

# 2024

## YEAR IN REVIEW



CATHOLIC EDUCATION  
Archdiocese of Canberra & Goulburn

[cg.catholic.edu.au](http://cg.catholic.edu.au)



Artwork by  
Hannah Nguyen, Year 9,  
St John Paul II College





## ACKNOWLEDGEMENT OF COUNTRY

For Aboriginal peoples, Country is a word for all the values, places, resources, stories and cultural obligations associated with an area and its features.

Aboriginal people talk about Country the same way that they would talk about a person; they speak to Country, sing to Country, visit Country, worry about Country, feel sorry for Country and long for Country.

Aboriginal people say that Country knows, hears, smells, takes notice, takes care, is sorry or happy.

We acknowledge the Traditional Owners on whose land our office and schools stand today.

*We pay our respect to their Elders past, present and emerging and also to all Aboriginal and Torres Strait Islander peoples.*





## TABLE OF CONTENTS

- 1** | Chair's report
- 3** | Director's report
- 8** | Our purpose and vision
- 10** | Our schools at a glance
- 13** | Catholic Education Commission
- 17** | Faith
- 18** | Learning
- 19** | Community
- 20** | People
- 23** | 2024 enrolments
- 27** | Faith in Learning Catholic Education Excellence Awards
- 29** | 2024 Financial Statements



# CHAIR'S REPORT

Catholic Education Canberra Goulburn strives to be an exceptional education system. To achieve this, we need to be exceptional at every level, including our governance.

On the governance front, changes are afoot and have occupied the Commission for much of 2024. The Commission was set up in 1983 by Francis Carroll to assist the Archbishop oversee Catholic Education in our vast Archdiocese. The body is comprised of representatives drawn from principals, parents, congregational schools, and from both NSW and the ACT. This structure has served us well for 40 years.

However, as the business of running education changes, our governance structures need to adapt accordingly. For this reason, I am delighted that the Archdiocese has discerned that from January 2025, the Commission will be replaced by a registered Company (and charity). The Company will have its own separate legal identity, a skills-based board and the legal obligations and accountabilities required of any modern corporate charitable entity. The Company's focus remains unchanged: to ensure the mission and identity of Catholic education as distinctly, and unambiguously, Catholic.

This governance change is a major step forward for Catholic Education in the Archdiocese, and it will have a long-term positive impact on our ability to deliver the best education for our students and their families.

Much preparatory work sits underneath changes of this nature. I am pleased to report that with the highly capable assistance of the Director of Catholic Education Mr Ross Fox for the past eight years, the Commission has overseen seismic transformations in the financial reporting and IT capabilities of our schools and our system, so that we are well poised to make this governance transition. Coupled with the outstanding success of the Catalyst program in securing better academic outcomes for our students, Ross and the CEO team must be commended for their foresight and unwavering commitment to these large-scale, unenviable back-of-house tasks that, ultimately, have a big impact on what happens in each of our classrooms each day.

As Ross's tenure draws to a close at the end 2024, on behalf of the Commission, parents, students and staff of our Catholic schools, I thank him for his fine legacy. Godspeed.

For every meeting since its inception, the Commission has prayed for our leaders, our staff, our students and our families. While changes are coming, the prayers will continue. We know it is only with God's grace that we can truly deliver, and receive, an authentic Catholic education.

**Gabrielle Sullivan**  
Interim Chair Catholic Education Commission 2024

*We know it is only with God's grace that we can truly deliver, and receive, an authentic Catholic education.*

**Gabrielle Sullivan,**  
Interim Chair





## DIRECTOR'S REPORT

It gives me great pleasure to present the 2024 Year in Review for Catholic education in the Archdiocese.

This year we have prepared for a new incorporated entity to govern Catholic education in the Archdiocese from 1 January 2025.

Our focus has been on transitioning our schools, staff and related operations from the Trustees as the owner and operator of Catholic Education, Canberra and Goulburn (CECG) to a new not-for-profit company.

This change aligns with Archbishop Prowse's vision to strengthen our mission. It will also support the Catholic Education Office to better serve our students and school communities and secure our future as leading providers of education.

As I reflect on my eight years as Director, I am immensely proud of our progress. Our new Faith in Learning strategic plan has placed the transcendentals of truth, beauty and goodness at the heart of all that we do. By prioritising great learning and the formation of our staff and students within a Catholic understanding, we are well on our way to being a truly great Catholic education system.

The transformation of teaching and learning in our schools is delivering results. Our students' achievement in standardised tests shows that our early work and early intervention are making a difference in literacy and numeracy development.

Our approach to learning and teaching has received positive attention nationally and internationally. Significant reports from Grattan Institute and The Centre for Independent Studies released this year highlight as best practice our work to improve the literacy outcomes of our students. We have welcomed federal, state and territory politicians and representatives from other systems and the news media into our schools to see explicit high impact teaching practice in action.

A testament to our success as a system is the increasing number of families seeking a Catholic education for their child. Over the last eight years, enrolments across our NSW and ACT schools have grown by almost eight per cent. The number of Aboriginal students in our schools has continued to increase. In 2024 we have students who identify as Aboriginal and/or Torres Strait Islander enrolled in all 56 of our schools. The number of students with disability enrolling in our schools has also increased. This reflects our inclusive and welcoming culture.

To support our schools to grow, we have continued to invest in capital projects. In May we opened our new St Francis of Assisi Early Learning Centre in Calwell. This centre allows more children in Canberra's south to start their Catholic education early and provides them with a smooth transition to primary school. Several of our schools have also benefited from our capital works program to create vibrant, contemporary educational spaces that enhance the teaching and learning opportunities.

*I look forward to seeing Catholic schools in the Archdiocese continue to prosper from a new personal and professional perspective.*

**Ross Fox, Director**

This year, we were excited to see St Anne's Catholic College in Temora and McAuley Catholic College in Tumut graduate their first year 12 cohorts. With the extension of our virtual learning program, senior secondary students living in some of our regional areas now have the option of staying in their hometown while completing their final year of study.

We were also privileged to co-host A Current of Grace with the Australian Catholic University and Catholic Schools Youth Ministry International. This two-day conference brought together Australian and international Catholic education leaders to re-imagine Catholic schools as centres of evangelisation. We valued the opportunity to learn from others and showcase some of our work.

Other highlights were Cardinal-elect Fr Timothy Radcliffe OP leading the retreat for our principals in March. His spiritual insights for leaders were invaluable. Our parent community enjoyed an evening with Joe Brumm, the creator of the Bluey, which has been the world's most popular program on streaming services. Joe discussed his own parenting challenges and how they inspired him to create such realistic family experiences in his characters.

As we move into the Jubilee Year of Hope, I believe it is our role as Catholic educators to make the transcendent immanent. We are leaders of hope, delivering hope to the students in our care. This is something that cannot be under-estimated.

I am grateful to have had the opportunity to lead Catholic Education in the Archdiocese of Canberra Goulburn. I feel privileged to have worked with so many talented principals, teachers, school staff, system leaders, support staff, religious and clergy. Our schools are fulfilling our mission of evangelisation by providing holistic Catholic formation and education for students and staff.

I look forward to seeing Catholic schools in the Archdiocese continue to prosper from a new personal and professional perspective.



**Ross Fox, Director**  
**Catholic Education Canberra Goulburn**









*We seek Truth,  
Goodness, Beauty*

# OUR VISION

*Jesus Christ, our greatest teacher, calls us to receive and witness our Catholic faith revealed in the scriptures and our living tradition.*

# OUR PURPOSE

*We strive to be leading Catholic communities that nurture each person's God-given potential through teaching and service.*

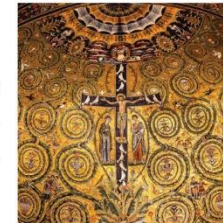
## Our enduring commitments

- We extend to all an invitation to prayer and service to those on the peripheries.
- We celebrate the sacramental life of the Church.
- We form confident evangelists with a Catholic imagination to share the faith.
- Our students excel in their learning and grow their confidence and wellbeing.
- Our teachers embrace their vocation to enrich students' lives through learning.
- Our students deepen their understanding of themselves and the world.
- We offer an ongoing encounter with the Catholic intellectual tradition to staff and students.

# Faith in Learning

## Our Vision

Jesus Christ, our greatest teacher, calls us to receive and witness our Catholic faith revealed in the scriptures and our living tradition.



## Our Purpose

We strive to be leading Catholic communities that nurture each person's God-given potential through teaching and service.



We seek  
**Truth  
Goodness  
Beauty**



We extend to all an invitation to prayer and service to those on the peripheries.

We celebrate the sacramental life of the Church.

We form confident evangelists with a Catholic imagination to share the faith.



Our students excel in their learning and grow their confidence and wellbeing.

Our teachers embrace their vocation to enrich students' lives through learning.

Our students deepen their understanding of themselves and the world.



We offer an ongoing encounter with the Catholic intellectual tradition to staff and students.

## Our enduring commitments



# OUR SCHOOLS AT A GLANCE

Catholic Education Canberra and Goulburn (CECG) is the approved system authority for ACT systemic Catholic schools and is the operator of Catholic schools in the NSW sector of the Archdiocese.

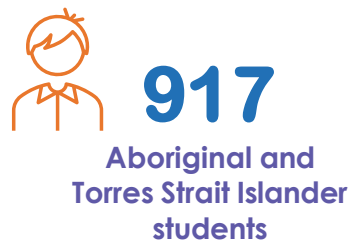
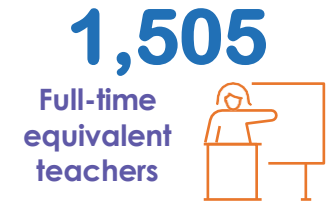
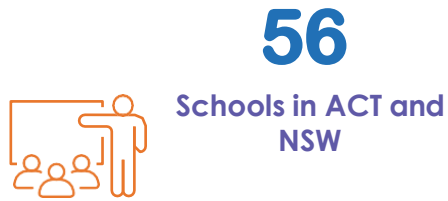
Catholic Schools NSW is the approved system authority for NSW schools. CECG services Catholic schools in the Archdiocese, with oversight from the Catholic Education Commission.

In 2024, CECG served 56 schools and nine early learning centres, extending from Pambula on the south coast, to Crookwell in the north, through to Lake Cargelligo in the west, traversing 88,000 square kilometres and spanning the ACT and NSW borders. Three congregational schools operate with their own proprietors and governance in the ACT.

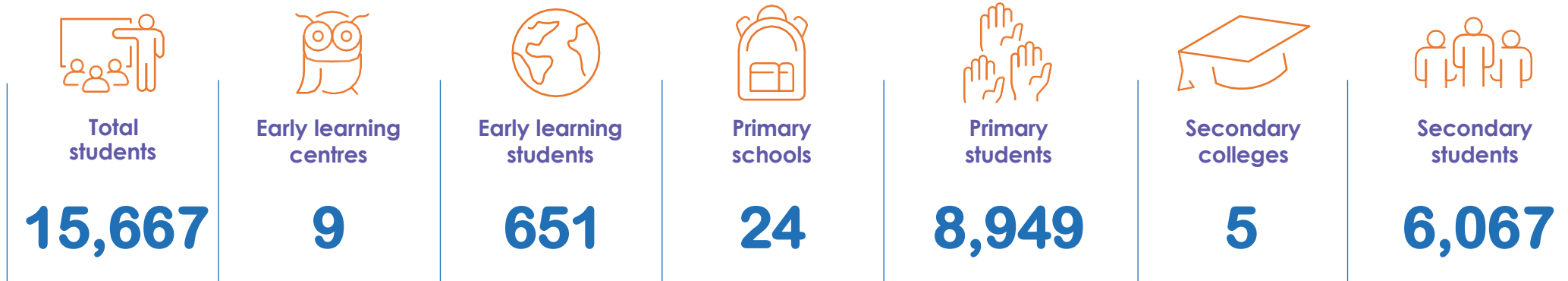
We are the only Catholic education system in Australia to operate across a state and a territory jurisdiction.

Our early learning centres and our primary and secondary schools and colleges throughout NSW and the ACT are integrated at a regional and Archdiocesan level.

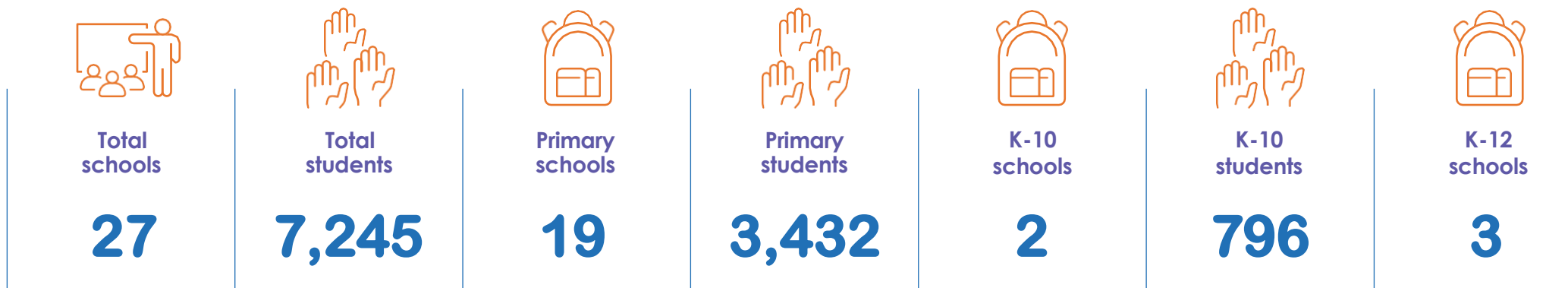
This enables cohesive service delivery and strengthens relationships that improve outcomes for students.



## ACT SCHOOLS AT A GLANCE



## NSW SCHOOLS AT A GLANCE



## ACT SCHOOLS AT A GLANCE



Congregational schools

**3**



Congregational school students

**4,155**



Aboriginal and Torres Strait Islander students

**433**



Students with disability

**3,930**



Full-time equivalent teachers

**961**



Full-time equivalent support staff

**338**

## NSW SCHOOLS AT A GLANCE



K-12 students

**1,426**



7-12 secondary schools

**3**



Secondary students

**1,591**



Aboriginal and Torres Strait Islander students

**484**



Students with disability

**1740**



Full-time equivalent teachers

**544**



Full-time equivalent support staff

**182**

# CATHOLIC EDUCATION COMMISSION

## INTRODUCTION

The Catholic Education Commission, as a ministry of the Church of the Archdiocese of Canberra and Goulburn, has been committed to authentic Catholic education centered in God's love for each person, as revealed in Jesus Christ.

The Archbishop has been responsible for the oversight of all Catholic schools within the Archdiocese of Canberra and Goulburn.

The Catholic Education Commission was established to support and advise the Archbishop in his responsibilities for Catholic schools in the Archdiocese.

The Commission has advised and made recommendations to the Archbishop but did not make decisions.

The Commission is not an incorporated body.

## Archdiocese of Canberra and Goulburn

### Membership and terms of reference

The Archbishop of Canberra and Goulburn has been the President of the Catholic Education Commission.

All members of the Commission were appointed by the Archbishop.

The Archbishop appointed a Chair as an ex-officio member of the Commission.

Members were drawn from key stakeholder groups in the Archdiocese including:

- Clergy
- Parents (NSW/ACT)
- Principals (NSW and ACT primary, secondary and congregational)
- Catholic agencies
- Australian Catholic University

The Director of Catholic Education has been the Executive Officer of the Catholic Education Commission.

The Catholic Education Commission met up to seven times during the year.

# 2024 MEMBERS

MEMBER	POSITION	SINCE
Archbishop Christopher Prowse	President	2013 - 2024
Ms Gabrielle Sullivan	Parent Community Representative	2016 - 2023
	Chairperson	2023 - 2024
Dr Patrick McArdle	ACU Representative	2009 - 2016
	Chairperson	2016 - 2023
	Vicar for Education	2023 - 2024
Mr Ross Fox	Executive Officer	2016 - 2024
Mr David Austin	ACT Primary Principal Representative	2017 - 2024
Ms Gaye McManus	NSW Secondary Principal Representative	2017 - 2024
Mrs Frances Robertson	NSW Primary/Central Principal Representative	2017 - 2024
Mr Michael Lee	ACT Secondary Principal Representative	2021 - 2024
Ms Rachel Davies	Congregational Schools Representative	2022 - 2024
Ms Selina Walker	Archdiocesan Parents Council Representative	2019 - 2024
Mr Robert Johnson	Community Representative	2021 - 2024
Asst Prof Darius von Guttner	Community Representative	2023 - 2024
Dr Justine Molony	Community Representative	2023 - 2024
Dr John Norgrove	Community Representative	2023 - 2024
Mrs Tiffany Wallace	Executive Secretary	2017 - 2024





# FAITH

## *Enhanced faith formation improving overall engagement with Religious Education*

- Continued support for staff to grow in their understanding of the mission of Catholic education by supporting all our schools in the Archdiocese through multiple faith formation programs.
  - Staff Spirituality Day for ELCs, schools and CECG
  - Supported schools with limited capacity and resources to provide staff with high-quality formation opportunities by developing and providing fully resourced spirituality programs.
  - Invested in the formation of principals and system leaders by engaging Cardinal Fr Timothy Radcliffe OP to lead their retreat in March.
- Provided more opportunities for youth to explore their faith by increasing the number of schools using the Catholic Schools Youth Ministry International model.
- Supported primary students by establishing a youth ministry cluster to connect senior students with junior students for formation.
- Supported schools to prepare students to receive the sacraments by organising high-quality sacramental retreat programs facilitated by youth ministry teams.
- Showcased CECG's work in youth evangelisation at the co-hosted international A Current of Grace conference in Canberra.
- Improved teacher engagement and efficacy by implementing Communities of Collaboration which maximised teacher involvement in the development of a knowledge-rich curriculum that aligns with high impact teaching practice.
- Supported improved pedagogical practice of religious education leaders through professional learning teams.
- Improved the delivery of religious education for preschool aged children through the new Early Years Religious Education Curriculum
- Improved Studies of Religion results in our NSW senior colleges by ensuring teaching and learning programs are data informed and mapped against best practice, and by providing teachers with subject-specific professional development.
- Updated the Work, Teach and Lead Policy and the Religious Education Policy to ensure the efficacy and appropriateness for employees of contemporary Catholic schools.
- Improved compliance with the Work, Teach and Lead Policy by identifying processes to accurately record details of accreditation attainment.
- Supported schools to provide a low-variance religion curriculum by implementing the K - 10 religion curriculum sample scope and sequence across most of our schools.

# LEARNING

## *Investment in the Catalyst learning initiative has resulted in significant learning gains, evidenced through the 2024 NAPLAN results*

- ACT and NSW student cohorts continued to achieve NAPLAN outcomes, across all domains and year levels, that are above their respective comparable norm reference groups (ACT-Major City and NSW-Regional).
- Achieved the beginnings of a marked upward shift in reading competence in our kindergarten to Year 3 cohorts with above international percentile ranks in the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) test.
- On average, our students achieved a higher level of growth in Mathematics and reading than the expected yearly progress based on Progressive Achievement Testing (PAT) results.
- Enabled teachers to more effectively monitor student progress by accessing assessment data and using it to plan quality teaching and learning. This followed the implementation of the CECG Assessment Schedule across all schools, with an assessment completion rate of more than 98 per cent.
- Achieved recognition of excellence for our Vocational Education students through the NSW Training Awards in the category Vocational Education and Training (VET) in Schools Student of the Year and School Based Apprentice/Trainee of the Year, with students competing in the Riverina and Illawarra and South Coast regions.
- Extended the Virtual Learning Collaborative to offer additional subjects, enabling more than 100 students at 10 colleges to access 12 senior courses. In 2024, 25 students received direct support to attain their Higher School Certificate (NSW) or Senior School Certificate (ACT). The Virtual Learning Collaborative supported gifted students with accelerated programs, elite athletes with flexible delivery, and students with complex needs with flexible programs and assistive technology.
- Commenced work developing an approach to early years literacy based on an evidence forum where three ELC directors visited preschools in Western Australia to observe the School Ready program. We signed a memorandum of understanding with YMCA WA to use their program in our centres from 2025.
- Highlighted CECG's commitment to and priority of First Nation's culture and perspectives across all schools by launching the Aboriginal and Torres Strait Islander Education Principles, aligned to the strategic plan.
- Continued to support the academic aspirations and cultural wellbeing of Aboriginal and Torres Strait Islander students by implementing Cultural Learning Pathways.

# COMMUNITY

## *Catholic Education is valued by families as reflected in highest number of enrolments in systemic schools in 2024 at 22,258*

- Continued demand for Catholic Education is reflected in our enrolment growth in both ACT and NSW, with total full-time enrolments growing by 1.7% compared to 2023.
- Enrolments in our ACT schools have grown by 1% in 2024, whilst our NSW schools have grown by 3%.
- The inclusive support provided by our schools contributes to the growth in our student population with disabilities (5,670 students).
- Our Aboriginal and Torres Strait Islander Student numbers have grown over the last 10 years, currently at 917.
- Provided additional spaces for preschool aged students to start their Catholic education early and have a smooth transition to primary school with the opening of a new early learning centre in Calwell.
- Provided senior students in regional communities the option of completing their final years of school in their hometowns with the expansion to Stage 6 at St Anne's Catholic College, Temora and McAuley Catholic College, Tumut.
- Articulated the benefits of Catholic Education including our accessibility, affordability and inclusive culture by modernising our engagement with new families through digital platforms.
- Strengthened connections with Catholic school families by hosting Bluey creator Joe Brumm through Catholic School Parents Archdiocese Canberra Goulburn.
- Continued to support schools to help families in their communities who need access to the National Disability Insurance Scheme or health services by developing relationships and liaising with Marymead Catholic Care and other external agencies, and by ensuring that school staff know how to access support services.
- Collaborated with EACH Allied Health and Therapy Services to support families with students in our early learning centres to navigate NDIS and therapy support.
- Provided allied health early intervention in speech and occupational therapy to regional and rural school communities who struggle to source and access therapy for children with needs. This was achieved through ongoing engagement with Royal Far West and employing therapy assistants to supervise students accessing Royal Far West Telecare therapies.
- Continued to support the academic and cultural wellbeing of Aboriginal and Torres Strait Islander students, in line with our Reconciliation Action Plan, by celebrating NAIDOC Week across our system. This included discussing traditional symbols, reflecting on themes of Aboriginal Spirituality. Staff and students attended Masses in Canberra, Young, Bega, Goulburn and Tumut.
- Promoted the mission, values and purpose of our schools in the news media for success in academic outcomes, vocational education and teaching behaviour as a curriculum.

# PEOPLE

## *CECG's People Strategy contributes to retention levels of over 90%*

- Continued to address system-wide staffing shortages by employing casual relief teachers on a full-time basis to provide relief wherever needed. This has particularly benefited regional schools.
- Positioned CECG as an employer of choice by providing employees with additional benefits, including improved annual leave provisions, increased support staff remuneration, recognition of service for support staff, and additional release (non-teaching) time. These benefits are additional to our enterprise agreement obligations and demonstrate the value we place on our staff, their career progression and their wellbeing.
- Ensured our place as a competitive employer by remaining one of three dioceses to support and lead negotiations on behalf of nine other dioceses for a new enterprise agreement to cover school staff and principals.
- In response to staff feedback, improved wellbeing support for employees by providing a choice of employee assistance providers through the Flourish initiative. This allows more hours each day when staff can access assistance, and the option to use online chat or a mobile application to talk with a provider.
- Improved student learning by training and coaching more teachers in High Impact Teaching Practice informed by the Science of Learning, with more than 1100 teachers now trained.
- Achieved recognition of excellence for our Vocational Education teachers through the Teacher/Trainer of the Year category in both the Riverina and Illawarra and South Coast regions.
- Expanded the number of Highly Accomplished and Lead Teachers and Assessors across the ACT and NSW to become one of the largest networks of accredited and aspiring teachers in Australia.
- Invested in the professional development of teachers and emerging leaders by providing them with financial support to undertake further study. Twenty teachers accessed this support in 2024.
- Commenced succession planning for leadership roles by piloting an emerging leaders program to provide formal training, individual mentoring and other support to 20 Religious Education Coordinators and assistant principals who were identified for promotion to assistant principal or principal.
- Provided a compelling choice for teacher engagement in high impact instruction by supporting the teacher as the most important learner in our system and offering more than 110 hours of accredited professional learning opportunities.
- Provided greater certainty to staff and principals by moving 800 temporary teachers from contract arrangements to permanency. By December almost 85 per cent of those in eligible positions were converted, putting us on track to complete this initiative in 2025. CECG began this process three years before the introduction of the Fair Work Legislation Amendment (Secure Jobs, Better Pay) legislation. This initiative ensures our compliance with the fixed-term contracts provisions of the Act.
- Built the capacity of early learning centres through the following initiatives
  - Early Years Religious Education curriculum by providing professional learning.
  - Enhanced the leadership skills of early learning centre directors by introducing one-on-one coaching.
  - Building a community of practice to share best practice.
  - Professional learning in oral language and phonemic awareness.





ACT Enrolments					2024 August Census Data	
Suburb	School	Principal	Year Level	ELC*	Primary	Secondary
Amaroo	Good Shepherd Catholic School	Trazel Scott	K - 6		767	
Aranda	St Vincent's Primary School	Rachel Smith	K - 6		181	
Braddon	Merici College	Anna Masters	7 - 12			905
Calwell	St Francis of Assisi Primary School	Sean Rutledge	P - 6	62	489	
Campbell	St Thomas More's Primary School	Luke Donnelly	K - 6		164	
Charnwood	St Thomas Aquinas Primary School	Tim Cleary	P - 6	51	355	
Conder	St Clare of Assisi Primary School	Matthew Egan-Richards	K - 6		498	
Curtin	Holy Trinity Primary School	Prue Sheargold	P - 6	59	392	
Evatt	St Monica's Primary School	Lisa Harris	K - 6		392	
Florey	St John the Apostle Primary School	Matthew Garton	K - 6		357	
Florey	St Francis Xavier College	Sandra Darley	7 - 12			1,286
Garran	Sts Peter and Paul Primary School	Cameron Johns	K - 6		280	
Gowrie	Holy Family Parish Primary School	Kate Markcrow	P - 6	103	608	
Griffith	St Clare's College	Ann Cleary	7 - 12			945
Harrison	Mother Teresa Primary School	Carmel Macguire	P - 6	99	693	
Holder	St Jude's Primary School	Cameron Reed	P - 6	62	408	
Isabella Plains	St Mary MacKillop College	Michael Lee	7 - 12			2,048
Kaleen	St Michael's Primary School	Judith Egan	K - 6		173	
Kambah	St Thomas the Apostle Primary School	Ursula Jamieson	K - 6		303	
Narrabundah	St Benedict's Primary School	Alana Quirk	K - 6		145	
Nicholls	Holy Spirit Primary School	Julie Wiley	P - 6	102	735	
Nicholls	St John Paul II College	Craig Wattam	7 - 12			909
O'Connor	St Joseph's Primary School	Cameron Tarrant	P - 6	53	326	
Page	St Matthew's Primary School	Sarah Lowe	K - 6		326	
Pearce	Sacred Heart Primary School	David Austin	K - 6		200	
Red Hill	St Bede's Primary School	Andrew Casey	K - 6		244	
Wanniassa	St Anthony's Parish Primary School	Erin Marmont	P - 6	60	394	
Waramanga	St John Vianney's Primary School	Peter Rodda	K - 6		150	
Watson	Rosary Primary School	Gregory Walker	K - 6		369	
<b>Total Archdiocesan Schools</b>					<b>651</b>	<b>8,949</b>
*ELC Enrolments are based on Feb 2024 Census						<b>6,093</b>



<b>ACT Enrolments - Congregational Schools</b>						
<b>Suburb</b>	<b>School</b>	<b>Principal</b>	<b>Year Level</b>	<b>ELC</b>	<b>Primary</b>	<b>Secondary</b>
Dickson	Daramalan College	Rachel Davies	7 - 12			1,490
Griffith	St Edmund's College	Joe Zavone	4 - 12		191	648
Pearce	Marist College	Matthew Hutchison	4 - 12		455	1,371
<b>Total Congregational Schools</b>				<b>0</b>	<b>646</b>	<b>3,509</b>



<b>NSW Enrolments</b>				2024 August Census Data		
<b>Suburb</b>	<b>School</b>	<b>Principal</b>	<b>Year Level</b>	<b>ELC</b>	<b>Primary</b>	<b>Secondary</b>
Adelong	St Joseph's Primary School	Kirsty Beavan	K - 6		54	
Bateman's Bay	St Bernard's Primary School	Jo Wain	K - 6		381	
Batlow	St Mary's Primary School	Ryan Forsyth	K - 6		34	
Bega	St Patrick's Primary School	Joanne Scott-Pegum	K - 6		181	
Bombala	St Joseph's Primary School	Susan Tighe	K - 6		76	
Boorowa	St Joseph's Primary School	Mark Birks	K - 6		77	
Braidwood	St Bede's Primary School	Marylou Gorham	K - 6		141	
Broulee	Carroll College	Jacqueline Heffernan	7 - 12			517
Cooma	St Patrick's Parish School	Frances Robertson	K - 10		298	129
Cootamundra	Sacred Heart Central School	Nicky Trinder	K - 10		222	147
Crookwell	St Mary's Primary School	Sally-Anne Croker	K - 6		150	
Goulburn	Sts Peter and Paul Parish Primary School	Kathy Neely	K - 6		324	
Goulburn	Trinity Catholic College	Gaye McManus	7 - 12			651
Goulburn North	St Joseph's Primary School	Matthew Mullins	K - 6		313	
Grenfell	St Joseph's Primary School	Melissa Hotham	K - 6		54	
Gundagai	St Patrick's Primary School	Christine Baron	K - 6		87	
Lake Cargelligo	St Francis Xavier Primary School	Jacinta Elwin	K - 6		46	
Moruya	St Mary's Primary School	Noeleen O'Neill	K - 6		183	
Murrumburrah	Trinity Catholic Primary School	Caz Perryman	K - 6		35	
Pambula	Lumen Christi Catholic College	Shane Giles	K - 12		177	508
Queanbeyan	St Gregory's Primary School	Tiffany Reedy	K - 6		684	
Temora	St Anne's Catholic College	Grant Haigh	K - 12		167	115
Tumut	McAuley Catholic College	Eamonn Moore	K - 12		208	251
West Wyalong	St Mary's War Memorial School	Damian Collins	K - 6		104	
Yass	Mt Carmel Central School	Michael Green	K - 6		277	
Young	St Mary's Primary School	Peter Hughes	K - 6		231	
Young	Hennessy Catholic College	Kathy Holding	7 - 12			423
<b>Total NSW Enrolments 2024 - 7,245</b>				<b>0</b>	<b>4,504</b>	<b>2,741</b>

# FAITH IN LEARNING CATHOLIC EDUCATION EXCELLENCE AWARDS

## *Living our Charism 2024*

### HALT Awards

**Lisa Binutti-Wilson** Holy Trinity Primary School, Curtin

**Zoe Cawdron** St Vincent's Primary School, Aranda

**Melanie Monaghan** St Francis Xavier College, Florey

**Gwen Tarleton** St Thomas More's Primary School, Campbell

**Karen Tozer** St Thomas More's Primary School, Campbell

### HALT – 10 Year Recertification

**John Cole** St John Paul II College, Nicholls

**Luke Donnelly** St Thomas More's Primary School, Campbell

### Parent, Carer or Volunteer Award-Home and School Partnership

**Nathan Robb** Former Chair of the Board,

St Mary MacKillop College, Tuggeranong

### School Office Staff Award

**Jennifer Ward** St Bernard's Primary School, Batemans Bay

### School Classroom Support Award

**Holy Family Classroom Support team**, Gowrie

### Early Learning Centre Education Award

**Michelle Woodward** Catholic Education ELC Team

### Early Career Teacher Award

**Lisa Wright** St Bede's Primary School, Red Hill

### Primary Teacher Award

**Leslie King** St Joseph's Primary School, Grenfell

### Secondary Teacher Award

**Nerina Eagles** Trinity Catholic College, Goulburn

### Co-curricular and Specialist Teacher Award

**Gregory Angus** Ss Peter and Paul's Parish Primary School, Goulburn

### Religious Education Teacher Award

**Jessica Buchanan** Hennessy Catholic College, Young

### Mission and Ministry Award

**Mary Wright** Hennessy Catholic College, Young

### Emerging Leader Award

**Breen Fox** St Bede's Primary School, Red Hill

### School Leader Award

**Ursula Jamieson** St Thomas the Apostle Primary School, Kambah

### Catholic Education Office Award

**People and Culture – Human Resource Business Partner Team**

### Director's Commendation

**Luke Mooney** St Thomas the Apostle Primary School, Kambah

**Pamela Villatobas** St Clare of Assisi Primary School, Conder

### Director's Award

**Eamonn Moore** McAuley Catholic College, Tumut

**Patrick Ellis** Catholic Education Office

### Archbishop's Award

**Catherine Doig** Holy Spirit Primary School, Nicholls



**RSM Australia Pty Ltd**Equinox Building 4, Level 2, 70 Kent Street Deakin ACT 2600  
GPO Box 2000 Canberra ACT 2601

T +61 (0) 2 6217 0300

F +61 (0) 2 6217 0401

[www.rsm.com.au](http://www.rsm.com.au)**AUDITOR'S INDEPENDENCE DECLARATION**

As lead auditor for the audit of the financial report of the Archdiocese of Canberra and Goulburn Catholic Schools System (the 'System') for the year ended 31 December 2024, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements as set out in the *Australian Charities and Not for profits Commission Act 2012* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

**RSM Australia Pty Ltd****Rodney Miller**  
PartnerCanberra, Australian Capital Territory  
Date: 27 March 2025

**Archdiocese of Canberra and Goulburn Catholic Schools System**  
**Statement of Financial Position**  
**As at 31 December 2024**

<b>Archdiocese of Canberra and Goulburn Catholic Schools System</b>			
<b>Statement of Comprehensive Income</b>			
<b>For the year ended 31 December 2024</b>			
	<b>Notes</b>	<b>2024 (\$'000s)</b>	<b>2023 (\$'000s)</b>
<b>Revenue</b>			
<b>Operating</b>			
Government funding	2(a)	345,627	324,187
Fees and charges	2(b)	110,950	99,165
Interest	2(c)	12,648	10,150
Trading activities	2(d)	3,299	3,023
Other income	2(e)	20,005	18,703
<b>Non-operating</b>			
Capital funding	2(f)	4,745	4,427
<b>Total revenue</b>		<b>497,274</b>	<b>459,655</b>
<b>Expenditure</b>			
<b>Operating</b>			
Employee benefits	3(a)	355,967	322,956
Suppliers	3(b)	107,240	84,210
Depreciation, amortisation & impairment	3(c)	29,804	31,512
Administration costs		288	192
Impairment loss on trade receivables		3,194	6,265
Finance costs	3(d)	528	653
<b>Total expenditure</b>		<b>497,021</b>	<b>445,788</b>
<b>Net result for the year</b>		<b>253</b>	<b>13,867</b>
<b>Total comprehensive income for the year</b>		<b>253</b>	<b>13,867</b>

	<b>Notes</b>	<b>2024 (\$'000s)</b>	<b>2023 (\$'000s)</b>
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	4(a)	354,367	349,322
Trade and other receivables	4(b)	19,080	15,567
Prepayments		5,071	5,198
Inventory		932	905
<b>Total current assets</b>		<b>379,450</b>	<b>370,992</b>
<b>Non-current assets</b>			
Trade and other receivables	4(b)	465	564
Property, plant and equipment	4(c)	450,379	434,337
Other intangible assets	4(d)	320	-
<b>Total non-current assets</b>		<b>451,164</b>	<b>434,901</b>
<b>Total assets</b>		<b>830,614</b>	<b>805,893</b>
<b>Liabilities</b>			
<b>Current liabilities</b>			
Employee provisions	5(a)	86,640	74,537
Deferred revenue	5(b)	12,355	7,864
Trade and other payables	5(c)	5,384	16,193
Loans and other borrowings	5(d)	1,814	1,893
Lease liabilities	5(e)	207	314
Provisions	5(f)	90	304
Other current liabilities		272	601
<b>Total current liabilities</b>		<b>106,762</b>	<b>101,706</b>
<b>Non-current liabilities</b>			
Employee provisions	5(a)	4,034	3,187
Deferred revenue	5(b)	3,841	10,733
Loans and other borrowings	5(d)	8,951	5,337
Lease liabilities	5(e)	286	494
Provisions	5(f)	22,100	49
<b>Total non-current liabilities</b>		<b>39,212</b>	<b>19,800</b>
<b>Total liabilities</b>		<b>145,974</b>	<b>121,506</b>
<b>Net Assets</b>		<b>684,640</b>	<b>684,387</b>
<b>Equity</b>			
Retained earnings		636,790	636,537
Other reserves		47,850	47,850
<b>Total equity</b>		<b>684,640</b>	<b>684,387</b>

**Archdiocese of Canberra and Goulburn Catholic Schools System**  
**Statement of Cash Flows**  
For the year ended 31 December 2024

	Notes	2024 (\$'000s)	2023 (\$'000s)
<b>Cash flows from operating activities</b>			
Receipts from government for school funding		343,605	321,038
Fees and other receipts from families and students		119,636	142,064
GST received from ATO		11,918	3,506
Payments to suppliers for goods and services		(78,759)	(90,366)
Payments to and on behalf of employees		(334,716)	(316,971)
GST paid to ATO		(28,440)	(9,278)
<b>Net cash inflow from operating activities</b>		<b>33,244</b>	<b>49,993</b>
<b>Cash flows from investing activities</b>			
Cash recognised on amalgamation		-	71,657
Interest received		12,590	10,150
Receipts of government capital grants		2,508	3,954
Payments for the acquisition of property, plant & equipment	4(c)	(45,789)	(28,188)
Payments for the acquisition of intangible assets	4(d)	(320)	-
Proceeds from the sale of property, plant & equipment		28	74
<b>Net cash (outflow) inflow from investing activities</b>		<b>(30,983)</b>	<b>57,647</b>
<b>Cash flows from financing activities</b>			
Proceeds from loans and borrowings		5,093	731
Payments of loans and borrowings		(1,467)	(1,872)
Loan and lease interest payments		(528)	(681)
Principal portion of lease payments		(314)	(302)
<b>Net cash inflow (outflow) from financing activities</b>		<b>2,784</b>	<b>(2,124)</b>
Net increase in cash and cash equivalents		5,045	105,516
Cash and cash equivalents held at the beginning of the year		349,322	243,806
<b>Cash and cash equivalents at end of year</b>	4(a)	<b>354,367</b>	<b>349,322</b>

Archdiocese of Canberra and Goulburn Catholic Schools System  
Statement of Changes in Equity  
For the year ended 31 December 2024

	Retained Earnings (\$'000s)	Recurrent Funding Shortfall (\$'000s)	Recurrent Funding Shortfall (ACT) (\$'000s)	Recurrent Funding Shortfall (NSW) (\$'000s)	General Operations (\$'000s)	NSW School Development Reserve (\$'000s)	ACT School Development Reserve (\$'000s)	Total (\$'000s)
Balance at 31 December 2022	459,461	11,450	6,208	3,342	500	10,350	16,000	507,311
Adjustments for group amalgamation	163,209	-	-	-	-	-	-	163,209
Comprehensive income for the period	13,867	-	-	-	-	-	-	13,867
<b>Balance at 31 December 2023</b>	<b>636,537</b>	<b>11,450</b>	<b>6,208</b>	<b>3,342</b>	<b>500</b>	<b>10,350</b>	<b>16,000</b>	<b>684,387</b>
Comprehensive income for the period	253	-	-	-	-	-	-	254
<b>Balance at 31 December 2024</b>	<b>636,790</b>	<b>11,450</b>	<b>6,208</b>	<b>3,342</b>	<b>500</b>	<b>10,350</b>	<b>16,000</b>	<b>684,640</b>

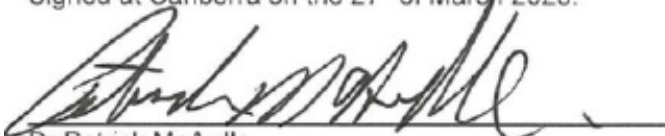
**Archdiocese of Canberra and Goulburn Catholic Schools System  
Responsible Officers Declaration  
31 December 2024**

In the opinion of the Responsible Officers of the Archdiocese of Canberra and Goulburn Catholic Schools System (the "System"):

1. The System is not a publicly accountable entity;
2. The financial statements and notes, set out on pages 2 to 30, are in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012*, including;
  - i. Giving a true and fair view of the financial position of the Schools System at 31 December 2024 and of its performance for the financial year ended on that date; and
  - ii. Complying with Australian Accounting Standards (including the Australian Accounting Interpretations) to the extent described under the basis of preparation on page 6 and the *Australian Charities and Not-for-Profits Commission Act 2012*; and
3. There are reasonable grounds to believe that the System will be able to pay its debts as and when they become due and payable.

*Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-Profits Regulations 2013.*

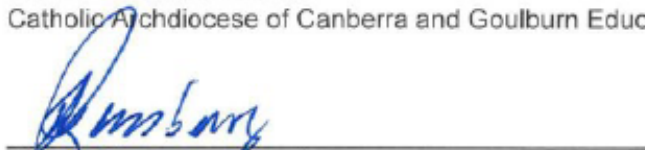
Signed at Canberra on the 27<sup>th</sup> of March 2025.



Dr Patrick McArdle  
Chair  
Catholic Archdiocese of Canberra and Goulburn Education Limited



Pam Betts  
Interim Executive Director  
Catholic Archdiocese of Canberra and Goulburn Education Limited



Wynand Janse van Rensburg  
Acting Chief Financial Officer  
Catholic Archdiocese of Canberra and Goulburn Education Limited

**INDEPENDENT AUDITOR'S REPORT**  
**TO THE MEMBERS OF**  
**THE ARCHDIOCESE OF CANBERRA AND GOULBURN CATHOLIC SCHOOLS SYSTEM**

RSM Australia Pty Ltd  
Equinox Building 4, Level 2, 70 Kent Street Deakin ACT 2600  
GPO Box 200 Canberra ACT 2601

T +61(0) 2 6217 0300  
F +61(0) 2 6217 0401

[www.rsm.com.au](http://www.rsm.com.au)

### **Opinion**

We have audited the financial report of the Archdiocese of Canberra and Goulburn Catholic Schools System (the 'System'), which comprises the statement of financial position as at 31 December 2024 the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the Responsible Officers Declaration.

In our opinion, the financial report of the Archdiocese of Canberra and Goulburn Catholic Schools System (the 'System') has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the registered entity's financial position as at 31 December 2024 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

### **Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Archdiocese of Canberra and Goulburn Catholic Schools System (the 'System') in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Basis of Accounting**

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Archdiocese of Canberra and Goulburn Catholic Schools System (the 'System') to meet the requirements of Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

**Other Information**

Management is responsible for the other information. The other information comprises the information included in the Archdiocese of Canberra and Goulburn Catholic Schools System's (the 'System') management report for the year ended 31 December 2024, but does not include the financial report and the auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Responsibilities of Management and Those Charged with Governance for the Financial Report**

The Officers are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and for such internal control as the Officers determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Officers are responsible for assessing the Archdiocese of Canberra and Goulburn Catholic Schools System's (the 'System') ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Archdiocese of Canberra and Goulburn Catholic Schools System (the 'System') or to cease operations, or has no realistic alternative but to do so.

**Auditor's Responsibilities for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: [http://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf). This description forms part of our auditor's report.



RSM Australia Pty Ltd

Rodney Miller  
Partner



**CATHOLIC EDUCATION**  
Archdiocese of Canberra & Goulburn

55 Franklin Street, Manuka ACT 2603 | 02 6234 5455  
PO Box 3317 Manuka ACT 2603  
[www.cg.catholic.edu.au](http://www.cg.catholic.edu.au)