



Association for Christian Education operating Rehoboth Christian College

Draft Minutes of Annual General Meeting (Adjourned) – Held 7:30pm, Monday 31 March 2025
At Rehoboth Christian College (Kenwick Campus) – Gate 2, 280 Brixton Street WA 6107

No. Item

1. Attendance

- 1.1 Ordinary Members:** Peter Abetz, James Austin, Tine Batchelor, Monique Blok, Jonathan Burcham, Elizabeth Burcham, Suzanne Burgraff, Tarryn Bylsma, Sarah Bylsma, Jenny Crook, Helen Crosby, Nathan de Bruyn, Lynne Elphinstone, Hayley Erispe, Rachael Fairlamb, Emily Frick, David and Danielle Geijsman, Madeleine Goiran, Alexander and Karen Greig, Wilma Howard, Marika Kappert, Scott Kuipers, David Lee, Richard Loughton, Brendan Marmion, Andrew and Amy Matthews, Helen McLeod, Seth Merlo, Thelma Muilenburg, Ben and Kate Murphy, Campbell and Annechiena Murray, Lydia Nugteren, Pieter Overmeire, Jack and Nicole Packard, Sam Peletier, Vinh Phu, Willy Pike, David Pleysier, Nicole Pleysier, Wendy Pol, Tania Povey, Esther Radford, Sally Ray, Shenny Ruan, Rebecca Swarts, Travis Swarts, Peter Taylor, Philip Taylor, Clinton and Shona Teune, Sam Thomson, Monica van Dam, Ray van der Kooij, Ben and Kylie van der Kooy, Daniel van der Kooy, Zania Wesseloo, Bruce Whyatt, Nathan Yurisich.
- 1.2 Affiliate Members:** Abayneh Banata, Michelle Billett, Liberty Carter, Sarah Carville, Andrew Catterall, Jennifer Cook, Rachael Dalais, John Donnelly, Katherine Downes, Kaziah Frost, Barry and Bernadette Herman, Roslyn Howard, Jenny Lockyer, Saskia Matthews, Donovan Morling, Joel Moylan, Kendall Naude, Ping Chang Ong and Mimi Chiu Ling, Julie Pollock, Roald Schutte, Rebekah Scott, Renee Sherlock, Teck Sim and Michelle Ngau, Amber Stewart, Susan Thygesen, Jason van Zyl, Rose-Marie Warburton, Jessica Yap.
- 1.3 Staff Members:** Megan Bailey, Micaela Beebe, Rianke Begemann, Ashley Bolhuis, Justin Bolhuis, Trudie Botha, Hilton Bratschi, Micayla Byrne, Jerrica Chiam, Jean Creelman, Jayden de Jongh, Calvin den Boer, Peter Errington, Allira Fernandez, Kathryn Gibbon, Kimberley Goh, Sarah Goodlet, Esther Graham, Daniel Haynes, Nadia Heggens, Narelle Henderson, Scott Hewson, Mariah Hlatywayo, Claudine James, Esther Kartawinata, Gloria Kennedy, Bella Kik, Esther Kong, Sharisse Lim, Dee Little, Brenton Marlow, Saskia Matthews, Ruben Mellado, Olivia Montgomery, Rachel Mutton, Debra Naylor, Roslyn Norman, Nicoline Olde, Emma Perin, Tania Potter, Kathlen Rajanayagam, Berenice Rode, Ana Ronson, Danielle Siew, Elizabeth Smoker, Elena Solovyova, Caleb Spencer, Say-Yin Tay, Liesl Thaat, Rebecca Thomas, Jun Vasquez, Tayla Whittle, Samantha Wong, Kate Wrener, Andy Yu, Alena Yun.
- 1.4 Apologies:** Tim and Joanna Beckingham, Troy and Amanda Blennerhassett, Chane Booyesen, Maryke Botha, Ivan Budiman and Renatta Tabalujan, Jonathan and Bronwen Charlesson, Victor and Sandra Eikelboom, Phil and Paula Elliott, Steven and Yvonne Heathcote, James and Tenielle Hepton, Joelene Karun, Mark and Jasmine Kik, Laurie and Alie Kruize, Hannah Le Cras, Stephen and Adele Leaney, Sean Lew, Cassandra Mason, Deborah Merlo, David and Nicola Montgomery, Desiree Muilenburg, Sue Nightingale, Sonia Ong, Tanya Terpstra, Frank and Janine van der Kooy, Anthony and Kylie van der Zee, Mynie van Wyk, Mark and Shelly Vivian, Alicia Weiland.

2. Opening

2.1 Welcome and Opening

Bruce Whyatt (Chairperson) welcomed everyone and opened the meeting at 7:30pm.



2.2 Community Worship

A duo of senior students led in the singing of 'I Want to Know You' and 'Christ Be Magnified'.

2.3 Devotion and Prayer

Ps Ben Murphy lead the devotion, reading from 1 Corinthians 3. All human leaders are instruments in God's hands, and He has assigned us each tasks. We should be wary of emphasising and focussing on the human leaders over the tasks God has assigned us. The growth of the Gospel is at the heart of what Rehoboth Christian College is about, and this is achieved by way of a partnership involving church, home, and school, each performing its assigned tasks. Ultimately, God is the catalyst of any growth and change – in the midst of the work and challenges the College faces, we should not lose sight of the God who gives the growth. If growth and flourishing is what we seek, we must remember to give God alone the glory for it. Rehoboth's motto – Soli Deo Gloria (For the Glory of God Alone) – remains as true today as when the College's founders selected it.

3. Quorum

- a) At 7:53pm, Bruce Whyatt announced that a quorum had not been achieved. In accordance with rule 55(e) of the Association's Constitution, the meeting was formally adjourned and would continue as information session only. Bruce advised that the meeting would be reconvened in one week's time, Monday 7 April 2025 at the same time and venue. Bruce sincerely thanked everyone in attendance for taking the time to come and participate in the meeting and the business of the College.

4. Minutes of the Previous Meetings

As a quorum had not been achieved, the motions regarding minutes of the previous General Meetings were deferred to the reconvened AGM.

5. Chairperson's Report

Bruce Whyatt presented the Chairperson's Report. The following matters were highlighted:

5.1 Governance

- a) Bruce noted that those in attendance had come to the AGM of the Association for Christian Education (**ACE**), the body that owns and operates the College. It is not the AGM of Rehoboth Christian College. A Board is elected from the Ordinary membership of ACE and is charged with the responsibility of upholding the Constitution and working towards its Objects.
- b) All parents become members of ACE when they enrol their children at Rehoboth. Staff and other interested individuals may also become members and contribute to furthering the Objects of the Association.
- c) The Board employs the Carver model of policy governance, which provides clear differentiation between governance and day-to-day operations of the College. The Board exercises management via a policy framework that empowers the CEO to work towards objectives such as providing a satisfactory standard of education, the employment of excellent staff, and the fostering of Christian ideals.
- d) Bruce explained the organisational structure and operating environment of the Board, showing how ACE, the Board, its task groups, and the College fit together.
- e) The Board meets monthly and receives reports from the CEO and Principals. In-person presentations from the Principals, Finance Manager, and Heads of Teaching of Learning are scheduled throughout the year to ensure the Board has sufficient up to date information to make decisions on.
- f) The Board's priorities include: financial management, risk management, standard of education and curriculum review, strategic planning, master planning, succession planning, alignment of faith with operating risks, and engagement with Christian schools networks, particularly Christian Education National (CEN).



5.2 Committees and Task Groups

- a) A committee is a standing group that usually focuses on a specific area of governance. A Finance, Audit, and Risk Management Committee is currently in operation.
- b) Task groups are established to achieve a specific project or designated objective. They are usually only active for as long as it takes to achieve the task. The Board has four task groups operating at present: Building, Principal: Kenwick 7-12 Recruitment, 60th Anniversary, and Legal Review.
- c) Committees and task groups often allow for experienced Association members to be recruited to them, to provide specialised knowledge and skills to the task at hand.

5.3 Master Planning

- a) Bruce reminded the meeting of the progress reported at the 2024 General Meeting in acquiring sites in the Gibbs Park Precinct in Maddington. He then announced that 5 Alcock Street (Lot 4) has also been acquired and that discussions are underway with Lot 1 and Lots 128-129.
- b) A parcel of about 3ha has been assembled, sufficient for Stage 1 of the Master Plan. Planning is now underway for Stage 1.
- c) Bruce explained the status of other lots within the Gibbs Park Precinct.

5.4 Prayer Focus

- a) For God's continued grace and protection over staff and students.
- b) For the Senior Leadership Team as they translate the Flourish28 Strategic Plan into operational plans.
- c) The ongoing rollout of Connect Learning Management System and the consolidation of new systems.
- d) For God's continued provision of land for the new campus and His guidance in planning further acquisitions and buildings.
- e) For the Board's task groups as it plans for the 60th anniversary in 2026, the recruitment of the substantive Principal: Kenwick 7-12 position, and the review of the College's employment and enrolment documentation by the Legal Review Task Group.

6. Treasurer's Report

Shenny Ruan (Treasurer) was invited to present the financial reports of the Association. Shenny first thanked the College's Finance Team for their dedication and hard work in keeping operations strong and sustainable.

As a quorum had not been achieved, the motions relating to the Treasurer's Report were deferred to the reconvened AGM.

The Treasurer then highlighted the following matters:

6.1 Financial Results 2024

- a) \$22.2 million in revenue was recorded for 2024. Total expenses were \$20.86 million, leaving a surplus of \$1.34 million, an \$80,000 increase of the previous year. Capital reserves sit at \$1.1 million and are earmarked for facility upgrades and campus expansion. \$151,000 in donations to the Building Fund were gratefully received, showing the community's ongoing support.
- b) Funding gratefully received from Federal and State governments accounted for 61% of income, while parents contributed about 28% via the payment of tuition fees, Instrumental Music Program, and other charges.
- c) Staff costs account for almost 75% of expenses. In 2024, the number of staff employed increased from 173 to 194, reflecting adjustment needed to accommodate educational and operational needs. Other significant expenses included depreciation/amortisation, classroom supplies and fitouts, maintenance, and general running costs. The increase in expenditure remained in line with revenue growth.
- d) \$2.66 million was invested in new assets over 2024. The most notable investment was \$1.3 million spent in acquiring Gibbs Park lots. A further \$630,000 was spent updating the bus fleet and refreshing library resources. Cash on hand was reduced by \$400,000 due to the acquisition of assets. Cash reserves have been earmarked for long service leave allowance and upcoming capital needs.



6.2 Budget 2025

- a) Student numbers are the single most significant driver of the budgeting process. Rehoboth has been blessed with steady growth of the last few years; however, facilities are now approaching capacity and further growth will not be possible without expansion.
- b) For 2025, revenue is projected at \$23.2 million, based on 1082 funded students. The budget also anticipates an effective surplus of \$615,000 after capital commitments are deducted, total debt repayments of \$1.26 million, new drawdown of \$6.8 million on committed land purchases, and a conservative interest rate of 5.8% on commercial lending.
- c) Shenny explained the debt per student key performance indicator, which calculates the amount of debt the College has taken on per student basis. This KPI stands at \$4,190 per student as at 31 December 2024. In the 2025 budget, debt per student is expected to rise to \$9,788, driven primarily by additional lending for capital projects. However, this remains well under the school sector benchmark of \$12,197.

6.3 Capital Projects and Expansion

- a) The proposed plan to expand Rehoboth to a third campus is not only about building new premises but positioning the College well for future generations. Shenny reflected on Rehoboth's beginnings, starting with just 23 students. Today, Rehoboth is a multiple-campus school serving over 1,000 students. It is due to the faith, sacrifices, and commitment of past generations to the cause of Christian education that Rehoboth has enjoyed this growth. Now, a new generation has the opportunity to build towards the future.
- b) The Secondary School in particular is fast approaching capacity, and demand continues to grow with more than 80 students waitlisted across almost all year levels. Without expansion, the College risks turning away more families who are seeking a Christ-centred education.
- c) Certain lots in the Gibbs Park Precinct have been acquired, and acquisition will continue as adjacent lots become available. Financial resources are being carefully managed to ensure these commitments can be met, including Low Interest Loans accessed via the Department of Education, commercial lending, capital grants, and cash on hand. The staging of the project will also help in breaking costs into manageable portions.
- d) Shenny called on the Association to keep the expansion plans in prayer, that God would continue to lead the way and provide for the College's needs.

6.4 Fees 2025

- a) Shenny explained the key factors that are considered when setting fees each year. These include CPI and inflation, student-to-staff ratios, attracting and retaining excellent staff, capital needs, family's capacity to contribute, and benchmarking against similar schools.
- b) Increases to tuition fees are proposed:
 - i. Kindy – 4.8%
 - ii. Pre-Primary to Year 6 – 4.1%
 - iii. Years 7-10 – 4.4%
 - iv. Years 11-12 – 4.8%
- c) It was noted that the Board has aimed for a lower surplus target in the 2025 budget in order to keep fee increases under 5%. The proposed fees are on average 9.5% lower in most year levels than similar schools.

7. Board Nominations

As a quorum had not been achieved, elections to the Board were deferred to the reconvened AGM.

8. College Initiatives

A video presentation was made, providing an update on master planning and the Gibbs Park Precinct. The presentation concluded with a call for the Association's financial support via a fundraising campaign.



Nicole Pleysier (CEO) then officially launched the Fundraising for the Future campaign:

- a) Rehoboth has second and third generation students enrolled, and in the coming years anticipate fourth generation of students to commence.
- b) Historically, fundraising at Rehoboth has been ad hoc, outside of a formal campaign in 2012 which raised \$1.7 million. The College has always been extremely grateful for these donations as they contribute significantly to projects.
- c) To be able to commence construction of Stage 1 in 2026 as planned, great trust in God needs to be shown so that the necessary funds can be secured, planning is completed and approved, and the stage set for development.
- d) A target of \$3 million raised over 5 years has been set. This target is based on the larger number of families (663) and students (1,093) enrolled at Rehoboth compared to the 2012 campaign. If each family pledged \$14.50 per week, the target could be met. Nicole broke down the pledge options further and ran through several options families might consider.
- e) God has indeed blessed Rehoboth richly over 60 years, and we trust He will continue to do so into the future as we step out in faith.

9. General Business

Bruce Whyatt opened the floor to any items of general business for consideration at the reconvened AGM. No matters were raised at this time.

10. Closing

Bruce Whyatt again thanked all in attendance for their participation in the meeting. The Board continues to be thankful to and for all staff, who have caught the vision of Christian education and work diligently towards the College's goals. The significant changes taking place across the College due to the implementation of several new systems and the increased workload this represents was acknowledged. This is a season of stretch as we continue improving and enhancing the College's offerings.

Bruce closed the meeting in prayer at 9:00pm.
