



# Board Pack

Newington College  
Council Members

March 2022

**PRIVATE & CONFIDENTIAL**



## Context

Founded in 1863, Newington College (Newington) has grown to become one of Sydney's oldest and most prestigious schools. Spread across four campuses, Newington is a comprehensive ELC-12 boys' day and boarding College with more than 700 students in prep and 1400 more in the senior school, and boarders from Year 9-12. It is one of the six founding members of the Athletic Association of the Great Public Schools (AAGPS) alliance of independent boys' schools in NSW.

Newington, in its current form, was created by an Act of the NSW Parliament in 1922 that gave rise to a stand-alone, incorporated school while also enshrining the unique traditions that drive Newington College today.

The College is governed by the Council of Newington College, which is dedicated to ensuring diversity of religion, ethnicity, capability and socio-economic means within its community. They are the trustees of the school and are support the Headmaster in executing the College's vision, mission and values.

The College is independent of, but works in affiliation with, the Uniting Church in Australia. The Council is currently made up of 16 members that include Old Boys, members of the Uniting Church, past and current parents, and other lay people who may have no prior connection to the College. The Council Executive Committee (a working subset) has four members.

Following a strategic review in 2019, the College is entering a significant period of change and growth. Concurrently, the Council is entering a phase of renewal and has three lay positions now available on Council. Two of these are a priority to fulfil constitutional obligations. This is an opportunity for individuals committed to positive outcomes for a future generation of Australians to contribute to the governance of an outstanding educational institution.



# Newington College Council - Context

## The challenge

Newington is in an excellent place today. It is an internationally respected school with a strong academic program, good pastoral care, a wealth of opportunities for the students and vibrant staff, parent and old boy communities.

Following a strategic review in 2019, The College acknowledges that the world is moving fast and the future of work, truth, learning, mental health, relationships, democracy, the planet - even humanity itself - are all up for grabs.

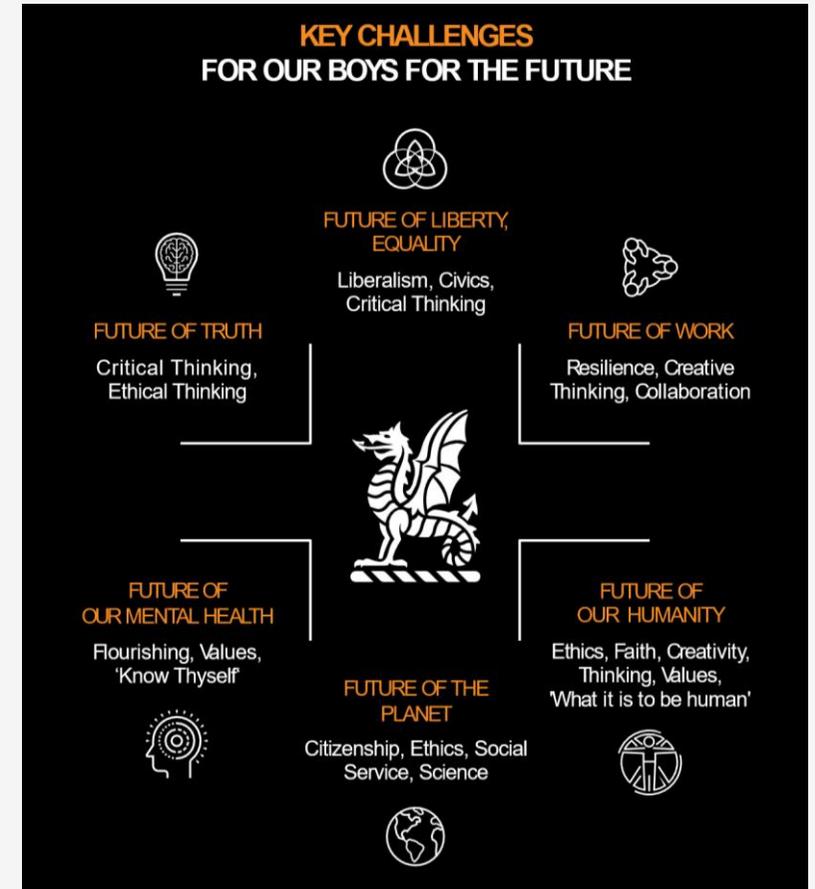
Traditional education in the western world, as it is now, is not enough for students in the face of an uncertain future. It is the College's challenge to evolve sustainably: to prepare students for the 2050s, not the 1990s.

## The response

In response to this challenge, the College has sought to identify key challenges for students in the future (right) and has determined that it must refocus on both the way education is done at Newington and the culture in which the education happens.

The College has comprehensively reviewed its vision and strategy and shifted focus from the traditional strategic pillars of 'academic, pastoral and co-curricular' to 'Great Hearts, Inspired Minds, Strong Wings and Firm Foundations'.

To ensure what might be best for students in the future, the College is committed to a reimagined school focusing on "Hearts, Wings and Minds' but also, it's long-term diversity and inclusiveness, including the structure, size and make-up of Newington.



# Newington College Council – Context (continued)

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## Vision

Newington's vision is to 'empower boys to develop great hearts, inspired minds and strong wings, ready to make a positive contribution to society and the future'.

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## Values

Guiding all policies and practices are Newington's eight aims and values:

- Learning with rigour
- Leading through serving
- Nurturing the spiritual
- Caring for others
- Exploring our creativity
- Building our character
- Embracing our diversity
- Imagining a better future.

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## Strategic Priorities

The College's Strategic Plan for 2020 - 2024 is structured around the four pillars pivotal to a Newington education - Inspired Minds, Great Hearts, Strong Wings and Firm Foundations.

Within each of these pillars sit fundamental qualities and skills – courage, integrity and kindness, intellectual rigour, open-mindedness and curiosity, the ability to think critically and ethically, an understanding of the value of physical and artistic expression and a willingness to explore the greatest questions we face through faith and a search for meaning.

Under its Strategic Plan, the College is entering a significant period of change and growth and individuals who have experience in change management / transformation will be highly valuable. Matters open for exploration are campus size and composition, new capital works projects, and student cohort size and composition.

Future plans include a business centre where students can create, then work in, their own enterprise and a world-class critical, creative and ethical thinking program based in the first centre for critical and ethical thinking in an Australian school. Students will continue to have the opportunity to engage in life-changing, immersive experiences – camps, tours, retreats and excursions. Flexible real-world learning days will be another element of Newington's ongoing commitment to provide an internationally respected education.



# Current Council

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## Tony McDonald (ON 1976) Chairman of Council

Appointed to Council in November 2007, Tony is an “Old Newingtonian” - along with his four sons. Tony is a professional non-executive company director and previously a lawyer and founder/managing director of a listed financial services company.

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## Mario Isaias (ON 1978)

Appointed to the Council in August 2007, Mario became Deputy Chairman and Chair of the Investment Sub-Committee in January 2018. Previously, he was the Appointed Treasurer to the Council, Chairman of the Finance and Investment Committee and the Council Executive. Mario attended Newington College from 1973–1978 before graduating from Sydney University and then qualifying as a chartered accountant. He has in the past been involved with the ONU as Treasurer and the ONU Centennial Trust as Trustee and Chairman. Mario is the Managing Director of financial services company Harvest Financial Group.

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## Justin Papps

Appointed to the Council in 2014, Justin is the Honorary Secretary of the College Council. He is a Partner at Sayers Group, a former Partner at PwC and the former Global Head of Communications for QBE Insurance Group. Justin brings to the Council his expertise in communication, leadership development, brand and organisational culture. Justin’s sons are recent graduates of the College.

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## Tony King (ON 1982)

Appointed to Council in 2015, Tony King (ON 1982) is the Vice President of Apple Australia and is responsible for Apple’s business in South Asia, Australia and New Zealand. He joined Apple in 2003. Before Apple, Tony held executive positions at IBM, DELL, Ricoh and PwC.

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## Chris Collings (ON 1984)

An ONU-nominated member of the Council since 2014, Chris has served as chair of several sub-committees previously and was appointed as Honorary Treasurer of the College and Chair of the Finance & Investment Committee in 2018. Chris was educated at Newington from 1980-1984. Currently working as an advisor to a number of charities as well as private and public companies, Chris brings to Newington extensive experience in finance and risk management as well as hands-on experience, having led businesses through rapid expansion, external crisis and cultural change. He was a Managing Director of Deutsche Bank from 2007-2012.

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## Tony Bosman (ON 1972)

Appointed to Council in October 2015, Tony is Chair of Council's Governance and Risk Committee. Tony attended Newington from 1963 to 1972 and was Senior Prefect in his final year. Tony has operated his own commercial consultancy services company for more than 25 years, having previously practised as a solicitor, including a period in the major projects group of Freehills.

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## Current Council (continued)

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### Associate Professor Sharon Tindall-Ford

Appointed to Council in late 2012, Sharon has been a secondary school teacher in South Australia, Queensland and NSW and has a PhD in Educational Psychology from the University of NSW.

Sharon is currently an academic at the University of Wollongong where she has been Associate Dean of Teacher Education and Director of Teaching and Learning. She teaches and researches in the areas of cognition and instruction and in two key inter-related areas: teacher policy and teacher learning and leading.

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### Andrew Walsh

Appointed to Council in 2020, Andrew Walsh has a son attending the College; his other son is a recent graduate (ON 2021). Andrew is the Chief Executive Officer of Iress Limited and has served in this role since 2009, having joined Iress in 2001. Before Iress, Andrew worked in the areas of actuarial consulting and software.

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### Rhys Kelly

Appointed to Council in March 2016, Rhys is currently the Head of Communications at The Smith Family. She is a Newington mother and previously was a member of the Communications Sub-Committee of the Newington P&F and former Vice President and member of the P&F sub-group, New Women. Rhys' skills encompass communications, marketing, leadership, fundraising and business strategy.

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### Rev Ian Diamond (ON 1961)

Ian Diamond has returned to Newington as a Council member, having attended the College from 1956-1961. He was Senior Prefect in his final year. Ian has had extensive experience as a Uniting Church Minister in urban and rural Australia and brings a wealth of unique experiences from his work to his position on the Council.

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### Rev Punam Bent

Appointed to Council in 2014, Rev Punam Bent has been a Minister in the Uniting Church of Australia since 1996. She was the Parish Minister of St Clair, St Mary's and Rooty Hill Uniting Churches, the School Chaplain at MLC School and is currently Chaplain at Pymble Ladies College. She is also a member of the Sydney Central Coast Presbytery. Punam is married to Andrew and has two children, Neal (ON 2010) and Andrea.

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### David Torrible

Appointed to Council in 2018, David Torrible has three sons at the senior school and one at Wyvern. David is a retired partner of Goldman Sachs after spending 19 years in finance in Hong Kong, Indonesia and New York. David is currently an advisor and board member for a number of hedge funds, charities and private companies.

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## Current Council (continued)

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### Rev Dr Jason Kioa

Rev Dr Jason Kioa was appointed to the Council in 2019. He was born in Tonga and ordained as Uniting Church minister in 1990 in Melbourne, Victoria, where he has served in the inner city of Melbourne. Rev Kioa is a former Moderator of the Synod of Victoria and Tasmania (2006-2009). He is a Minister of Mascot Wesley Uniting Church and a current member of the Assembly Standing Committee of the Uniting Church.

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### Justin Bosilkovski (ON 2005)

An ONU-nominated member of Council since 2019, Justin is a first generation Newingtonian who attended the senior campus from 2000-2005. He was Senior Prefect in his final year. Justin is currently a Vice President at Greenhill & Co, where he advises a number of ASX-listed clients on corporate finance-related matters. He previously held similar roles at JP Morgan and EY, as a qualified chartered accountant. Justin also spent some time playing professional rugby for the Yakult Levins in Tokyo, Japan.

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### Nicholas Heaton (ON 2002)

Appointed to Council in September 2021, Nicholas Heaton attended Newington College from 1991-2002. His brother Tom Heaton (ON 1994) and brother-in-law Jonathan Hudson (ON 1995) also graduated from Newington. Nicholas is a highly regarded professional in the property industry and a Senior Director and Head of Private Clients at CBRE. Nicholas brings to Newington an extensive knowledge of the NSW property market and strong relationships with key stakeholders in the industry.

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### Justine Richardson

Justine was appointed to Council in November 2021 and currently has a son attending the College. Justine is a partner at PwC where she leads the CFO Advisory practice nationally and brings experience in risk management and finance to the Council. Prior to joining Newington College Council, Justine chaired the Audit, Risk and Governance Committee at Childfund Australia, a not-for-profit organisation.

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# Newington College – Headmaster

## Michael Parker

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Michael holds a combined Arts/Law degree and a Masters of Education from the University of Sydney.

While at university, he worked in one of Australia's leading law firms before pursuing his passion for education. He taught English and served as a Housemaster at Cranbrook before travelling overseas to take up an exchange position at Eton College.

In 2002 he joined Newington, where he was a highly successful Head of English and the subject of the SBS documentary *'Inspiring Teachers'*.

After five years in that role, he was appointed Deputy Headmaster at Cranbrook, where he served for seven years before progressing to become Headmaster at Oxley College, Bowral, in 2014. Under his leadership, Oxley's academic performance and survey results across students, teachers and staff rose markedly.

Michael is the author of 11 books, most recently *Talk to Your Kids About Things That Matter* and *Talk With Your Kids: Conversations about Big Ideas*. His Young Adult novel *Doppelganger* (Penguin) was shortlisted for the NSW Premier's Award in 2007 and his children's book *You Are A Star* (Walker Books) has been published in the US, UK, Brazil, China and Korea.

He is widely travelled, particularly in the Himalayas, with four major treks under his belt, including past Camp One at 20,000 feet on Mt Everest in Tibet. He is married to Fiona, an English literature academic at UNSW, and has two teenage daughters, Julia and Elena.

Michael is committed to open engagement with students and the school community at large. He is a strong believer in creating a teaching environment that engenders critical thinking among the boys. His aim is to foster a culture that combines improved academic performance with enduring pastoral care programs to ensure students are prepared for an unpredictable and constantly changing workplace.



# Governance

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## Structure

The Newington College Council is guardian of the vision of the school's Methodist founders and is governed by the Newington College Council Act 1922 (the Act). The Council is dedicated to ensuring diversity of religion, ethnicity, capability and socio-economic means within our community. The College is independent of, but works in affiliation with, the Uniting Church in Australia.

The Council is responsible for determining school policy, monitoring performance, appointing the Headmaster and the overall strategic direction of the College.

## Composition

The Council is made up of various members of the College community. They are representatives of the Old Newingtonians Union (Old Boys), members of the Uniting Church, past and current parents as well as people with no prior, direct connection to the College (known as lay members). Each Council member brings their own set of skills and knowledges to assist in monitoring performance and implementing new plans and strategies for the College.

The Act allows for 24 councillors to be elected-and currently consists of 16 members. Of the 24 councillors, 9 are to be ministers of The Uniting Church in Australia, 9 are to be lay members and six are to be Old Boys. The Council has 10 active committees, including one sub-committee.

The Council describes itself as a “skills-based” council that determines what skills are needed to remain restless and to act on that restlessness, working to identify and attract people with particular skills from all required areas, including those with a “fresh eyes” approach”.

## Tenure & time

3-year term. The time commitment is variable and flexible depending on participation beyond council meetings (eg committees, which is not mandatory). Participation beyond committee meetings is likely to be minimal and ad-hoc.

## Board Meetings

The Council meets up to 10 times per annum and each active committee and sub-committee meets up to six times per annum.

## Meeting Dates

The Council meetings for 2022 are set for 10 February (5:30pm – 8:00pm) , 31 March (5:30pm – 8:00pm) , 17 May (5:30pm – 8:00pm) , 23 June, (5:30pm – 7:30pm with mid-year dinner) 18 August (5:30pm – 8:00pm) , 20 October (5:30pm – 8:00pm with optional dinner) and 1 December (5:30pm – 7:30pm with end of year dinner). A full list of council and committee meeting dates can be provided.

## Remuneration

This is a voluntary, unpaid position. Councillors are reimbursed for any out of pocket expenses reasonably incurred in attending Council meetings and related business.



# The opportunity – Council member

Newington College and the College Council are entering a significant period of change and growth and there are currently two lay positions available on Council, with the possibility of further appointments in the short to medium term. While councillors can be located anywhere in Australia, Sydney is the preferred location.

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## The primary responsibilities of this position are to collectively govern with other councillors to:

- Work with the Headmaster and his team.
- Preserve the College's traditions and unique culture.
- Shape the strategic direction of the College in the context of an ever-changing environment.
- Manage the risks associated with the school.
- Maintain a watching brief over the delivery of the chosen strategy.

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## Councillors will bring the breadth and depth of their expertise to:

- Provide direction and counsel on the College's mission, strategies and objectives.
- Monitor, review and provide feedback and endorse the ongoing implementation of the strategic plan.
- Raise current and emerging issues affecting the College and its Council.
- Critically examine the College's policies and programs, and monitor their implementation, providing guidance for improvements.
- Monitor and critically examine potential risks and external developments that are likely to impact the College's relationships and reputation.
- Critically examine and ensure strong fiduciary oversight and financial management.
- Represent and contribute to the College's public image and profile; to identify and secure partnerships necessary for the College and Council to advance the mission.
- Monitor and assess the Council's own performance as the governing body of Newington College.



# Key selection criteria – Council Member

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## Attributes and experience:

- Board, CEO or senior executive experience with deep experience in, and a good “outward looking” understanding of, the secondary education landscape.
- A creative, forward thinker, with the energy and commitment to contribute to driving the College forward, to make its ambitious vision a reality.
- Extensive leadership experience of driving change and transformation, reputation and culture.
- Financial literacy, with specialist knowledge and experience in financial management and investment.
- Proven experience as an effective board member and commitment to excellence in governance to ensure the Council continues to operate effectively and rigorously
- Excellent communication skills and strategic approach, along with excellent relationship skills, to manage a variety of stakeholder relationships.
- Valuable networks within the Australian business community, and / or NSW Government.
- A genuine interest in positively contributing to Newington College Council and the ability to approx. 8 hour / 3 weeks.

## Specific skills and experience:

Critical to the next stage of evolution for the College are specific skills including:

- Deep and broad experience in the management of multimillion dollar revenue lines, assets management and investment opportunities and capital works projects.
- Educational leadership experience, specifically a senior role in a large secondary or tertiary institution.
- Experience in the area of health and wellbeing / pastoral care / human psychology.
- Marketing / communication / stakeholder engagement at the highest level.
- Experience in IT / digital / cyber.



## Further information

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Website

<https://www.newington.nsw.edu.au>

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Annual Report 2020

<https://www.newington.nsw.edu.au/wp-content/uploads/2021/06/Annual-Report-2020.pdf> -

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Annual Report 2019

<https://www.newington.nsw.edu.au/wp-content/uploads/2020/06/Newington-College-Annual-Report-2019.pdf>

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Strategic Plan 2020 - 2024

<https://www.newington.nsw.edu.au/wp-content/uploads/2020/01/2020-Newington-College-strategic-plan-web.pdf>

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Governing Document

[https://acncpubfilesprodstorage.blob.core.windows.net/public/f292fd37-39af-e811-a963-000d3ad244fd-7aed4bfc-43b2-49e8-a456-77e3338adf42-Governing%20Document-9bab9c5a-48b0-e811-a960-000d3ad24282-Newington\\_College\\_Council\\_Act\\_1922.pdf](https://acncpubfilesprodstorage.blob.core.windows.net/public/f292fd37-39af-e811-a963-000d3ad244fd-7aed4bfc-43b2-49e8-a456-77e3338adf42-Governing%20Document-9bab9c5a-48b0-e811-a960-000d3ad24282-Newington_College_Council_Act_1922.pdf)

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ACNC Registered Information

<https://www.acnc.gov.au/charity/charities/f292fd37-39af-e811-a963-000d3ad244fd/profile>

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In the News

<https://www.theceomagazine.com/executive-interviews/education/michael-parker-2/>

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For more information



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