Founders Day Dinner on Saturday 14 May – the biggest dinner since 2018. Representatives from our many affiliate groups were in attendance – Collegians FC, Collegians X Hockey and Collegians Cricket, to name a few.

Post pandemic, the Association continued to offer opportunities to connect virtually featuring inspiring individuals such as Michael Kroger (OW1974) and Tom Pewtress (OW2018) in conversation.

The OWCA's social media channels of Instagram and Facebook continue to be an excellent way of updating and engaging with our community. Women of Wesley (WOW) forums, reunions and social events, both regional and interstate, were well attended as we emerged from lockdowns.

The growth of Association's online directory service, OWConnect, a platform that aims to maximise the OW network and promote OW businesses, grew rapidly in 2022, with almost 1,000 OWs now registered for the network.



COMMONWEALTH REPORTING REQUIREMENTS

2022 National Assessment Program – Literacy and Numeracy

The 2022 National Assessment Program Literacy and Numeracy (NAPLAN) was held in May and students in Years 3, 5, 7 and 9 completed the testing online across three Melbourne campuses and Clunes. The achievements of Wesley College students in the 2022 NAPLAN assessments were consistent with previous years. Students across all domains performed better than aggregated student achievement and growth results for Victorian schools. The percentages of Wesley College students who performed at or above national minimum standards are listed in the table below.



NAPLAN 2022 and 2021: Percentage of students at or above National Minimum Standard

Year Level	2022 Reading	2022 Writing	2022 Spelling	2022 Grammar and Punctuation	2022 Numeracy
Year 3	100%	100%	99%	100%	100%
Year 5	99%	99%	99%	98%	99%
Year 7	100%	99%	100%	100%	99%
Year 9	99%	98%	99%	97%	100%

Year Level	2021 Reading	2021 Writing	2021 Spelling	2021 Grammar and Punctuation	2021 Numeracy
Year 3	99%	100%	100%	99%	97%
Year 5	99%	99%	97%	98%	99%
Year 7	99%	98%	99%	99%	100%
Year 9	99%	96%	100%	98%	100%

2022 Senior secondary achievements

VCE and IB DP

A total of 354 students graduated from Year 12 at either the St Kilda Road or Glen Waverley campuses – 94 in the IB Diploma Program (IB DP) and 260 in the Victorian Certificate of Education (VCE), including some students who studied Vocational Education and Training courses (VET) as part of their VCE.

Results highlights include

Median VCE/IB DP ATAR of 84.10

Five Wesley College students achieved the highest possible ATAR of 99.95

21.3% per cent of students attained an ATAR of 95.00 and above, placing them in the top five per cent of the equivalent Year 12 cohort in Australia

32.7% per cent of students attained an ATAR of 90.00 and above, placing them in the top 10 per cent of the equivalent Year 12 cohort in Australia

Wesley Students attained 168 perfect subject scores for the IB Diploma.



Student attendance and retention

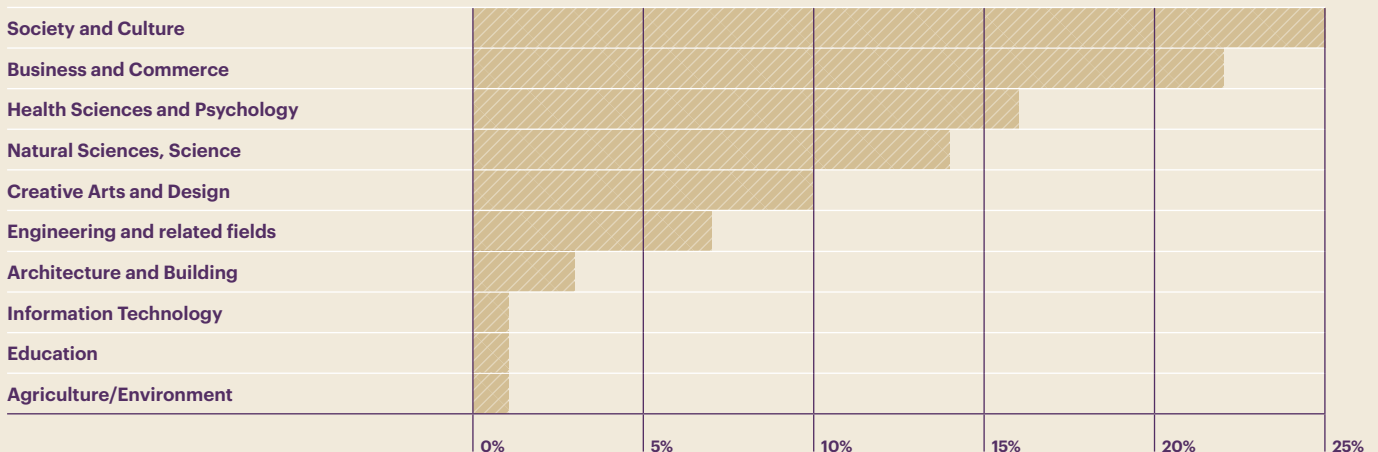
In 2019, 370 students entered Year 9 at the College and 304 completed Year 12 in 2022. This represents a retention rate of 82.16 per cent. The overall attendance rate was 90.13 per cent.

Graduate destinations by area of study

Of the 338 students applying for a place in tertiary study, 99% per cent received a first-round offer. They plan to pursue a vast array of courses across several different areas of study as shown in the graph below. Beyond the academic results of the Class of 2022, there have been many achievements and personal bests in areas such as VET,

Clunes, Education Outdoors, Yiramalay, Service, The Arts, Sport, Debating, Music, Theatre, and others. 2022 Wesley College Year 12 students have demonstrated many capabilities such as creativity, wisdom, citizenship, and collaboration throughout their Senior years which cannot be captured by an ATAR grade. We celebrate all of their achievements.

Graduate destinations by area of study as a percentage of the Class of 2022



FINANCIAL STATEMENT

During 2022, Wesley College applied sound financial management principles and actively managed our asset and investment portfolios. The College has continued to enjoy strong enrolments across all campuses.

The result for 2022 has delivered a deficit of \$3.6m (2021 saw a deficit of \$1.5m). The College auditors, Deloitte, have issued an unqualified audit opinion for the year ended 2022.

The attraction, development and retention of high-quality staff continues to be the cornerstone to delivering a Wesley education to our students and as can be seen from the financial details, remains the largest single item of expenditure, with a key metric throughout the year being 'gross salary cost as a percentage of total net revenue'. For 2022, this percentage is 66.7 per cent compared to 65.1 per cent for 2021, reflecting continued focus on staffing profiles and expenditures.

The College generated \$13.3million in net cash during 2022. For 2021, this was \$8.6 million. Increases in operating receipts and interest, consistent with operational expenditure in 2021, and a decrease in capital programs spending, contributed significantly to this cash position. This operating cash flow enabled the College to continue to deliver a wide range of educational activities and programs and

plan for future development priorities during 2022.

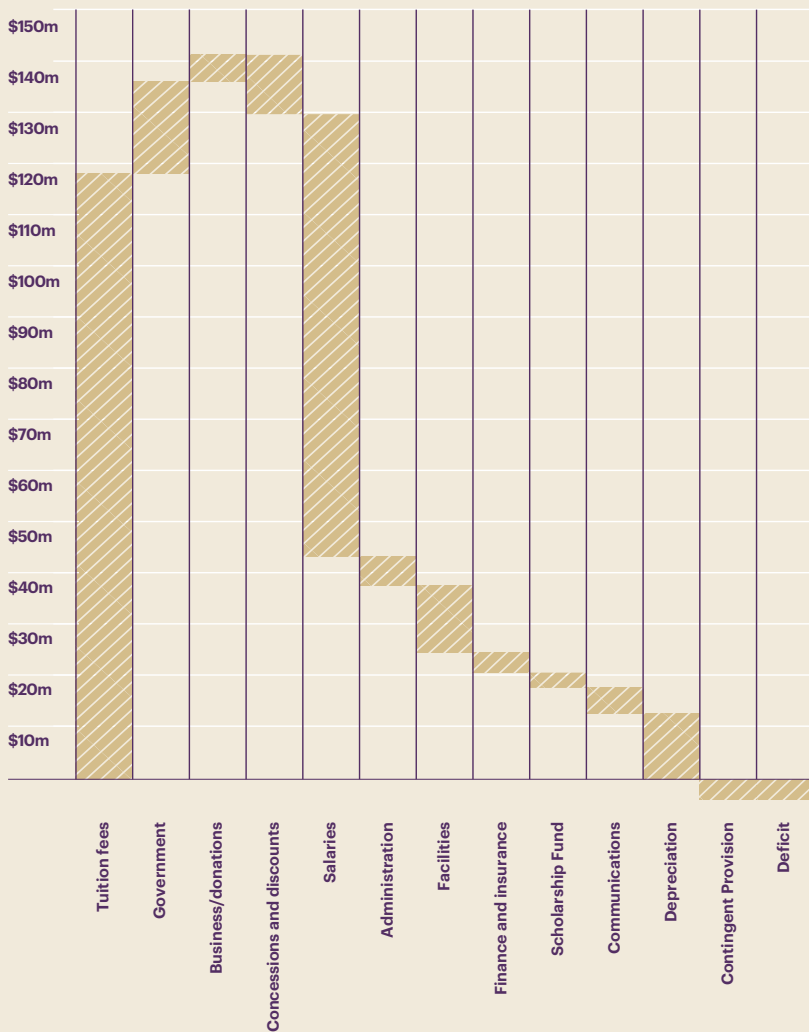
The major capital projects completed, or significantly advanced, during 2022 included Clunes and outdoor camps redevelopment and upgrades (\$3.7m), St Kilda Road substation relocation (\$2.9m) and information technology and audio visual upgrades (\$2.0m), in addition to ongoing capital improvements across all campuses and areas of the College. The strong cash flow generated throughout 2022 enabled the College to reduce its loan facility balance to \$100,000 at year end, which is consistent with our 2021 and 2020 year ends.

The 2023 year has commenced with a very encouraging student enrolment profile across the three Melbourne campuses, a continuation of a robust and efficient cost structure, and further major capital works programs which are now underway.

The generous support of Wesley families, Old Wesley Collegians, members of the Wesley College Foundation and donors continues to be of critical importance to the College.





Money flow



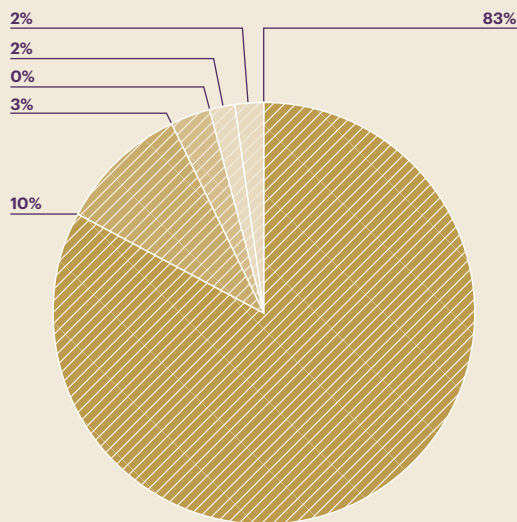
Capital expenditure 2022	\$12.6m
Outdoor Ed / Clunes	\$3.7m
St Kilda Road	\$2.9m
College	\$2.1m
Technology - IT / AV	\$2.0m
Glen Waverley	\$1.1m
Elsternwick	\$0.3m
Facilities / General	\$0.3m
Yarra Boathouse	\$0.1m
Yiramalay	\$0.1m

↑

 Cash available
 Operating cash generated

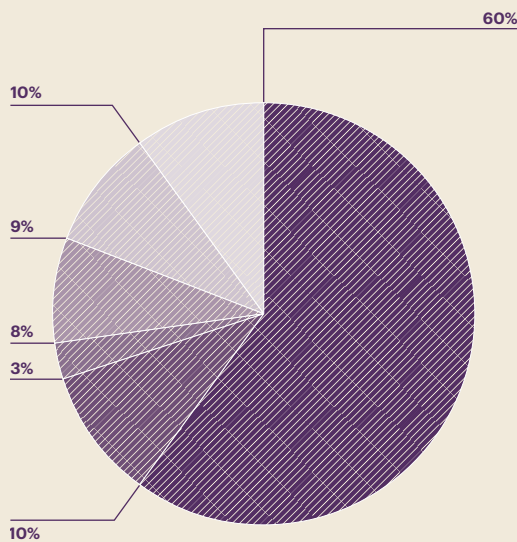


Revenue



	2022	2021
	\$m	\$m
Fee income	117.7	113.6
Government grants - Commonwealth	14.8	15.4
Government grants - State	3.6	3.3
Profit / (Loss) on disposal of assets	(0.1)	0.1
Donations	2.2	5.6
Other income	2.7	2.5
	140.9	140.5

Expenditure



	2022	2021
	\$m	\$m
Salaries	86.9	83.2
Administration expenses	14.7	9.5
Communication expenses	4.9	4.7
Depreciation, amortisation & impairment	10.8	16.9
Facilities expenses	12.4	12.2
Finance expenses, discounts and concessions	14.9	15.5
	144.5	142.0



WESLEY COLLEGE

MELBOURNE AUSTRALIA - SINCE 1866

A True Education

Elsternwick
Glen Waverley
St Kilda Road

5 Gladstone Parade Elsternwick Victoria 3185
620 High Street Road Glen Waverley Victoria 3150
577 St Kilda Road Melbourne Victoria 3004

elsternwick@wesleycollege.edu.au
gw@wesleycollege.edu.au
stkildaroad@wesleycollege.edu.au

Phone: + 61 3 8102 6888
wesleycollege.edu.au
ABN 55 611 238 530 CRICOS 00354G