



Foundation Office
For the Whole of Their Life

*For the
Whole of Their
Life*

Welcome to
**St Philip's Christian
Education Foundation**

LEADERS IN WHOLE OF LIFE EDUCATION

WWW.SPCC.NSW.EDU.AU

St Philip's Christian College

Leaders in Whole of Life Education

With over 700 staff and 4400 students, the St Philip's family is a rapidly growing network of schools which provides whole of life education and care to children from Early Learning through to Tertiary Education.

From humble beginnings in 1982, St Philip's Christian College now spans six schools and six early learning centres offering individualised learning frameworks, innovative and engaging learning environments and opportunities for students to excel in the whole of their life. St Philip's Christian College offers excellence in education while keeping the truth of the Christian Gospel at its core.

Our structure at St Philip's Christian College is unique in that we have a Foundation Office which provides support to our network of schools. The schools benefit from extra resources and professional services including leadership support, educational consultation, professional development, staff collaboration, human resources, finance, building services, risk management, information and communication technology and marketing communications.

SPCEF's governing body is the Board of Governors. This instrumental group is comprised of seven members, the Board Chair, the College CFO and myself. Our Board is made up of a cross-section of expertise, skills and personalities and provides wise, strategic direction.

Our St Philip's Executive Leadership Team (SPELT) meet together on a regular basis to determine the ongoing operation of our network and to ensure a unified outworking of the vision of our College.

In all that we do we believe we are called to be leaders in whole of life education and we are continually looking to ways that we can further this endeavour. The Foundation is committed to enabling the best possible educational journey for our entire SPCC community.

Thank you for joining us.

Grace and Peace,

Graeme Irwin AM
Chief Executive Officer

The Way
The Truth
The Life

John 14:6



Mr Graeme Irwin AM
CEO

St Philip's Christian College

Our Vision

St Philip's Christian College seeks to be a leading provider of quality Christian schooling within our nation, where:

- Every student develops a personal faith in Jesus Christ and is empowered to live with purpose, integrity and joy.
- Every student achieves their God-given potential and is well equipped to make a significant contribution to society.
- Every student benefits from innovative and effective learning experiences taught by skilled and dedicated teachers.
- Every student enjoys a safe and secure learning environment wherein they feel connected and affirmed.
- Every student contributes to a culture of respect, dignity, care and concern for others.
- Every student has access to excellent learning resources and is taught in the best learning facilities we can provide.

Our Mission

St Philip's Christian College will continue to provide quality education in a caring, secure and challenging learning environment based on Christian beliefs, values and practice.

Our Core Values

1. **Christ First** - We want to honour Christ in all things
2. **Serve One Another** - We want to appreciate the unique God-given potential of each person
3. **Strive for Excellence** - We want to aim to do our very best all the time
4. **Do what is right** - We want to always behave in a Christian manner
5. **Build Community** - We want everyone to feel they belong

College Motto

"The Way, the Truth and the Life"

The Motto is taken from the words of Jesus in John 14:6: "I am the Way, the Truth and the Life; no-one comes to the Father but by Me."

Jesus alone is the means by which men, women, girls and boys can come to know, for themselves, our Creator and Father God.





St Philip's Christian Education Foundation

SPCEF Ltd is a not-for-profit company, limited by guarantee, whose constitution explains that its core business is the development and maintenance of Christian education. The Foundation elects a Board of Governors, who in turn appoints a Chief Executive Officer known as the Executive Principal. The Executive Principal leads and oversees the various operations of the Board, which includes a number of individually run mainstream and special schools, early childhood education centres and support services.

St Philip's Christian College was founded in 1982 by the vision and efforts of the leaders and people of St Philip's Anglican Church, Waratah. Initially the College was operated as an undertaking of St Philip's Anglican Church. However, in May 1985, St Philip's Education Foundation Limited was formed and this non-profit company took over the ownership and operation of the College.

The St Philip's group is led by the **Executive Principal (CEO), Mr Graeme Irwin**. Graeme is the founder of the group and has overseen the development of the group from its establishment in 1982.

Graeme reports to the Board and is chartered with leading, developing, managing and maintaining the current and planned future operations of the Foundation. Each of the School Principals are responsible to the Executive Principal and meet regularly as the St Philip's Executive Leadership Team (SPELT) in matters relating to the operations of the group of schools.

The **Chairman of the Board of Governors is Mr Leslie J Holland**. The Board of Governors meet together eight times a year to develop the strategy and parameters in which the group operates.

St Philip's Christian College Schools:

St Philip's Christian College Newcastle
(Principal, Mrs Pam O'Dea)

St Philip's Christian College Port Stephens
(Principal, Mr Martin Telfer)

St Philip's Christian College Cessnock
(Acting Principal, Mr Matthew Connett)

St Philip's Christian College Gosford
(Principal, Mrs Michelle Cairelli)

St Philip's Christian College DALE
(Principal, Mrs Bronwyn Thoroughgood)

St Philip's Christian College DALE Young Parents
(Principal, Mrs Bronwyn Thoroughgood)

Narnia Early Learning Centres
(Executive Director of Narnia Early Learning, Mrs Lea Rule)

St Philip's Christian College Teaching School
(Principal of the Teaching School, Mrs Samantha Van de Mortel)



St Philip's Christian College Board of Governors

Leslie Holland
Director since 2000

Special Responsibilities
Board Chairman

Tony Urquhart
Director since 2001

John Attia
Director Since 2017

Graeme Irwin
Founding Principal

Special Responsibilities
Executive Principal
Chief Executive Officer

Benjamin Picton
Director since 2015

Robert Fogg
Director since 2014

Paul Dorrity
Director since 2010

Stephen Clarke
Director since 2015

1982

SPCC Newcastle

1992

Narnia Preschool (now superseded by Narnia ELC's)

1995

SPCC Port Stephens

1997

DALE Christian School Waratah

2000

DALE Young Parents School Waratah Campus + Narnia ELC

2005

SPCC Cessnock (acquisition of small school with 38 students)

2007

SPCC Gosford + Narnia ELC Gosford (acquisition of established school and ELC)

2009

DALE Young Parents School Central Coast + Narnia ELC

2010

Foundation Office (Established central office to administer group)

2012

SPCC DALE Cessnock Campus

2014

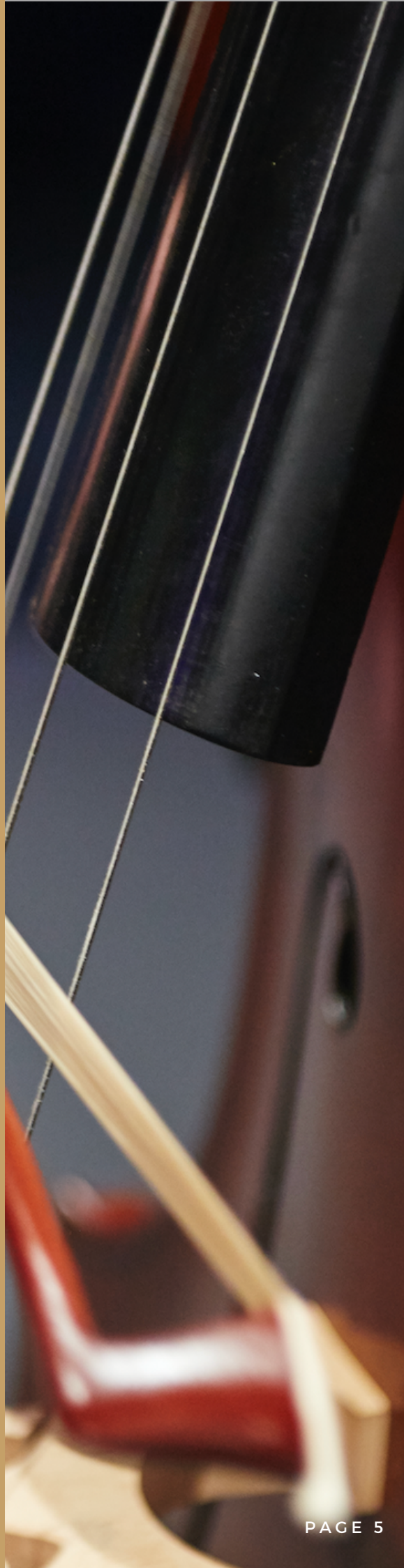
SPCC DALE Gosford Campus

2017

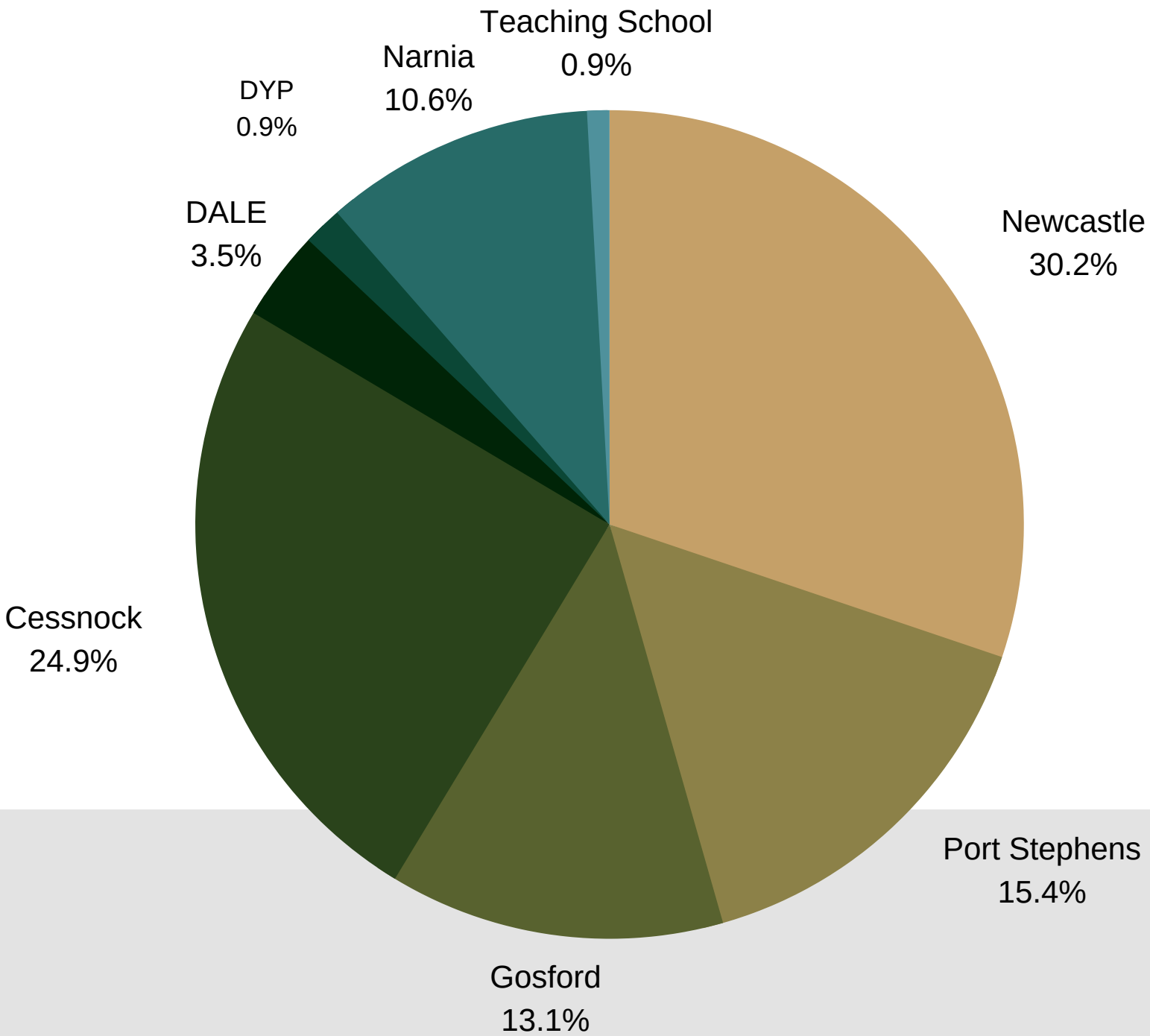
Narnia ELC Port Stephens

2018

SPCC Teaching School (Tertiary Teacher Training)



St Philip's Christian College
Student Numbers





*Providing an enriching and liberating
educational experience*

What are the advantages of a multi-school group?

Being part of a network of schools brings many advantages to all members of our school community.

Key advantages to a multi-school group

- Good and effective governance and leadership are capable of managing multiple schools
- Principals benefit as they support each other and collaborate for better outcomes for students and staff
- Student outcomes can be improved because of the greater pool of expertise and access to resources
- Opportunities for expansion and innovation are created with the larger scale of operation
- Economies of scale can realise cost savings

Support and Mentorship

Each of our school Principals come under the guidance and mentorship of our Executive Principal, regular meetings one-on-one with the EP and together as the Executive Leadership Team of the College, ensures the Principals are supported and encouraged in their role as well as being accountable in their operations of the school.

Professional Development and Collaboration

Staff across the network are provided professional development opportunities throughout the year. The staff formally meet together twice a year for vision casting and professional development. The mid-year conference allows staff to collaborate with their faculty counterparts from across the network to swap best practice and to collaborate on innovative pedagogy and classroom practice.

These faculties continue this communication and collaboration throughout the year ensuring teachers across our network feel supported and empowered in their role at SPCC.

Cross-school opportunities for students

Students have the opportunity to be involved in many cross-school activities in the areas of sport, performing arts, Christian ministry, service learning and lifestyle and education courses. The College is actively seeking ways in which we can continue to expand how our students connect across our network of schools.

Key benefits of school to school collaboration

There is an increasing body of evidence for the benefits of formal partnership between schools which include:

- Sharing responsibility to meet rising expectations, resulting in better student progress and attainment
- Shared strategic thinking, planning and expertise for school leaders, board members and teachers to tackle challenges together
- New and different inter-school solutions to address recruitment and retention challenges as well as to plan succession more effectively
- Opportunities to fund specialist expertise within a school group and provide richer curricular and extra-curricular activities
- Increased options for shared professional development whether led by staff from one of the partner schools or an outside body
- New economies of scale and collective purchase made possible within larger groups, helping schools to realise cost savings



What is the purpose of the Foundation Office?

The Foundation Office exists to:

- Ensure the organisation remains true to its Christian Mission
- Ensure that all activity and endeavours result in better outcomes for our students
- Pursue growth opportunities
- To facilitate the efficient functioning of the schools

Services Provided by the Foundation Office

1. Governance Secretariat

Provide advice to the Board and Sub-Committees. Organise Board meetings, papers, minutes, reports, communications, registers, functions etc.

2. Principal Support

Mentoring and support of the St Philip's Executive Leadership Team.

3. School Improvement

Oversee annual improvement plans, student and parent surveys, policy reviews, school reviews.

4. Student Programs

Group student leaders training, group service learning trips.

5. Staff Development

TAA administration, Group staff development and staff conferences, Teaching School (Talent Management)

6. Financial Leadership and Management

Oversee financial systems, loan management, centralised payroll, contracts, budgets, audits, uniform shop etc.

7. Strategic Development:

Strategic planning, innovations, new school projects, early learning and special schools etc.

8. Facilities and Resources:

Oversees capital works, building services advice, facilities master planning, BGA applications etc.

9. Risk Management:

Group wide emergency and critical incident management, compliance and risk frameworks and reporting.

10. Employment Services:

Coaching and mentoring, HR support, MEA agreements interpretation, contracts, induction training, performance reviews, child protection investigations.

11. ICT Services:

Management of group network, systems and devices, hardware procurement. Data and telephony planning.

12. Communications, Events and Marketing:

Group wide strategic communications, stakeholder communication, group wide events coordination, website development and management, digital marketing, advertising etc.

Capital Works and Project Control Group

The SPCEF Project Control Group (PCG) exists to seek out new project opportunities and manage existing projects.

The PCG is made up of:

- College Architect
- Building Services Manager
- IT Specialist
- Board member with industry experience
- Chief Financial Officer
- Educator (also acts as administrator - communication and documentation)
- Executive Principal

School executive involvement: Principals and Business Managers attend by invitation or request for discussion around a particular project.

Role of the Project Control Group

1. Seek approval from the Board for all capital works across the group
2. Regularly report to the Board on the progress of the capital works program
3. Forward plan capital works for each school/ manage facilities master planning
4. Manage all capital works across the group
5. Commission and oversee the work of all consultants and contractors

Previous and Current Capital Works Projects

2018

Waratah Junior School/ Narnia ELC \$4M
Cessnock Sports Centre \$7M
Gosford Junior School \$2.4M
Port Stephens Tech Refurb \$400k
Waratah Shade Structure \$200k
DALE Cessnock Outdoor Learning Area \$285k
Total = \$14.485M

2019

Gosford Technology Centre \$1.2M
Port Stephens Senior School \$8M
Port Stephens carpark/ power upgrade \$2M
Cessnock MS Refurb \$300k
Cessnock Pergolas \$100k
Waratah CIL Refurb \$100k
Waratah Classroom Block \$2M
DALE and Young Parents Waratah Renovation 350k
DALE Cessnock Renovation 150k
Total = \$14.2M

Current Projects

Maitland greenfield site \$5-7M
Cessnock Senior School \$8M
Foundation Office \$4M
DALE Gosford \$3.5M
Waratah Sports Centre \$15M
Cessnock Narnia ELC \$2M
Infrastructure Grant Projects
Submissions

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Who is the Foundation Team?

Executive

Executive Principal (CEO)
Mr Graeme Irwin

Deputy CEO
Graeme Evans

Chief Financial Officer
Matthew Gray

Finance

Assistant CFO
Brian Weld

Financial Consultant
Garry Paget

Financial Officer
Helen Galloway

Foundation Payroll Manager
Chris Britten

Payroll Officer
Trish Bray

Payroll Officer
Sandy King

Administration

Executive Assistant to the CEO
Rachel Hall

Executive Assistant to the CFO
Christine Salvini

Administration Assistant
Telita Clason

ICT Services and Infrastructure

Director of Infrastructure and Development
David Price

ICT Manager
Hayden Shaw

Software Analyst
Sam Rolfe

College Network Engineer
Jamie Tanner

Application Developer
Adam Rich

Assistant College Network Engineer
Callum Jackson

Building Services

College Architect
Ian Easton

Building Services Manager
Graham Searle

Human Resources

Director of People and Culture
Virginia McMurray

Human Resources Manager
Elizabeth Moir

Early Learning

Executive Director of Narnia Early Learning
Lea Rule

Teaching School

Principal of the Teaching School
Samantha Van de Mortel

Foundation Teaching School / VET Coordinator
Carlie Boyle

Communications, Marketing & Events

Director of Development and Community
Lucinda Gray

Communications Manager
Hannah Wellham

Graphic Designer
Katie Cox

School-based Trainee
Lauren Murray



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