



# 2022 Annual Report



NEWHAVEN  
COLLEGE

IN QUIETNESS AND CONFIDENCE SHALL BE YOUR STRENGTH

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## PRINCIPAL'S REPORT



I am very pleased to be presenting the 2022 Annual Report of Newhaven College.

After two years significantly disrupted by the pandemic, the 2022 school year began with COVID restrictions in place and uncertainty as to how the year would progress. After the initial weeks of the year constraints gradually lifted and we were able to enjoy a full programme

of activities including camps, excursions and school events. It was especially uplifting to once again welcome parents, visitors and the community into our school.

I would like to thank the staff of Newhaven College for their support in making 2022 such a success. The staff are committed and loyal to their school and work hard to provide the best learning environment possible for our students. At the commencement of 2022 we welcomed three new members to our College leadership team. Mr Geoff White was appointed internally as Head of Middle School, Mrs Karen Milkins-Hendry made a much welcome return to Newhaven as Director of Learning after nine years away at Independent Schools Victoria, and Mr Brett Torstonson joined the school from Methodist Ladies College in Kew in the role of Director of Operations. Later in the year we also welcomed Mr Brad Phillips to the position of Business Manager and Mrs Leisa Lomax to the newly created role of Human Resources Manager. Along with Jason Scott (Vice Principal – Head of Senior School) and Ralph Arceo (Head of Junior School) I would like to thank all of the leadership team for their efforts in leading Newhaven throughout 2022.

There were many highlights in 2022 as our students excelled in a range of areas. Sports, music, theatre, cultural events, public speaking, art, community activities and academic achievements were just some areas our students shone in. We had a very successful year of SEISA sporting competition having eight championship winning teams and many other individual age group winners. In addition, the student cohort once again did some fantastic work in raising funds for their chosen charity, Landcare. I would particularly like to commend our student leaders for their initiative and efforts in organising a range of fundraising activities.

Our annual College musical was once again the flagship cultural event for our school in 2022. The performance of Shrek the Musical played to sold out audiences at the Wonthaggi Arts Centre in May and was a glittering display of the extraordinary performing arts talent we have at our school. Congratulations to Director Lauren White, Musical Director Matt Goss and all the staff, students and volunteers who contributed to making the performance such a success.

The biennial Junior School production, Brains Trust, was a memorable occasion for all involved. The original production, written and directed by staff Dave and Nina Prideaux, including a song for each year level to perform, was a magnificent performance. All the junior school students shone in their time on stage. Well done to Dave and Nina and all the staff involved in putting on such a wonderful production.

One of the highlights for the school this year was the completion of our own state of the art Performing Arts Wing. It will be the home of our performing artists for years to come including for classes, lessons, rehearsals, exhibitions and performances. It is a wonderful addition to the excellent facilities that our school provides and will only further enhance the place of music and drama at our school. It has been pleasing to see the community use the facility also, with concerts, exhibitions and performances having already taken place.

In late August our school community was deeply saddened by the passing of much-loved colleague and dear friend Karen Pearce. Karen spent over fifteen years at Newhaven most notably as a teacher and co-ordinator of Years 5 and 6 and a leader in Middle School. She was a passionate, kind and highly respected educator who was devoted to her students and the school. The outpouring of support for our school community during this difficult time was extraordinary. Her memorial service filled our school gymnasium. At the most difficult of times, we saw our school community at its best.

In November our College paid tribute to one of our Life Governors and the school's founding secretary, Mr Peter Reith, who passed away. In the 1970s, whilst living in Cowes, Peter had a vision to establish a Christian Community School on Phillip Island. Through his dedication, passion and commitment that vision became a reality. We are indebted and thankful to Peter for the thriving school we have today. It was a proud moment for our school as his involvement in establishing the College was spoken so prominently and fondly at his State Funeral, with the Newhaven College flag proudly on display alongside the Australian flag on the altar of the crowded St Andrews Anglican Church in Brighton.

My thanks to the College Board of Governors for their support of myself and the College in 2022, in particular our Chair, Mr David Jobe, our Deputy Chair, Mrs Megan White, Treasurer, Mr Simon Manning and Rory Mackenzie. It was wonderful to welcome four new Board members in 2022 – Mrs Kylie Holmes, Mr Graham Macgregor, Mrs Rebecca Naughtin and Mr Greg Harrison. Each bring their own unique set of skills and expertise to make our College better. My sincere thanks to the departing Board members for their contribution, Mr Rod Patch and Mrs Elena Campbell-Walker. A very special thanks to Greg Price who also stood down from the Board after a remarkable twenty years, more than half as the College Chairperson.

Finally, I would like to congratulate our Year 12 class of 2022. Despite the challenges of COVID disrupted years leading into Year 12 they displayed commitment, resilience and effort. Overall they were fine role models for the younger levels they led. Congratulations to Hamish Brosnan who was our College Dux with the exceptional ATAR of 97.2, placing him in the top 3% of Victoria. We are very proud of all the class of 2022 achieved – as a group they were always positive and displayed great care for one another and affection for their school.

Tony Corr  
**PRINCIPAL**

## CHAIRPERSON'S REPORT



Looking back at 2022, the release of the College's new Strategic Direction "Hearts and Minds" stands out as an important milestone in our shared journey that began over forty years ago.

It commits us to building upon our College's past strengths: our prudent financial stewardship, emphasis on pastoral care and genuine sense of community.

It also sets us on a path of constant improvement, particularly in terms of academic achievement and our culture of teaching and learning excellence.

2022 was a year marked by many successes and achievements. There were also results that challenged us to do better.

The College board is committed to supporting our Principal and his leadership team as they meet these challenges and deliver on our shared vision – to inspire young people with knowledge, empathy and curiosity to engage in their world with confidence and a sense of purpose.

I would like to thank and acknowledge the hard work of our volunteer board of directors. The College's deputy chair Megan White, long-serving treasurer Simon Manning, Rory McKenzie, Kylie Holmes, Graham MacGregor, and past College students Rebecca Naughtin and Greg Harrison.

At this year's AGM, I am pleased to welcome two new members to the College board:

Tracey Costello brings to the board finance and governance experience across corporate, government and non-government organisations including 10 years with KPMG and more than six years as a senior executive in local and state government, and as Chief Financial Officer of Phillip Island Nature Parks.

Steve Morris contributes to the board expertise in the digital technology space with corporate experience in the USA & Europe, as well as closer to home as the founder of a successful Phillip Island-based Managed IT Services business, and currently as the CEO of an ERP Software company with staff across Australia and New Zealand.

This year's AGM will also see the retirement of two of our board members: Rory McKenzie who has served on the board since 2019, and Simon Manning.

Simon first joined the board in 2009, and as treasurer, was instrumental in guiding the College through the critical period of transition from Boys Home Road to our new campus and the delivery of new facilities on time and on budget. Simon has been a tireless contributor to the College, as well as other community groups and charities including the Phillip Island Football Club and Woolamai Surf Life Saving Club, and a driving force behind the Cowes Classic for over 30 years.

On behalf of the College community, I would like to thank Rory and Simon for their service.

David Jobe  
**CHAIRPERSON**



## THE SCHOOL IN CONTEXT

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Newhaven College is an independent co- educational school providing diverse educational opportunities for students from Prep through to Year 12. We focus on each student as an individual, ensuring their interests, aptitude and self-esteem can be developed. The College offers excellent facilities and extensive grounds within the beautiful and unique Phillip Island environment. We pride ourselves on our diverse and friendly community, where our strong pastoral care program enables each student to feel safe and confident.

We are a non-selective ecumenical school and we encourage students from all learning backgrounds to achieve their personal best. There is an unwavering focus on teaching and learning supported by a diverse range of co-curricular activities, offering opportunities for children to pursue personal interests whether they are in sports, on the stage, or in developing their leadership skills.

We draw students from across the Bass Coast and South Gippsland Shires, with 11 buses transporting students to the College each day.

### OUR VISION

Inspire young people with knowledge, empathy and curiosity to engage in their world with confidence and a sense of purpose.

### OUR MOTTO

In Quietness and Confidence Shall Be Your Strength

(Isiah 30:15)

### OUR VISION

To be a thriving learning community where young people are thoughtful, caring, and courageous.

We strive to provide personalised learning experiences which stem from authentic relationships and a deep connection to our unique environment. In doing so we aim to instil high expectations, promote innovation and encourage critical thinking.

### OUR VALUES

Respect

Honesty

Empathy

Responsibility

Excellence

## GOVERNANCE – INTRODUCING THE BOARD OF DIRECTORS

Due recognition should be given to our volunteer Board of Directors who give so much to the school. We would not be where we are today without their dedication, commitment and extremely value direction and input.

### Current Board



#### **David Jobe BEng (AeroEng) (Hons), GAICD**

A past student of Newhaven College, David was a Papworth Prize recipient and Dux of the school. He served as a Pilot Officer in the Royal Australian Air Force and was manager of The Continental Phillip Island before founding Southern Sustainable Developments, a locally based company developing residential land projects with a focus on environmental sustainability. David joined the Board in 2015.



#### **Simon Manning CPA, CFP, BBus (Economics & Marketing), Dip Financial Planning**

Simon moved to Phillip Island at aged ten. He has worked in the finance and accounting industry for over 30 years and is the Principal of Coastal View Financial Services. Simon has been involved in many community organisations including You Are My Sunshine Foundation of which he is one of the founding trustees. He has been a member of the Board since 2009.



#### **Megan White BOccThy**

Megan has worked in various organisations in both the public and private sectors prior to relocating to Inverloch in 1997. She is now a Director of Sandy Cape Pty Ltd., a property development business focused on local tourism and development. Megan is also a Business Manager for the family dairy and beef farms. Megan joined the Board in 2017.



#### **Rory McKenzie B.Com, Dip FS (FP)**

Rory has had more than 16 years' experience as a self-employed financial planner. He established Prom Country Financial Planning Pty Ltd in 2003. His previous background was that as a partner in an accountancy business in Leongatha. Rory has two children at Newhaven College.



#### **MBA, CPA, BBus (Accounting)**

Kylie moved to Phillip Island in 2006 and has held financial management and governance positions in the water industry and previously the banking industry. Kylie is currently the CEO of Rural Financial Counselling Service (RFCS) Gippsland dedicated to supporting farmers and rural businesses with financial counselling and planning services. Kylie is passionate about supporting the communities she lives and works in; she is currently treasurer of Food & Fibre Gippsland and is a local business owner with her husband. Kylie joined the board in 2022.



#### **BA, GD Planning And Design, GC Property**

Greg is a former Newhaven College student and Papworth Prize recipient. He leads the Victorian Strategy and Investment team at RPS. Greg has a diverse portfolio of consulting experience across corporate, government and not-for-profit entities including transport infrastructure, renewable energy, regional development, and tourism sectors. Greg is currently Deputy Chair of the Destination Phillip Island Regional Tourism Board. Greg joined the Newhaven College Board in 2022.



#### **BArch (Hon)**

Rebecca has worked as an architect, tertiary tutor and coordinator, and has sat on various boards and panels across an array of educational sectors. Rebecca is the Principal Director of Rebecca Naughtin Architect Pty Ltd, which she founded in 2012. With experience in business, education and project management, Rebecca's skills and knowledge are perfectly placed at Newhaven College. Rebecca was a student of Newhaven College herself, and has young children of her own currently attending the College. Rebecca is looking forward to contributing to the Board for years to come.



#### **MEng MBA (INSEAD) CEng FICHEME GAICD**

Graham is a recent arrival to Phillip Island having moved here in 2018. Originally from Edinburgh, Graham has spent the last 25 years working in the global energy industry, arriving in Australia in 2007. Graham is a Partner at PwC in their Energy Transition Advisory. He has a lifelong passion for coaching and development and specialises in helping organisations to build new capabilities and to improve their governance. Graham has two children planning to attend the college in 2025 and 2027 respectively. Graham joined the Board in 2022.

## Thank you to these Board Members who stepped down from the Board in May 2022



### **Greg Price CEA (REIV)**

Greg Price grew up on Phillip Island and has a long history of community involvement. Having started his working life as a farmer and stock agent, Greg then moved into real estate. Greg is a Licensed Estate Agent and Director and Chairman of Alex Scott and Staff. Greg has been a Board Member of Newhaven College since 1998. Greg has supported four children through the College.



### **Elena Campbell BA (Hons), LLB (Hons)**

Former lawyer, legal adviser and political speechwriter, Elena has worked in government and social policy for 20 years. After working in private legal practice, she worked as adviser to the Victorian Attorney-General. Elena then worked as a consultant to the Australian Human Rights Commission, with a primary focus on gender equality. Elena is now Associate Director at the Centre for Innovative Justice at RMIT University. Elena was elected to the Board in 2018.



### **Rod Patch**

Rod has been a Phillip Island permanent resident since 1989. He is a present grandparent, and past parent, of Newhaven College students. He has been self-employed for more than 40 years, with an excellent record of managing, and growing, successful businesses. He is the owner of businesses in Melbourne, Pakenham, Drouin and Phillip Island. His current role is as an advisor and mentor to businesses. He is a past board member of Warley Hospital and Melaleuca Lodge and currently director of several private companies.

## COMMONWEALTH REPORTING REQUIREMENTS

### KEY STUDENT OUTCOMES

#### a. Year 12 Results

There was a significant statistical drop in our VCE results in 2022. These results were predicted by this cohorts NAPLAN and PAT testing. Whilst there was some improvement in what was predicted, this was not at the level the school forecast. Two years of COVID in Year 9 and 10 was a significant restriction to growing the 2022 academic outcomes to the extent we would like.

Measure	2022	2021
Number of VCE students completing VCE Certificate	90	81
Number of VCE students receiving ATAR	80	67
% 40+ study scores	2.4	10
Median Study Score	27	31
Median ATAR	60.25	73.2

Median Atar	
2018	66.85
2019	66.65
2020	75.57
2021	73.2
2022	60.25

#### Students with study scores of 40+ (includes Year 11)

Score	2022			2021		
	Male	Female	Total	Male	Female	Total
40	2	2	4	3	5	8
41	1	2	3	4	7	11
42				1	4	5
43					3	3
44				2	1	3
45				1	2	3
46					1	1
47						
48	1	1	2			
49					1	1
50		1	1		1	1
Total	4	6	10	11	25	36

The perfect study score was achieved in VET Music by a Year 11 student.



## b. National Assessment Program Literacy and Numeracy (NAPLAN)

In 2022 the NAPLAN Program assessed Years 3, 5, 7 and 9 across the nation in Literacy and Numeracy. Newhaven College students performed extremely well and their results were excellent compared to the expectations of the national benchmarks.

Year 3 NAPLAN Results (2015-2022)									
Component	School mean (2022)	State mean (2022)	School mean (2021)	School mean (2019)	School mean (2018)	School mean (2017)	School mean (2016)	School mean (2015)	2022% at or above min standards
Reading	484	454	425	457	460	429	423	431	94
Writing	429	430	410	448	419	418	421	425	100
Spelling	412	426	395	416	413	374	406	401	92
Grammar & Punctuation	463	465	416	473	461	438	428	437	98
Numeracy	434	432	400	434	428	424	416	411	100

Year 5 NAPLAN Results (2015-2022)									
Component	School mean (2022)	State mean (2022)	School mean (2021)	School mean (2019)	School mean (2018)	School mean (2017)	School mean (2016)	School mean (2015)	2022 % at or above min standards
Reading	525	520	511	511	521	509	510	506	98
Writing	488	498	465	487	477	458	476	476	94
Spelling	505	509	487	463	477	480	479	496	100
Grammar & Punctuation	506	506	504	484	492	482	489	507	98
Numeracy	491	496	502	497	504	502	500	497	100

Year 7 NAPLAN Results (2015-2022)									
Component	School mean (2022)	State mean (2022)	School mean (2021)	School mean (2019)	School mean (2018)	School mean (2017)	School mean (2016)	School mean (2015)	2022 % at or above min standards
Reading	561	551	562	568	541	559	547	577	98
Writing	539	542	523	540	508	513	530	530	98
Spelling	541	550	532	545	526	533	545	562	94
Grammar & Punctuation	543	540	544	551	536	545	545	559	97
Numeracy	560	554	560	574	559	561	558	571	98

Year 9 NAPLAN Results (2015-2022)									
Component	School mean (2022)	State mean (2022)	School mean (2021)	School mean (2019)	School mean (2018)	School mean (2017)	School mean (2016)	School mean (2015)	2022 % at or above min standards
Reading	587	586	589	593	609	617	586	611	93
Writing	565	570	559	544	569	578	564	578	89
Spelling	571	580	592	568	590	598	583	596	93
Grammar & Punctuation	572	582	593	561	589	589	575	594	88
Numeracy	590	591	600	598	613	611	596	623	99

The most pleasing aspect of the NAPLAN result is the steady growth of the student cohort relative to other schools. In Year 9 we are above the state mean in all areas.

### c. Post School Destinations

2022 Cohort - Key Trends January Offers	
Higher Education Institution	Number of Students
Deakin University	23
Monash University	11
La Trobe University	5
RMIT University	6
Victoria University	5
Swinburne University of Technology	4
Federation University Australia	3
Australian Catholic University	2
University Of Melbourne (The)	2
Collarts (Australian College of the Arts)	1
Deakin College	1
Torrens University Australia	1

COURSE TYPE	
Cert IV/Diploma	7
Bachelor	58

COURSE FIELDS	
Business	14
Arts	13
Nursing & Paramedicine	6
OT/Nutrition/Health Science/Public Health/Health Promotion	6
Engineering	5
Science (including Space Science & Marine Science)	5
Sport Development, Sport Media, Exercise Science	5
Criminology, Criminal Justice, Psychological Science	4
Education	4
Film, TV, Animation, Audio	2
IT (including Game Dev, Library & Info Services)	3
Psychology	2
Construction Management	1
Interior Design	1
Outdoor Leadership	1

#### d. Value Added

The various tables and charts throughout this report indicate that each year there has been value added for each student. All Victorian Certificate of Education (VCE) results are closely analysed on the VCAA website, and management and curriculum leaders attended specific professional development to assist them in analysing the data.

As outlined in the Principal's Report and in various sections of this report, Newhaven College also offers students broad curriculum and co-curricular choices including the Visual and Performing Arts, Sport, Cultural Programs, Chess, Debating, Surfing, Equestrian, Outdoor Education, Productions, Tours - both local and international, and Overseas Exchanges.

Students are actively involved in our community and support many charities, surfing and surf lifesaving, local aged care homes, and the local clubs such as the RSL, Lions Club and Legacy.

#### e. Student Attendance

Newhaven College student attendance levels were consistent across the College. The overall attendance rate was 87.29 which was slightly down on last year.

The average daily attendance is set out below:

Year Level	Average daily attendance (%)	Year Level	Average daily attendance (%)
Prep	87.88	Year 7	89.25
Year 1	86.97	Year 8	87.34
Year 2	90.14	Year 9	89.74
Year 3	86.75	Year 10	85.93
Year 4	88.44	Year 11	83.04
Year 5	87.08	Year 12	87.23
Year 6	85.05		

## f. Policy for Managing Non-Attendance

The school has a clearly stated policy for managing non-attendance. In summary, the school maintains accurate records via online attendance rolls. Parents must notify the school of an absence by 10.00am on the day of absence via the SEQTA Absence username, or by a phone call to sub-school reception desks.

The attendance office in each of the three sub-schools enters any notified absences into SEQTA in advance. They contact families of students who are absent without notification, on the day of the child's absence to ascertain the reason for nonattendance, via the SEQTA messaging system.

If a student undertaking a VCE subject is absent for any day of assessment, a written note accompanied by a medical certificate (or equivalent) must be provided. A specific attendance policy is applicable to VCE students.



## SENIOR SCHOOL HIGHLIGHTS

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'COVID normal' was the mantra of 2022 and we proved that we could do it! It was wonderful to enjoy a full school year of face-to-face teaching and learning and a return to all the things that we love; organised sport, excursions, music and drama performances and school assemblies. I trust that you will

enjoy reading 2022 Radius as you reflect on the wonderful achievements of our Senior School students and staff.

The Year 12 Cabinet lead by College Captains Orlando Kane-Gillard, Coco Hosken, Jack Papas and Laura Vivian selected the Bass Coast Landcare Network as their 2022 charity to support. The work of the Landcare Network in developing a community of knowledgeable land managers caring for and appreciating the wonders and benefits of a healthy, productive landscape, inspired the Cabinet in their fundraising efforts. With activities across the entire College, the Cabinet raised \$7150 which they proudly presented to Dave Bateman (Executive General Manager at Bass Coast Landcare Network) at the College Assembly on Tuesday 11 October. Hats off to the Cabinet and their amazing fundraising achievement!

A major highlight of 2022 was the inaugural Year 10 Howqua hikes. Held in early March (10Y and 10W) and early May (10X and 10Z), students trekked for 5 days in the Howqua Valley through iconic Victorian alpine areas including Sheeppyard Flat, Fry's Hut, Tunnel Bend, Tobacco Flat and Running Creek. In partnership with The Outdoor Education Group, the hike was designed to present a significant personal challenge, slow the pace of life, remove the distraction of social media and focus on the development of community. I am sure the 2023 Year 10 students are looking forward to their hike in Week 5 of Term 1!

Another highlight was our Year 11 teams competing at the Rotary Model United Nations Assembly in August. Held at Nossal School, our teams were Leigh Pouw & Gabriel Pascoe representing Ukraine and Oscar Healey & Brinn Hamley representing Afghanistan. Both teams successfully represented these countries as they negotiated and formed alliances with delegates from other countries. They debated and voted on each resolution.

In 2023 we will be transitioning to a new vertical pastoral care structure based on the House groups rather than year levels. I would like to acknowledge the expertise, hard work and wisdom that our outgoing Year 10, 11 and 12 coordinators have brought to their roles. I thank Carmel Roberts, Brendan Hislop and Sharon Paterson for the care that they have given to their students and for always having student well-being at the heart of their planning and decision-making.

To the 2022 Year 12 students, congratulations. You have faced some very challenging circumstances leading up to your final year of secondary schooling. I am proud of the manner in which you have met these challenges and worked so hard to achieve your own academic and personal goals. I wish you continued success as you enter the next phase of your lives and trust you will tackle the world of tertiary education or work with confidence, resilience and optimism. We look forward to welcoming you back to the College in future years as alumni and hearing your stories.

I would like to congratulate and thank Belinda Kinnane who finished at the end of Term 3 to take up a new role at the Australian Council for Educational Research (ACER). Belinda was a wise vice principal and executive member who enabled our College to successfully navigate the Learn from Home program during the COVID years. Belinda was also a dedicated and talented teacher who was loved and respected by her students in both the Middle and Senior Schools. I wish her all the best in her new role.

Finally, thank you to the staff of the Senior School. You have offered our students in years 9-12 so many opportunities and so much care and I thank you for always ensuring that our core values of Honesty, Empathy, Excellence, Responsibility and Respect are the focus of your teaching.

Jason Scott

**HEAD OF SENIOR SCHOOL & VICE PRINCIPAL**

## MIDDLE SCHOOL HIGHLIGHTS

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The Middle School is not simply a location or a sub-school – it is an experience. Whether our students have started, continued, or completed their Middle School journey this year, their experiences have been widely varied - variety being the spice of life!! We pride ourselves at Newhaven College, and specifically in Middle School, on being able to provide diverse, relevant and contemporary learning opportunities, which although always tied to the Australian Curriculum, we have the freedom to get off the 'straight and narrow'. I have been delighted by the way our Middle Schoolers have embraced these experiences, particularly when they have been initially challenged by them.

Beyond the classroom, Middle School students have displayed an amazing appetite for participating in a huge range of activities, clearly endeavouring to put the disappointments of the last two years behind them. Whether it be through sports, drama, music, public speaking, environmental activities, leadership, Tournament of the Minds or fundraising, just to name a few, Middle School students have grown in so many ways. I have been particularly impressed by the huge number of students who have tried something new, reaping the rewards of developing new skills, improving peer relations and really carving their niche.

Year level camps were a highlight of 2022. I was fortunate enough to be able to attend each of these and to see new friendships emerging, developing independence, overcoming personal challenges and just as importantly an enormous amount of fun. Even the post-camp COVID isolations for many were soon forgotten!

I do consider myself a 'glass half full' kind of guy, but I am also under no delusion that it has been all rainbows and unicorns this year. Many students have encountered difficult times either at home or at school, and I thank and commend those students and families for their resilience and openness to assistance as we endeavoured to improve often complex and challenging situations. This resilience was palpable as we said goodbye to Mrs Karen Pearce – an integral part of our Middle School. She is missed terribly.



We have been extremely fortunate to have had a wonderful group of student leaders this year. All of the Year 8 students who formed the Student Leadership Team have led by

example, always willing to 'step up' as required in their various portfolios. Particular thanks must go to the four Middle School Captains, Holly Martelli, Kadek Humphris, Matilda Feehan and Harry Arceo. They have done an awesome job and it has been great working with them.

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We are incredibly fortunate to have such a wonderful physical environment for our Middle School. Our facilities are truly outstanding. These would amount to nothing however, without the skill, creativity and dedication of the Middle School teachers. They continue to strive for the best outcomes, both academically and pastorally for all our Middle School students. On behalf of the entire school community, I thank them immensely. Mrs Donna Driscoll, Mr Lachlan Gale and Mrs Melissa McMillan deserve special thanks for their commitment and leadership in their roles as Year Level Coordinators.

As we project to next year, after proudly promoting our Year 8s 'up the hill' and we excitedly receive our new Year 5s from 'down the hill' we await to see what new dynamics are created. One thing that is for sure, the Middle School will continue to be an incredibly vibrant and energetic place, and I can't wait!

Geoff White  
**HEAD OF MIDDLE SCHOOL**

## JUNIOR SCHOOL HIGHLIGHTS

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It was a Saturday night during the Spring holidays when I had finally recovered from the shock and devastation of what happened a week earlier, the Swans losing the AFL Grand Final. I accepted the loss but for the team to play the way they did and not to their capability was the most disappointing. Still, no excuses, Geelong was the greatest team of all for the entire year.

Forrest Gump was on TV, a family favourite, and even though we have watched it multiple times, we settled in the couch and readied ourselves in anticipation. Watching Forrest Gump led me to reflect that 2022 has been like a box of chocolates; we didn't know what we were going to get.

Let us reflect for a moment. During Term 1, the Parent Information and Curriculum Evening was held online as we followed COVIDSafe guidelines. We were blessed with fine weather during the Junior School Cabinet induction held in the Amphitheatre with families invited to attend.

Unfortunately, the same couldn't be said about our ability to welcome parents back onsite as we would have liked. It was still lovely to reconnect with parents as we were able to at the crossing and kiss n go similar to Forrest's Mumma kissing him and waving goodbye as he caught the school bus when he was a child. The biggest positive to come out of this arrangement was that students became more independent and responsible carrying their bag and walking to class with a friend or a staff member.

Writers workshop was launched in the first term. Writers Workshop is a student-centred framework for teaching writing that is based on the idea that students learn to write best when they write frequently, for extended periods, on topics of their own choosing. In the movie, Forrest gave running and ping pong a go. He went from wearing leg braces to becoming a professional athlete. He found out that he enjoyed running and ping pong, practised regularly and became good at both. The lesson here is that someone never knows what they are capable of. That's why it's always worth giving different experiences and opportunities a go.



Forrest Gump was never insecure about trying something new and wasn't afraid of failure, which we can all learn from. No one is perfect, especially when

they are first trying something, but sometimes you can surprise yourself by being good at it or even just enjoying a new hobby.

One of the clearest messages that can be taken from *Forrest Gump* is that it's important to be grateful and appreciate life. This year, we were saddened by the passing of Shane Warne, Queen Elizabeth II and Karen Pearce's loss impacted the College and the wider community greatly. Forrest's story shows that you never know what's going to happen in the future, as he too lost his friend Bubba, his Mumma and wife Jenny all people he loved and cared for.

Throughout the movie you can see what Forrest lacks in intelligence he makes up for in kindness, loyalty, courage, and work ethic. You can see the parallel between Forrest and Zoe, the main character in our Junior School Production, Brains Trust. They both have a unique perspective no matter their vocabulary, self-confidence or intelligence, and that's worth listening to. No one should be afraid to share what they think as long as they're not hurting anyone. It's an important life lesson to remind everyone to be humble and remember that everyone makes mistakes.

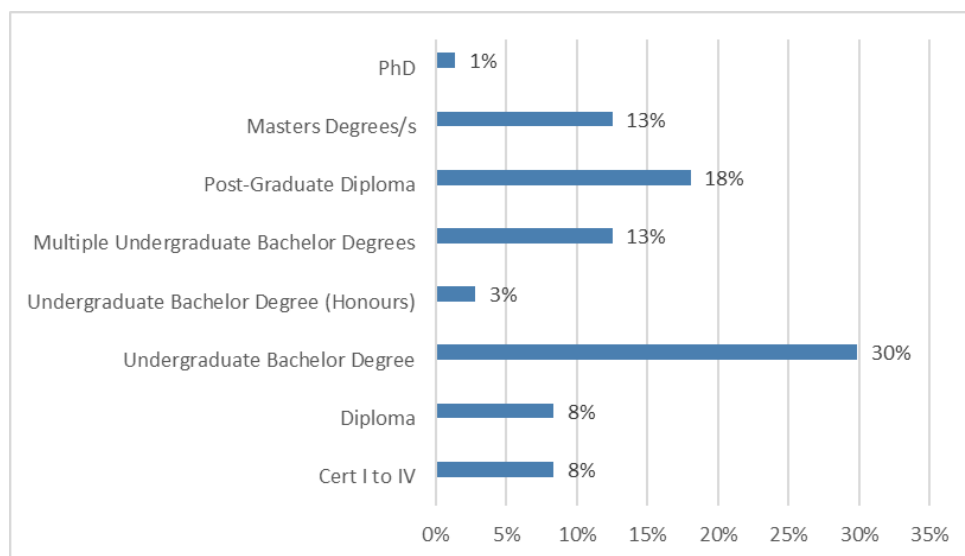
It has been pleasing to see the development and growth in each and every one of our students as the year has gone on. I am proud of the manner in which students have approached their learning with great enthusiasm, focus, perseverance and engagement. I thank the Junior School staff for their care, dedication, teamwork and hard work.

Ralph Arceo  
**HEAD OF JUNIOR SCHOOL**



## STAFF INFORMATION

### STAFF QUALIFICATIONS



### LENGTH OF SERVICE AWARDS

At the conclusion of the year our average length of service at Newhaven College for all permanent staff was 7.11 years. The following staff reached milestone lengths of service:

#### 10 Years of service:

The following staff joined 13 others who have served 10 years:  
Ann-Marie McLean, Melinda Kelly, Sheila John and Emma Jackson.

#### 15 Years of service:

Ten staff members have served 15 years.

#### 20+ Years of service:

We have 6 past staff members and 9 current staff members who have served in excess of 20 years, they are:  
Sian Adnam (20 years), Barbara Blair (20 years), Shona O'Dempsey (20 years), Mitsuko Horiguchi (21 years), Chris Appleby (22 years), Belinda Manning (22 years), Andrew Neal (23 years), Elaine Epifano (23 years), and Geoff White (28 years).

### STAFF MOVEMENT

Our overall staff retention rate across all departments was 87%.

### STAFF ATTENDANCE

Our staff absenteeism remains low with an attendance rate of 92.67%.





## LEADERSHIP TEAM

Tony Corr	Principal, MEdMgmt, BEd
Jason Scott	Vice-Principal, MEd, BAppSci(HMvt), GradDip.Ed, GradDip.Ed (Admin)
Brad Phillips	Business Manager, BA Business (Acc) CAANZ
Geoff White	Head of Middle School, BEd(Sec). Grad Dip (Math Ed)
Ralph Arceo	Head of Junior School, BEd, Dip.Ed
Karen Milkins-Hendry	Director of Learning, BSC, Dip Ed
Brett Torstonson	Director of Operations, BSC & Grad Dip Tchng (Sec)

## TEACHING STAFF

Sian Adnam	B A(Ceramics), Dip.Ed.
Christina Aitken	B.A, B.S.W, MA Prof Writing
Fiona Anastasi	B Ed (Vis Art), GradDip(Graphics)
Chris Appleby	B Ed Dip. Art (Vis)
David Arnott	B Eng(Mech)(Hons), BCom(Eco), Dip.Ed.(Sec)
Linda Austin	B Ed (Lib), Dip.Teach(Prim)
Stewart Bathgate	B AppSci (PE)
Anthea Bennett	MEDL, BTeach(Sec), BA. Grad Cert Career Development
Hannah Blake	B.Edu
Jaclyn Clark	Dip HSc, B.S.Ed
Peter Clerks	B.AppSc, Grad Dip Ed
Jennifer Crouch	BSci Ed (Physics)
Elissa Davidson	GradDipEd(Sec), BA(PsychPsychophys)
Donna Driscoll	BEd(EC), BTeach(EC)
Elaine Epifano	BEd(Music), AMusA(Flute)
Karen Faulwetter	BEd, Dip.Ed(Prim)
Melanie Flower	B A(Literature), BTeach
Annie Forsyth	B.Outreach & Community Ed (Social Work &Teaching) Prim & Sec.Lvl3 Spec Edu, Lvl4 Adv Cogn Behav Therapy
Samuel Foura	M.Tech&Lm, BA Outdoor Ed
Simon Furniss	B ABusStud, GradDip (Prim)
Lachlan Gale	B Bus/BA(Japanese), Dip.Ed(Prim)
Alyssa Gijsbers	B.A Phys Ed
Matthew Goss	B Mus (Perf) BTeach (Prim/Sec)
Bridget Haines	B. A, Grad DipEd
Elizabeth Hall	B.A, Grad DipEd (Sec)
Carly Heislars	M.T (Sec)
Brendan Hislop	Post Grad Edu. BA Sci
Mitsuko Horiguchi	BPE, Grad DipEd
Emma Jackson	BEd (Primary)
Alycia James	BEd, BA (Lit;Hist), Dip.EnviroEd
Sheila John	Bed (Arts), GiftedEd
Melinda Kelly	BSc, Grad DipEd (Sec)
Brendan Kimber	BSport/Outdoor Rec/Ed, Dip.Sport Dev, Dip. Fitness, Cert IV Training & Assessment
Marcelle Krieg	Dip. Teach (Prim), BEd, Dip. Theo
Carolyn Lancaster	BSc, DipEd
Louise Larcombe	B. Bio Med, M. Pub Hlth, M.Tech
Nathan Leys	BEd(Sci)
Lucille Liberts	B.P. Tech
Ann-Marie McLean	Grad Dip.Ed. (Sec), BAarts(Hons), PGCert (Enviro.Sci)
Melissa McMillan	BEd (Eng/Drama)
Kate Middleton	BEd(Hons)
Sue Mitchell	BEd(Eng/PE)
Jessica Moed	BEd(Prim), BA Sport & Outdoor Rec
Margaret Mooney	BEd Eng, Lang & Lit. GradDip Careers. GradDip Children's Lit. Cert III Horse Industry Practices (Core Subjects). Cert IV Trng & Assment Horse Safety Australia Clinic Assessor & Senior Instructor

Andrew Neal	BEd(Health, PE and Rec), Cert IV Training & Assessment, ASCA Level II Strength & Cond
Sonya Neal	B A, Dip.Ed
Shona O'Dempsey	BTeach(Prim), BEd, GradDip.GiftedEd
Meg, Oudshoorn	B.P. Edu
Anna Paterson	B.A, GradDip.Ed
Sharon Paterson	B.Ed(Sec)
Ric Pearce	B.Ed(Sec), Ass Dip Outdoor Education, Cert IV Training and Assessment
Cameron Pedersen	MTech, BES, Coaching Cert 3, Dip.Sport Dev
Sarah Pedersen	BEd (Prim)
Elly Poletti	M.Bus (Art&Cul), M.T (Prim&Sec) Cert IV Tran & Ass, B.M (Jazz Per)
Rebecca Power	B.A. Dip. Ed
Amanda Price	B A, BTeach

David Prideaux	BEd (Prim)
Nina Prideaux	BPerfArts(Mus/Drama), GradDip.Ed, AMusA
Samantha Rainey	BA Mus(VCA), Dip.Ed
Miranda Reich	BEd (Prim)
Carmel Roberts	DipTeach, GradDip.Ed
Gayle Roberts	B.A Theo, BA Art, Dip Sec Edu
Ron Ruzzier	B.A (La Trobe), Grad Dip Adult Ed (Melb), Grad Dip Sec Tech (Monash) M A Boys Ed (N'Castle Uni)
Andrew Schmutter	VIT, B.E, Cert III Comm Cookery

Karyn Scott	BEd, GradDip.AppSc
Steven Scott	BTeach, BAppSc(Eco Tourism)
Kate Sidebottom	BA Outdoor Ed, Dip.Ed
Robert Simpson	BSc(agr), MTeach(Prim), PhD
Fiona Smart	MTech (Prim), Dip. Teach (EC)
Ben Stein	B.E (Vet Sec) Grad Cert VET, Cert IV TAA
Jessica Stein	Grad Dip Ed, Grad Cert Tch Stu with ASD, Grad Dip Autism Spec Ed
Travis Thompson	B S, Marts (Teach). BSci (Engineering)
Megan Thompson	B A, Grad DipEd(Sec)
Robert Turton	BEd (Music - Hons). AMusA. Suzuki (Intermediate Accred). Cert IV Train & Assess
Ruth Turton	M A Special Ed, BEd(Prim), BA(History)
Gemma van Cuylenburg	BA(Fine Art) Dip.Ed
Grant Van Cuylenburg	Dip Tech (Tech & Feb, Grad Dip (GrapComm)
Lauren White	BA, Dip Ed, Suzuki Accredited (Prim)
Ruth Whitton	B.E
Hugh Wilson	M EdTeach, BCom (Acc & Fin), Grad Dip. Teach, Grad Cert.CareerDev
Cynthia Young	BSc, Dip.Ed.

## VISITING INSTRUMENTAL TEACHERS

Karen Baker	B Mus, Dip.Ed., AMusA
Pamela Christie	B Mus (Hons), LMusA, BA(Psych), BB
Diana Clark	B.M
Tom Green	B Mus, AMusA
Jane Hobson	
Kerryn Lockhart	B MusPerf (Voice)
Jake Marr	ADip (Sound Prod), BAudioProd, Grad Dip.Ed. (Prim)
James Naughtin	B Mus Dip.Ed.
Rebecca Parfitt	B Mus Perf (Hons), M Mus Stud (Perf Teach)
Natalie Resciniti	B Mus (Hons) AMusA (flute) LMusA (flute) STEAA Intermediate (Suzuki Accredited) Foundations in Film & TV (VCA)
Casey Thomsen	BHES, BMus, AMEB
Jonathan Wright	B Mus, B Mus Perf
Rosemary Westbrook	
Jason Xanthoudakis	M.Mus, Grad Dip Mus, Dip Mus, B.Mus, Dip Mus (Syd Uni), Grad Dip Mus (Syd Uni), B.Mus (Monash) M. Mus (Melb)

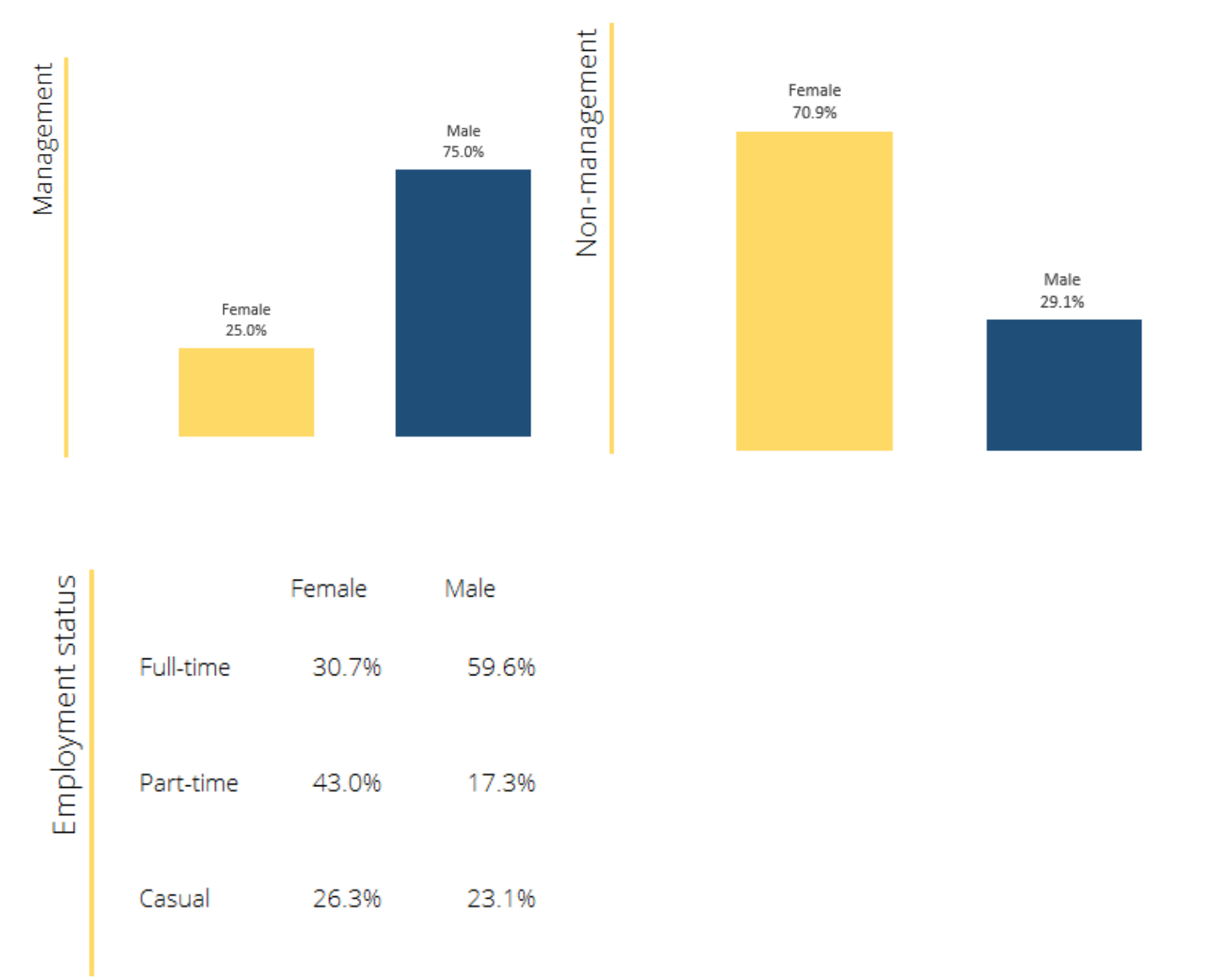
## ADMINISTRATIVE AND SUPPORT STAFF

Amanda Addison	Dip.Nursing
Barbara Blair	
Katie Bland	BBus (Acct)
Robyn Bolding	
Janine Butera	Dip.Lib Inf
Lucy Couper	B.A.(SocSci), Cert III Tourism Dip HR
Ashley Ellis	Cert III Hotclt, CrtII Public Safety
Jo-Anne Foster	Cert.App Soc Sci (Lib Tech)
Emma Gale	B Soc Sci(Psych), MSW
Michael Gordon	Cert Agriculture; Dip.Hort (Specialist Turf Management), Cert Small Engine Mechanics
Cameron Herrington	Cert III Lan&Design, Cert III Carpentry
Chloe Kallis	Dip Evnt Mngt, Dip Bus
Anthony Kellett	Dip. Arts (Furniture Design) & Cert III Cabinet Making
Karina Kennedy	CertIV Trvl&Trsm, Cert IV Bus Acc
Katrina Lawrence	Assoc Dip (Office Mgt)
Rachael Lewis	Cert Edu. BA Sci. Cert IV Hosp.
Leisa Lomax	Dip. Human Resources, Ad Dip Hotel Management, DSCV Mediator
Meredith Lynch	
Belinda Manning	
Nikkita Masterton	Cert III Retail Patisserie and Baking
Karen Morley	Midwife & Reg Nurse, Mindset Coach & Council
Roger Pendlebury	
Salome Rapson	Dip.Bus, Frontline Mngt Cert (transport)
Kylee Roby	Cert 2 & 3 Bus
Gail Ryan	Cert IV Edu Support, Cert IV Disability, Cert IV Children's Services (OSHC)
Lucinda Schenk	Cert III Ed Support
Jenny Sleight	Cert IV Wkpl Train & Assmnt, Cert III Tourism, GEL, Cert Aust Inst of Fit, Red Fit Aust Exer
	Prof Les Mill Int Cert, Austswim Ass & Teach of Sim & Water Sfty
Rachel Smith	BEng (Mech)(Hons), FCCA
Donna Stone	B Bus (Acct), GradCertMgt, CPA
Steph Thornborrow	
Ian Turnidge	B.Ec. B.Arts (Hons) (Performance Studies), B.Theol. Dip.Ed, Dip.Beauty Therapy, Cert IV Wkplc Train & Assess
Emmanuel Tuyau	Cert II Ed Sup, Dip.Bus Mgt, Cert 3 Automotive Tech
James van Cuylenburg	D Clin Psych, BA(Psych)
Corina Suidgeest	Postgrad Dip.Ed, BA(VisArts), Certs I& II WRAP
Dessdrae Wilkins	Cert of Ed Supp
Kevin Woolan	

SCHOOL SURVEYS

In 2022 the school once again returned to the ISV Lead Surveys for feedback – the first time since 2019. The full suite of surveys were conducted: Staff, Parents, Students, Year 12 and Board. There was overwhelming support for the experience at Newhaven – particularly in response to the facilities, quality of teaching and sub-school model. Departing Year 12s were particularly appreciative of their school experience. Areas identified as challenges was parent engagement and school pride. New initiatives have been put in place to improve these perceived challenges.

WORKPLACE COMPOSITION



## FINANCIAL AFFAIRS

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The College's financial position and its financial performance for the year ended 31 December 2020 are detailed below. Key points to note are:

- A consolidated net surplus of \$2,982,006
- Net Assets grew from \$40,066.17 to \$43,048,177

### INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

INCOME	2022	2021
Commonwealth Government Grants	12,226,445	11,724,746
State Government Grants	2,010,823	1,944,296
School Fees and Charges	6,593,953	6,393,020
Other Income	561,958	205,395
<b>TOTAL INCOME</b>	<b>21,393,179</b>	<b>20,267,457</b>

EXPENDITURE	2022	2021
Employment Expenditure	12,520,651	11,388,362
Academic Programs	3,069,548	2,378,427
Administration and Property Costs	1,204,898	1,457,945
Depreciation	1,559,245	1,640,090
Borrowing Costs	56,831	73,768
<b>TOTAL INCOME</b>	<b>18,411,173</b>	<b>16,938,592</b>

<b>OPERATING SURPLUS</b>	<b>2,982,006</b>	<b>3,328,865</b>
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# NEWHAVEN COLLEGE

IN QUIETNESS AND CONFIDENCE SHALL BE YOUR STRENGTH

1770 Phillip Island Road,  
Phillip Island, Victoria

 [newhavencol.vic.edu.au](http://newhavencol.vic.edu.au)