

Annual Report 2019



REPORTING ON THE CALENDAR YEAR 2018



Grace College
The University of Queensland

Chairperson's Message

On behalf of the Grace College Council, I would like to thank you for supporting Grace College: whether you're a member of one of our appointing bodies, a Fellow of the College, a staff member or volunteer, a resident, an alumna, or someone who is interested in what we do to support women in tertiary education.

I particularly want to thank parents and carers for choosing to send their daughters to Grace College.

As families consider the living options available to their university-bound daughters, what might not be as evident to them is how on-campus living is good value. There are great benefits in attending a residential college rather than other alternatives such as house sharing or choosing one of the new wave of commercial student accommodation providers.

Naturally there is the benefit of proximity to the University with no need to travel long distances—rather, it's just a short walk through the private streets of the buzzing campus to lectures and tutorials. There is no need to buy food and cook since three meals a day are provided within the college setting by our kitchen staff.

Instead, these precious hours can be used towards a greater student experience focussed toward academic success including academic support, community involvement, health and fitness, and holistic pastoral care.

I regularly hear these reasons for choosing Grace College.

The Council continues to reinvest in infrastructure. In doing so, the Council considers that the College will continue to be an institution of first choice for families in the wider community in which to entrust their daughters.

Accordingly, infrastructure investment during the next period will be focused on the maintenance and upkeep of our current buildings and continuing investigation into potential new buildings.

This report provides details of the residential community and significant events for the calendar year 2018.

Finally, we are thankful to the Principal for her strong leadership and staff for their continued commitment to Grace College.

Jocelyn Manique (Mrs)
Chairperson



Overview

In 2018, Grace College faced a significant reduction in resident numbers due to a range of factors including the opening of a large number of commercial student accommodation beds in Brisbane and the expected construction of a student residence by The University of Queensland on the neighbouring site. The College maintained a positive cash flow for the year, but finished it with an overall operational deficit.

The student resident community maintained a positive focus throughout the year despite the low numbers. Unfortunately, we lost the ICC Community Cup to Duchesne College after holding it for the first 2 years of that competition (2015, 2017). However, we enjoyed some high achievements in the cultural competitions including first place for the Oratory competition and second place for Dancefest. Community participation in all tryouts and events remained high and a testimony to the important community development work of student leaders.

The second half of 2018 was affected by the ill health of both the Principal and Business Manager. Fortunately, our Business Manager, Ron Meintjes, recovered well to provide important support in second semester to the Deputy Principal, Roxana Paterson, who juggled a significant workload well through the intermittent absences for treatment of the Principal, Anita Monro.

Resident personal safety continued to be a high priority in our risk management processes for the year.

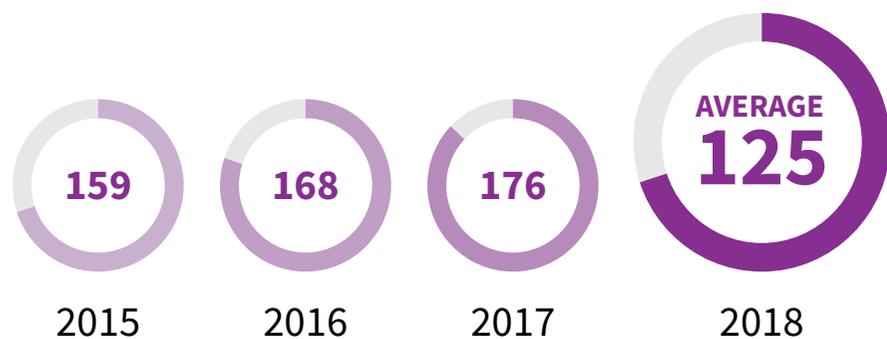


Residential Community



Statistics

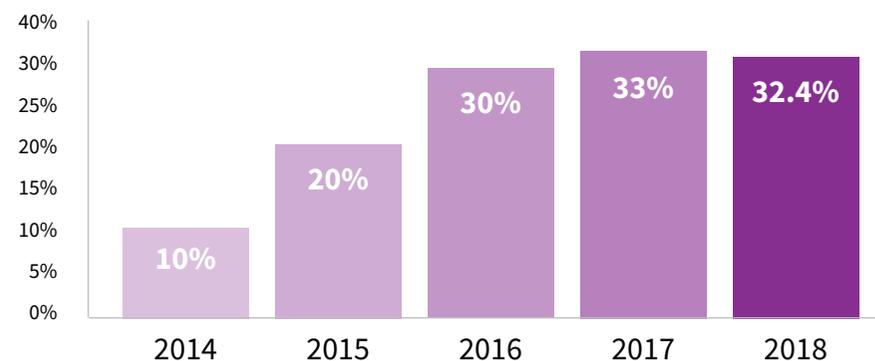
Resident numbers decreased significantly in 2018. After rebuilding resident numbers over the previous 2 years (176 in 2017; 168 in 2016) from a low of 159 in 2015, in 2018, the College had an average occupancy of 125.



The mid-year turnover was correspondingly reduced to 11 (was 28 in 2017; 25 in 2016; and 15 in 2015).

Because of the low occupancy rate, we began to promote short stay options again and hosted several visiting academics and researchers throughout the year for a total of 107 short stay nights.

The percentage of international students within our community remains approximately the same: 32.4% in 2018 (was 33% in 2017; 30% in 2016; 20% in 2015; and 10% in 2014). Chinese nationals overtook Singaporeans as our largest contingent in 2018 at 10% with residents also coming from Bangladesh, Cyprus, Ecuador, Egypt, India, Indonesia, Japan, Malaysia, New Zealand, Papua New Guinea, UK and Zimbabwe.



The major Australian regions from which we draw residents are Sunshine Coast/Gympie; northern New South Wales; Central Queensland; Ipswich/Toowoomba; and North Queensland.

Academically, our overall GPA increased to 5.34 (was 5.29 in 2017; 5.31 in 2016; and 5.35 in 2015).

Community Development



Community development is the core of the College's vocation as we seek to provide "a safe, inclusive, nurturing home, built on Christian foundations, supporting holistic growth and empowerment for female tertiary students, enriching their paths to academic success and their lives as contributors to the global community" (College Vocation Statement 2016). Student leaders are a key resource in this focus as they seek to pass on the same sense of belonging to a community that they have received themselves.

Resident Assistants

In 2018, the Resident Assistant (RA) team continued to provide key aspects of our community development program by checking in with residents on their floors, helping them get to know one another and arranging floor group activities. In 2018, the RA team was:

- Shanice McCarthy (Senior RA Semester 1)
- Elly-rose Burrowes
- Laura Cheek (Semester 2)
- Alexandra Collins
- Kelly D'cunha
- Maddison Dellit
- Mathilde Gargan
- Amara Jarick
- Rebekah Kluske
- Chelsea Lorroway
- Emma-Maree Nonmus

Student Club

During 2018, the Grace College Student Club was served by:

- Dannica Shultz as President
- Elizabeth Aisi as Vice President and O-Week Committee Convenor
- Tarsha Hawke as Secretary
- Paris Maunder as Treasurer
- Sarah Ward as Social Convenor
- Phoebe Ryman as Cultural Convenor
- Ruby Wallen as Sports Convenor and O-Week Committee Co-Convenor
- Kira Boardman as Internal Affairs Convenor
- Kate Andersson as Grace College's representative on the Inter-College Council (ICC)

This Student Club Executive coordinates a range of other teams of residents who are responsible for individual activities (e.g. sports and cultural events). Generally about one-third of residents have a leadership role of some kind during the year. As an organisation, the Student Club manages resident involvement in 15 sports, 8 major cultural events and a variety of community service and social activities.

The role of our Student Club's representative on the ICC Council this year was President. Kate Andersson led her team very well in the face of ICC needing to address some significant issues in relation to adequate bookkeeping.





Inter-College Competitions

The Inter-College Council competitions provide a significant framework for inter-College activities throughout the year across sporting, cultural, social and community service areas. While we achieved highest placings in cultural events in 2018 (first in Oratory and second in Dancefest), all trials and events were well attended by residents which is a testimony to the community development work of student leaders.

Unfortunately, we lost the ICC Community Cup to Duchesne College after holding it for the first 2 years of that competition (2015, 2017); but there's always next year!

Personal Formation Team

With smaller numbers, not all student leadership roles in the Personal Formation Team (PFT) were filled. Care Convenor, Kate Morcom, ensured that the resident community was engaged in a wide variety of community service projects throughout the year.

Orientation Week

Orientation Week (O-Week) in 2018 was a little disrupted by illness on campus. This situation led to the cancellation of several events and the holding of alternative in-house activities. These changes were very well-received and incorporated into the planning for 2019. Re-Think Day with St Leo's College (the Catholic men's College on campus) continues to be an important educational activity around personal identity and safety on campus.

Governance



Governance of the College is the responsibility of the Council and involves development and oversight of the College's Strategic Plan; the adoption of the budget; the determination of Council policies and procedures and the appointment and reviewing of the Principal and of the Principal's performance.

Councillors are not paid and give of their time and experience voluntarily. The Grace College Council is made up of 15 voting members with 10 of those being appointed by our 3 institutional stakeholders—The University of Queensland, The Uniting Church in Australia (Qld Synod) and The Presbyterian Church of Queensland. Unlike many similar bodies, the Council also includes alumnae and residents.

Our Council members are not selected for their past service to related stakeholder establishments but rather on the skill they would bring to our Council. We have a multitude of skills on the Council, including finance, law, human resource management, property, town planning, ministry, civil engineering and education.

The age dispersion is vast, allowing for many perspectives to be put forward during Council meetings. This diversity and plethora of skills culminates in a rich bank of knowledge enhancing the discussions at our meetings and steering the way for informed decision-making.

Our Council is also diligent, taking care in our duties, being conscientious and thinking about the community, not ourselves. Members regularly express their passion for Grace College during meetings, at College events and in their day to day lives. We encourage the wider Grace College Community to share their passion with family, friends and their own communities.





Council Composition

In 2018, the voting members of the College Council were:

- Mrs Jocelyn Manique (Uniting Church [UCA]), Chairperson
- Mrs Wendy Devine (Alumna), Deputy Chairperson
- Ms Shannon Batch (Alumna), Secretary
- Mr Adrian Rex (UCA), Treasurer
- Mrs Kylie Brown (Presbyterian Church [PCQ])
- Mrs Angela Hili (UCA)
- Ms Paris Maunder (Student Club)
- Rev. Graeme McKay (PCQ)
- Mrs Chanelle Michael (PCQ)
- Mr Thomas Nisbet-Smith (UCA)
- Rev. Dr Elizabeth Nolan (UCA)
- Ms Dannica Shultz (Student Club)
- Mrs Michelle Stickley (Alumna)

The Principal, Rev. Dr Anita Monro, and Deputy Principal/Dean of Students, Miss Roxana Paterson, are non-voting members.

With the resignation of Prof. Doune Macdonald as the UQ Senate appointee to the Council at the beginning of 2018, UQ Senate declined to make a new appointment while the work of a Residential Colleges' Working Party chaired by Anne Cross is being undertaken.

With the resignation of Prof. Jenny Strong also at the beginning of 2018, the Council remained with a vacancy for a Uniting Church appointee throughout the year. Prof. Strong continues her association with the College through the Alumnae Committee.





Council Committees

An additional Committee was added to the Standing Committees of the Council to promote the involvement of alumnae in the life of the College. The other Standing Committees are Finance & Audit; Governance & Risk Management; Services & Facilities; and Development. All members of Council serve on at least one Committee.



Strategic Plan

The Council continues to focus on the 3 strategic priorities identified in 2017:

1 Enhance Reputation & Branding to Identify Grace College as a First Choice Option

2 Advance the Master Plan and Site Re-Development for Modernisation

3 Enhance the Ability to Offer Scholarships & Upgrade Service Provision



Master Plan

As the Council considers the staging of the Site Master Plan, the major task of refurbishing existing buildings was advanced with the preparation for the refurbishment of Fletcher Wing at the end of 2018 and beginning of 2019. Ferrier Baudet Architects managed this project. The builder was Herron Coorey.

Management



Principal

2018 was the first year of a second 5 year contract for Rev. Dr Anita Monro as Principal of the College. Progress in certain policy areas was inhibited by her treatment. She was very grateful for the support of the College Council and the Management Team during that period.

Senior Managers

Roxana Paterson - Deputy Principal

Roxana consolidated her role as Deputy Principal with responsibility for the day-to-day management of the resident community. She also took on an extended load due to the Principal's illness in the second half of the year. Roxana's commitment to Grace College over 16 years has provided a very significant point of continuity throughout other changes.

Ron Meintjes - Business Manager

Once again, Ron continued to improve our financial controls as he has systematically worked through each area of the College's life. We are very grateful that Ron made a full recovery after his hospitalisation in the middle of the year.

Jeff Thorburn - Facilities Manager

Sarah Poppy - Community Relations Coordinator

Rob Hall - Head Chef

Jeff, Sarah and Rob continued to provide valued oversight in their areas of responsibility. Sarah moved to a new role with UnitingCare at the end of 2018; and we welcomed Marie Bourne as Community Relations Coordinator following the conclusion of her contract with the Uniting Church's Qld Synod.

Support Staff

Support staff in 2018 included:

Laura Campbell-Snape

Associate Dean (Personal Formation)

Shalina Narraido

Client Services Assistant

Robyn Price

Assistant Facilities Manager

Jo-Ann Dunkley

Housekeeper

Joshua Hicks & Jessica O-Hare

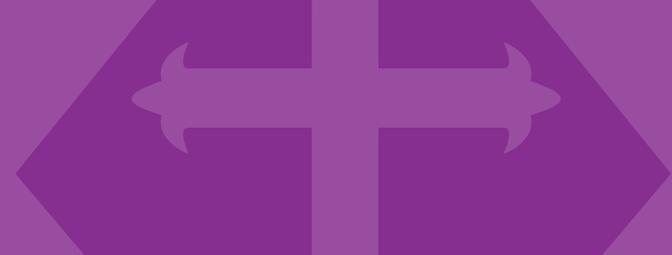
Chefs

Maria Buda, Natalie Fogarty, Lynne McMaster, Lucy Oltarczy & Glen Richards

Kitchen & Dining Room Assistants

External Relationships





The University of Queensland (UQ)

After a range of negotiations between Grace College and UQ in relation to the proposed construction of a student residence on the neighbouring site, UQ cancelled the project in February 2018. Unfortunately, this occurred after we had had to advise all prospective new and returning residents of the proposed construction.

During 2018, UQ Senate established a Working Party on Residential Colleges to seek to clarify the relationship between UQ and the Colleges. This Working Party is chaired by Anne Cross, recently elected member of UQ Senate and previously CEO of UnitingCare. Anne met with College Council Chairpersons and College Heads a number of times throughout 2018.



Churches

During the year, annual reports were made to our 2 auspicing churches: The Uniting Church in Australia (Qld Synod); and the Assembly of The Presbyterian Church of Queensland.

The Women's Theology Circle (WTC) was re-launched as a joint project with Indooroopilly Uniting Church which now hosts the monthly event. The email list for WTC currently stands at approximately 150 with an average attendance of about 25 women each month.

Grace College continues to benefit from the wisdom and experience of our Godparents who visit weekly to be available to chat with residents. In 2018, the following people provided a listening ear for residents:

- Rev. Dr Elizabeth Nolan (Indooroopilly Uniting Church)

- Barbara Donaldson (Indooroopilly Uniting Church)

- Jane Trewern (Toowong Uniting Church & alumna)

- Michele Webb (Roman Catholic and former staff member)





Other Colleges

The Principal continues to participate in the UQ Heads of Colleges group; and UQ College Business Managers, Deputies/Deans and Marketing/Advancement Directors meet together from time to time in their respective groups. Live UQ, the cooperation between Colleges on marketing was re-organised by the Deputies/Deans group in 2018 to ensure adequate oversight of the website, Expos and school visits with UQ, College participation in UQ Open Day and joint College marketing collateral. The LiveUQ website is a significant conduit for referrals to individual Colleges' websites and an important tool for cooperating with UQ marketing.

UQ Heads of Colleges take it in turns to provide support to the Inter-College Council (ICC) and its various committees. In 2018, the Principal of Grace College was one of 3 Heads on the Finance, Risk & Audit Sub-Committee.

Grace College is part of the College's Information Technology Group (CITG) for IT services. In 2018, the Business Manager of the College served as Treasurer of the Management Committee.

Regulatory Bodies

Grace College is registered with the Australian Charities and Not-for-Profits Commission (ACNC). The College has provided information as required by the ACNC including audited financial statements.

As an entity incorporated under The Religious, Educational & Charitable Institutions Act 1861-1967 (Qld), the College has no other mandatory reporting requirements.

2018 Financial Summary

GRACE COLLEGE

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	2018 \$	2017 \$
Revenue from resident fees	2 (a)	2,178,761	2,851,538
Conference and casual residence income		63,615	12,232
Interest income		89,155	79,608
Other income		23,008	16,265
GST adjustment & Div 129 provision write-back		123,420	0
Total Revenue		2,477,959	2,959,703
Employee benefits expense		(1,217,892)	(1,181,309)
Depreciation expense		(384,045)	(365,277)
Catering expenses		(222,530)	(288,662)
Cleaning expenses		(8,577)	(9,999)
Conference expenses		(8,788)	0
Electricity and gas expenses		(78,083)	(84,722)
Property expenses		(155,449)	(171,014)
Repair and maintenance		(119,697)	(156,975)
Other expenses		(376,119)	(421,187)
(Deficit) / Surplus before income tax		(93,221)	266,621
Income tax expense		0	0
(Deficit) / Surplus for year		(93,221)	266,621
Other comprehensive income for the year, net of tax		0	0
Total comprehensive income for year		(93,221)	266,621

GRACE COLLEGE

ASSETS	Note	2018 \$	2017 \$
CURRENT ASSETS		4,367,843	4,153,380
Cash and cash equivalents	5	39,079	71,164
Trade and other receivables		21,161	12,955
Total Current Assets		4,428,083	4,237,499
NON-CURRENT ASSETS			
Property, plant & equipment	6	3,149,045	3,085,656
Financial assets	7	387,105	351,450
Total Non-Current Assets		3,536,150	3,437,106
TOTAL ASSETS		7,964,233	7,674,605

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2018

LIABILITIES	Note	2018 \$	2017 \$
CURRENT LIABILITIES			
Trade and other payables		343,058	98,664
Student deposits / unearned income		317,839	189,416
Provisions			
Annual leave		96,582	80,435
Long service leave		14,821	5,539
GST	10	250,000	306,024
Total Current Liabilities		1,022,300	680,078
NON-CURRENT LIABILITIES			
Provision for long service leave		30,147	23,052
Total Non-Current Liabilities		30,147	23,052
TOTAL LIABILITIES		1,052,477	703,130
NET ASSETS		6,911,786	6,971,475
EQUITY			
CAPITAL GRANTS			
Presbyterian Church of Queensland		200	200
Uniting Church Property Trust		200	200
RETAINED EARNINGS	8	6,911,386	6,971,075
TOTAL EQUITY		6,911,786	6,971,475



Grace College

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