Our Vision
Women of strength, optimism and justice, contributing to an equitable world for all.
Annual Report 2012
From the Chair of the Board

2012 was an exceptional year for Seymour. We celebrated our 90th anniversary, launched our book *Reflections*, opened our boat shed on the Torrens, commenced our community program Cairdeas, held our first community day, opened the dance studio, hosted our first Justice in Residence, farewelled the beloved Ms Belinda Provis and announced the appointment of Mrs Anne Johnstone as our 11th Principal of Seymour.

Mrs Johnstone was formerly the Deputy Headmistress at St Catherine’s School in Sydney, the oldest independent girls’ school in Australia. Mrs Johnstone and her husband Andrew and their two children, Jacob (8) and Olivia (18 months), bought a house near Seymour and moved to Adelaide prior to Christmas. We are so excited and delighted to welcome Anne and her family into the Seymour community. Everyone who has met Anne has been inspired by her enthusiasm and passion for girls’ education and we look forward to benefitting from her leadership and guidance.

As well as farewelling and thanking Ms Provis and her husband, Mark Fidyka, for the nearly ten years they gave to Seymour, we also farewelled five retiring staff members with outstanding service: Sue Bishop, a teacher since 1971; Mary Clark, Junior School Teacher and Librarian for nearly two decades; John Griffiths, a staff member since 1991; Chris Opie, the Junior School Music Coordinator at Seymour for 20 years, and Judy Taylor, Head of Languages since 1996. Our best wishes go with Belinda and Mark on their move back to their home town of Perth.

Our second year of the revised SACE was another successful year for our Year 12 girls and we are so proud of the results achieved. Congratulations to all the girls who excelled academically, in sport, in debating and in other cocurricular activities. Particular congratulations go to Madeleine Surman, who performed her role as Head Girl with spectacular aplomb and who also achieved Dux of the College.

My sincere thanks to all of the College staff for their care, dedication and commitment to our girls. You are the people who make Seymour so successful.

*Rosey Batt*
At Seymour, we value:

**excellence**
we strive to provide opportunities for all students to attain personal excellence

**respect**
we respect the humanity and rights of others, our Christian values and College traditions, our local and global environments

**innovation**
as we live in a dynamic environment, we encourage initiative and creativity, divergent and lateral thinking, independence and flexibility

From the Principal

The 2012 school year gave our community much to celebrate. It marked the 90th anniversary of our wonderful College — a milestone in our history and a time for generations of PGC/Seymour (old and current) collegians to come together to celebrate how their education here has enriched their lives. We also had the opportunity to celebrate the immense contribution of Seymour’s 10th Principal, Ms Belinda Provis, as she concluded her time as Principal after nine very successful years of leadership and service.

Our Class of 2012 achieved impressive results, with 52% of all grades awarded to our students being in the A band, and 92.7% of all grades awarded to Seymour students being in the A or B band. We are proud of every one of these girls’ efforts and achievements in their examinations and throughout the year. It has been such a joy to hear of the exciting post-school destinations of these girls — including students attending their universities of choice across Australia, and internationally. For example, two of our students will be attending universities in the United States on sporting scholarships — one student has been awarded a rowing scholarship to attend UCLA and another has a scholarship to attend Northeastern Junior College in Sterling, Colorado.

Once again, in so many areas, our students shone brightly in 2012. In the Independent Girls’ Schools’ Sports Association competition our girls achieved many accolades including A Grade IGSSA Shield winners in basketball, hockey, volleyball and water polo and B Grade IGSSA Shield winners in hockey, netball and softball. The launch of the Torrens Boat shed, a joint venture with Prince Alfred College, was a real thrill for our rowers. In Music, our Senior String Orchestra was awarded a gold trophy at the Australian Band and Orchestra Directors Association Competition and achieved first place in the Eisteddford. We were also pleased to introduce our College Show Choir. Furthermore, our girls achieved excellent results in debating, winning the Senior A, Senior B and Intermediate B divisions of the UniSA South Australian Debating Association Schools’ Competition and three girls were selected in the state debating team while one student competed in the national debating team.

In true Seymour style, a strong sense of community and connectedness prevailed throughout the year, and I would like to thank the parents and broader community for their support of the College, as well as the many groups who work so hard to fundraise and build friendships and networks for the benefit of our girls.

Finally, I would like to conclude by thanking our excellent teaching, support and administration staff for their dedication throughout the year to helping students fulfil their potential and also the Board members for their important and invaluable work in the governance of our College.

*Anne Johnstone*
From the 2012 Head Girl

On behalf of the class of 2012, I would like to extend my most sincere thanks to the whole Seymour community on making our final year at the College the most enjoyable of our academic career.

All staff — both teaching and support staff — allowed for our academic maturation throughout an intense ten months, pushing us to achieve to the best of our ability and to ensure we reached our full potential. It is this support and guidance that are reflected in the outstanding academic results achieved by all girls, and a testament to the wholistic approach to learning fostered by Seymour.

I personally cannot thank these people enough for all they did throughout this year — I most definitely would not have reached the end with my sanity had it not been for you!

However, this support was not restricted to academics: that each member of the senior class was encouraged to continue to be involved in ‘school life’ meant that we were all given an opportunity to forget about the stress and just have some fun! It was in these moments that our camaraderie and friendship really shone through — a trait of my class that I am most proud of, and what made this year what it was: special.

It is these three aspects — academia, community and camaraderie — that make a Seymour education so unique, and it is this education that has shaped us all into the women that we are today: women whom we can be proud of, who can face adversity and change with confidence and a strong sense of self, and women with friends for life.

To the class of 2013: good luck! Under the guidance of Suzannah and Vaishi, I know that you cannot go wrong.

From the class of 2012, thank you, Seymour College.

Madeleine Surman
Excellence and Diversity: Class of 2012

Results Snapshot
The College is delighted to report that 4.8% of all grades awarded to Seymour students were A+. Further, 20% of our students achieved an A in every subject studied.
We celebrate, too, the fact that 52.5% of all grades awarded to our students were in the A band, and that 92.7% of all grades awarded to Seymour students were in the A or B band.

Merit Summary
Merits were achieved across a range of subjects: Chinese, English Studies, Food and Hospitality, Legal Studies, Music — Performance Special Study, Physical Education, Research Project, Society and Culture, and Workplace Practices.

Dux of the College 2012
The top ATAR score in Seymour’s 2012 cohort was 99.7, achieved by Madeleine Surman who was awarded Dux of the College.
The award of Proximae Accessit for 2012 was achieved by Annabel Comerford who gained an ATAR of 99.3.
The Dux of the Boarding House was Isabel Guthridge, who achieved an ATAR of 98.55.
Class of 2012: Tertiary Destinations

Number of students:
A: The University of South Australia 39
B: The University of Adelaide 29
C: Flinders University 15
D: Bond University 3
E: Melbourne University 2
F: RMIT University, Melbourne 1
G: University of New South Wales 1
H: James Cooke University 1
I: Charles Darwin University 1
J: Northeastern Junior College, Sterling, Colorado 1
K: Monash University 1
L: The University of Queensland 1
M: University of California, Los Angeles (UCLA) 1

Class of 2012: Areas of Study

A: Medicine, Health, Medical Sciences 24%
B: Business and Economics 14%
C: Law and Legal Studies 10%
D: Architecture and Design 9%
E: Psychology 9%
F: Education and Teaching 8%
G: Marketing, Communications, Media 8%
H: Tourism and Event Management 6%
I: Arts and Languages 5%
J: Technology 2%
K: Science 2%
L: Animal Science 2%
M: Environmental Studies 1%
College Governance

Seymour College is an Incorporated Association and is governed by a constitution which provides for a nine member Board.

In addition, the Board has a suite of Governance policies which detail the way in which the Board operates.

Our Constitution provides that one of the members of the Board be a representative of the Uniting Church Moderator; that position is currently held by Rev Tim Hein. Apart from Tim, all members of the Board sit on at least one Board committee. There is further information about the Board committees on page 11.

The Board usually meets once a month to consider many topics including the finances of the College, compliance with the law and government regulations, strategic issues and policy. Once a year, the Board holds an all-day retreat devoted to strategic planning. Over-riding everything that the Board does is the management of the risks that operating a school inherently attracts.

Seymour is very proud to be a Uniting Church school. We value the ethics of the Uniting Church and believe that Seymour adheres to the core values of the Church of being encouraging, inclusive, accepting of diversity, striving for equality and serving others.

Seymour's finances are derived from some limited Government funding, the fees we charge and donations, gifts and fundraising. In that sense we are an organisation independent from the church and responsible for our own destiny.

Rosey Batt
Board Profiles

**Rosey Batt LLB, Dip Ed, M Sc & Tech Comm (Int)**

Chair of the Board

Rosey was appointed to the Board in 2000. She is a member of the Finance Committee and has previously held the positions of Deputy Chair and Chair of the Governance Committee. Rosey is an old scholar and a past and present parent.

Rosey has a legal background. She runs her own boutique legal firm providing a broad range of legal services. Prior to that, she was a partner at Minter Ellison and Norman Waterhouse. She has had extensive commercial legal experience acting for publicly listed companies, SMEs and individuals in complex business transactions, trade practices, commercialisation of business opportunities, intellectual property, agriculture, succession planning and corporate governance.

Rosey is also a facilitator for the Australian Institute of Company Directors in the Company Directors Course and Governance programs. She has extensive Board experience, having sat on a number of private, not for profit and government boards in a diverse range of industry sectors.

Rosey has two teenage daughters who have both attended Seymour; the youngest is currently in Year 12. Rosey enjoys running, skiing, her book clubs, spending time with her family and being at the beach.

**Richard Angove B Tech (Bldg), Grad Dip Project Mgt**

Board Member

Richard joined the Board in October 2008 and chairs the Property and Building Committee, of which he has been a member since March 2006.

Richard graduated from the South Australian Institute of Technology with a Bachelor of Technology in Building and later with a Graduate Diploma in Project Management. He initially worked for various construction companies, then moved into Project Management with Colliers International followed by an interstate relocation with Coles Myer Properties in a Development Management role. Since returning to Adelaide in 2000, he has facilitated strategic private sector development projects for the South Australian Government, being responsible for capital projects undertaken by the SKYCITY Entertainment Group in Australia, and is now consulting to clients on their property and development projects.

Richard is not new to School Property Committees, having served on similar committees at Marryatville Primary School and Genazzano FCJ College whilst living in Melbourne.

Richard is married to Ann. Their three daughters, Elizabeth, Mary and Jane, all attended Seymour from 2000, graduating in 2005, 2006 and 2008. He enjoys the outdoors and is a keen walker and spends his spare time relaxing at the beach along with the, now very, occasional surf.

Richard has a strong desire to ensure Seymour continues to maintain its outstanding academic achievements and the community spirit displayed by both current students and old scholars.
Dr Vivienne Brand LLB (Hons), LLM, MEd, PhD
Board Member

Vivienne joined the Seymour Board in mid-2010. She is also a member of the Board’s Governance Committee.

Vivienne is a senior lecturer in the Law School at Flinders University. She commenced professional life as a commercial lawyer in a large Adelaide firm, spending a number of years working principally in banking and finance. During this time Vivienne took leave to complete a masters degree at the University of London. Vivienne’s academic work has focused on corporate law, and she lectures and researches in the areas of corporations law and ethics (the subject of her doctorate). She has published in these areas as well as on issues in legal education.

Vivienne and her husband, Robert, have three children and the eldest, Zoe, is in the Middle School at Seymour. Family, garden time, yoga, friends and biographies are all things Vivienne enjoys immensely.

Malcolm Buckby B AgSc, Grad Dip Ec
Board Member

Malcolm joined the Board in January 2008 and is also Chair of the Governance Committee.

He has a Bachelor of Agricultural Science and a Post Graduate Diploma in Economics and is currently the Manager of Rural Services for the Royal Agricultural & Horticultural Society of South Australia (RA&HS of SA) and formerly the Member for Light in the South Australian Parliament (Minister for Education 1997 – 2002).

Malcolm and his wife, Kathryn, have two children; their daughter, Olivia, is in Year 11 at Seymour.

His interests include bush walking, golf, cricket and tennis.

Kim Hebenstreit M Ed, B Ed, Grad Dip Curric, Dip T
Board Member

Kim was appointed to the Board in 2005 and is a member of the Finance and Nominations Committees.

He started teaching in 1976 and has been a senior leader in government schools for 20 years and Principal at Thebarton Senior College for the past ten years. He brings school leadership and governance knowledge to the Board. Kim is also a board member of the SACE Board of South Australia, the board of the SA Secondary Principals’ Association and the Council of St Mark’s College. He is a member of the Australian Institute of Company Directors and the Australian College of Educators.

Kim is married to Sally (Taylor) who was at PGC from 1963 to 1975, and their three daughters, Emma, Nikki and Annie, also attended Seymour.

Kim has a particular interest in human rights issues and the educational needs of refugees.

Rev Tim Hein BMin, MMinStud, GAICD
Board Member

Tim joined the Board in June 2009.

He is an ordained Uniting Church Minister, and currently serves on the faculty of the Uniting College for Leadership and Theology. He is also Councillor for The Park Ward of Mitcham Council.

Tim also consults widely on strategic governance with non-profits through Capacity Builders, drawing on his experience and passion for community engagement and transformation.

Tim’s three favourite girls are his wife, Priscilla, and two young daughters, Claudia and Zoe.
Dr Diana Hetzel MBBS, Grad Dip Health Admin  
Board Member

Diana was appointed to the Board in May 2007. She chairs the Nominations Committee and is a member of the Governance Committee.

Diana has a medical background and has worked both as a health practitioner and in policy development and service planning, for children and young people. She is currently a senior researcher in public health information at the University of Adelaide. Outside this role, she chairs the Council for the Care of Children which promotes the rights and interests of South Australian children up to the age of 18, and she is involved with a number of other child-focused organisations.

Diana is married to Henry Martin, and is an old scholar and the parent of two former students, Catriona and Victoria Martin. She enjoys any opportunity to spend time with her daughters, who both live interstate.

Rosina Hislop BSc (Hons), ACA, GAICD  
Board Member

Rosina joined the Seymour College Board in January 2010 and is a member of the Audit Committee, the Finance Committee and the Governance Committee.

Rosina has a background in Economics and Finance. She qualified as a Chartered Accountant in the UK and brings over 20 years’ experience in financial reporting, auditing, risk management and management consulting working with listed corporates, Government and not for profit clients. Rosina’s other Board experience includes the Playford Trust and the Compliance Committee for Prince Alfred College.

Rosina is married with two children. Her daughter attends Seymour College Junior School.

Mark Roderick BEc, FCA  
Board Member

Mark joined the Seymour College Board in January 2010. Prior to that, he served as Chair of the Finance Committee, a role that he continues to hold as a Board Member.

Mark is currently the Group Managing Director of the Perks Financial Services Group — one of Adelaide’s leading providers of accounting, finance and wealth management services. He is a Chartered Accountant with over 20 years’ experience and plays a lead role in advising many privately owned businesses at a Board level.

Mark and his wife, Kirsty, have two daughters, Sophie and Charlotte, who both attend Seymour College.

His interests include Rugby Union, cricket, golf and fishing. He is also an aspiring trekker and mountaineer, whose expeditions have taken him from New Guinea and New Zealand to the Andes mountains of South America.
Board Committees

The Board has established committees designed to assist it in exercising its authority, including monitoring the performance of the College. Each of the committees has a charter under which authority is delegated from the Board.

Audit Committee
Chair: Mr John Hood
Members: Ms Rosey Batt; Mrs Rosina Hislop; Mr Mark Roderick
In Attendance: Mrs Anne Johnstone; Ms Emma Poland

Finance Committee
Chair: Mr Mark Roderick
Members: Ms Rosey Batt; Mrs Rosina Hislop
In Attendance: Mr John Hood; Mrs Anne Johnstone; Ms Emma Poland

Governance Committee
Chair: Mr Malcolm Buckby
Members: Dr Vivienne Brand, Dr Diana Hetzel; Mrs Rosina Hislop

Nominations Committee
Chair: Dr Diana Hetzel
Members: Ms Rosey Batt; Mr Malcolm Buckby, Mr Kim Hebenstreit

Property and Building Committee
Chair: Mr Richard Angove
Members: Ms Sally Kilgariff; Mr Stephen Symons
In Attendance: Mrs Anne Johnstone; Ms Emma Poland; Mr Tony Trotta

Meeting Attendance

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<tr>
<th>2012 Seymour College Board</th>
<th>Board Meetings</th>
<th>Meetings Attended</th>
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<tr>
<td>Angove, Richard</td>
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<td>Batt, Rosey</td>
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<tr>
<td>Brand, Vivienne</td>
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<td>Hebenstreit, Kim</td>
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<td>Hein, Tim</td>
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<td>Hetzel, Di</td>
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<td>Hislop, Rosina</td>
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<tr>
<td>Roderick, Mark</td>
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Annual Financial Overview 2012

A secure future is Goal 4 of the College’s Strategic Plan. Our commitment is to ensure the long-term future of the College and to provide facilities and resources which support our students, staff and community.

In 2012 our total operating income was $20.4m from which the College generated a cash flow from operating activities of $1.4m. This, combined with capital donations received, funded the extensive capital works program and repaid a substantial portion of borrowings.

Of our operating income, $14.8m (72%) came from tuition and boarding fees which are funded by private parent/fee payer contributions. Income from State and Commonwealth grants contributed $3.8m (19%) of income.

Salaries for our 170 staff at $14.3m comprise the majority of our operating expenditure.

In 2012 we continued to invest in facilities to meet the needs of our students.

Significant capital projects during the year included: redevelopment of the Torrens Boat House (in partnership with PAC); development of the Dance Studio; completion of stage 2 of the Junior School playground; renovation of the Boarding House Adam Wing and ground floor rooms; and significant investment in ICT infrastructure to support the College’s One-to-One Technology Plan.
## Annual Financial Overview 2012

### Income and Expenditure for the Year Ended 31 December 2012

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<tr>
<th></th>
<th>2012</th>
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<tr>
<td></td>
<td>$000s</td>
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<tr>
<td><strong>Operating Income</strong></td>
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</tr>
<tr>
<td>Tuition and Boarding Fees</td>
<td>14 754</td>
<td>14 247</td>
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<tr>
<td>Other Income</td>
<td>1 833</td>
<td>2 005</td>
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<tr>
<td>State Government Grants</td>
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<td>Commonwealth Government Grants</td>
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<td>Donations</td>
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<td><strong>Total Operating Income</strong></td>
<td>20 384</td>
<td>20 056</td>
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<tr>
<td><strong>Expenses</strong></td>
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<td>Salaries and Oncosts</td>
<td>14 362</td>
<td>13 943</td>
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<tr>
<td>Boarding and Health Centre</td>
<td>596</td>
<td>580</td>
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<tr>
<td>Property Maintenance</td>
<td>700</td>
<td>682</td>
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<tr>
<td>Teaching Resources</td>
<td>966</td>
<td>1 001</td>
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<tr>
<td>Administration Costs</td>
<td>2 768</td>
<td>2 523</td>
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<tr>
<td>Depreciation</td>
<td>1 415</td>
<td>1 376</td>
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<td><strong>Total Expenses</strong></td>
<td>20 807</td>
<td>20 104</td>
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<td><strong>Surplus (Deficit) from Ordinary Activities</strong></td>
<td>(422)</td>
<td>(49)</td>
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### Capital Income

- Donations for Capital Works: 161
- Capital Grants: 0

**Surplus**

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<tr>
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<tr>
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<td>$000s</td>
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<tr>
<td>Surplus</td>
<td>(262)</td>
<td>734</td>
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### Operating Income

- A: Tuition and Boarding Fees 72%
- B: Commonwealth Government Grants 14%
- C: Other Income 9%
- D: State Government Grants 5%

### Operating Expenditure

- A: Salaries and Oncosts 69%
- B: Administration Costs 13%
- C: Depreciation 7%
- D: Teaching Resources 5%
- E: Boarding and Health Centre 3%
- F: Property Maintenance 3%
## Balance Sheet as at 31 December 2012

<table>
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<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
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<td>$000s</td>
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<tr>
<td><strong>CURRENT ASSETS</strong></td>
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<tr>
<td>Cash</td>
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<td>Inventories</td>
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<td>Receivables</td>
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<td>Prepayments</td>
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<tr>
<td>Deposits and Investments</td>
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<td><strong>Total</strong></td>
<td>956</td>
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<td><strong>NON CURRENT ASSETS</strong></td>
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<tr>
<td>Property, Plant and Equipment</td>
<td>32 383</td>
<td>32 675</td>
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<td><strong>TOTAL ASSETS</strong></td>
<td>33 339</td>
<td>33 532</td>
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<td><strong>CURRENT LIABILITIES</strong></td>
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<td>Creditors and Accruals</td>
<td>1 593</td>
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<tr>
<td>Student Deposits and Advance Fees</td>
<td>243</td>
<td>306</td>
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<td>Provisions</td>
<td>1 202</td>
<td>1 124</td>
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<td><strong>Total</strong></td>
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<td><strong>NON CURRENT LIABILITIES</strong></td>
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<td>Student Enrolment Deposits</td>
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<td>Provisions</td>
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<td>Loan from Foundation</td>
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<td>Market Rate Facility</td>
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<td><strong>Total</strong></td>
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<td><strong>TOTAL LIABILITIES</strong></td>
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<td><strong>NET ASSETS</strong></td>
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<td><strong>ACCUMULATED FUNDS</strong></td>
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<td>Accumulated Funds</td>
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<td>Revaluation Freehold Land</td>
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<td>Special Purpose Funds</td>
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<tr>
<td><strong>Total Funds</strong></td>
<td>27 733</td>
<td>27 995</td>
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Seymour inspires within each student a passion for life-long learning, a celebration of community and a quest for personal excellence.