



## ANNUAL REPORT 2024

# 2024



# CONTENTS

EXECUTIVE DIRECTOR'S REPORT .....	3
BISHOP'S REPORT .....	4
TABLE OF SCHOOLS .....	5
ORGANISATIONAL STRUCTURE.....	6
STAFF PROFILE AT A GLANCE .....	7
2024 HIGHLIGHTS .....	8-9
OUR PERFORMANCE.....	10-18
FINANCIAL REPORT .....	19

## DIOCESAN SCHOOLS

P = Primary School  
S = Secondary School  
P-12 = Prep to Year 12  
B = Boarding Facilities

### TOWNSVILLE

#### North Ward

St Joseph's Catholic School P

#### Hyde Park

St Margaret Mary's College S

#### Mundingburra

St Joseph's Catholic School P

#### Currajong

Marian Catholic School P

#### Annandale

Southern Cross Catholic College P-12

#### Cranbrook

Holy Spirit Catholic School P

#### Kirwan

Ryan Catholic College P-12

#### Rasmussen

Good Shepherd Catholic School P

#### Deeragun

St Anthony's Catholic College P-12

#### Burdell

St Clare's Catholic School P

#### Shaw

St Benedict's Catholic School P

#### Palm Island

St Michael's Catholic School P

### NORTHERN REGION

#### Ingham

Our Lady of Lourdes Catholic School P

Gilroy Santa Maria College S

#### Halifax

St Peter's Catholic School P

#### Abergowrie

St Teresa's College S (B)

### SOUTHERN REGION

#### Ayr

St Francis Catholic School P

Burdekin Catholic High School S

#### Home Hill

St Colman's Catholic School P

#### Bowen

St Mary's Catholic School P

#### Proserpine

St Catherine's Catholic College P-12

#### Collinsville

St John Bosco Catholic School P

### WESTERN REGION

#### Charters Towers

Columba Catholic College P-12 (B)

#### Hughenden

St Francis Catholic School P

#### Winton

St Patrick's Catholic School P

#### Cloncurry

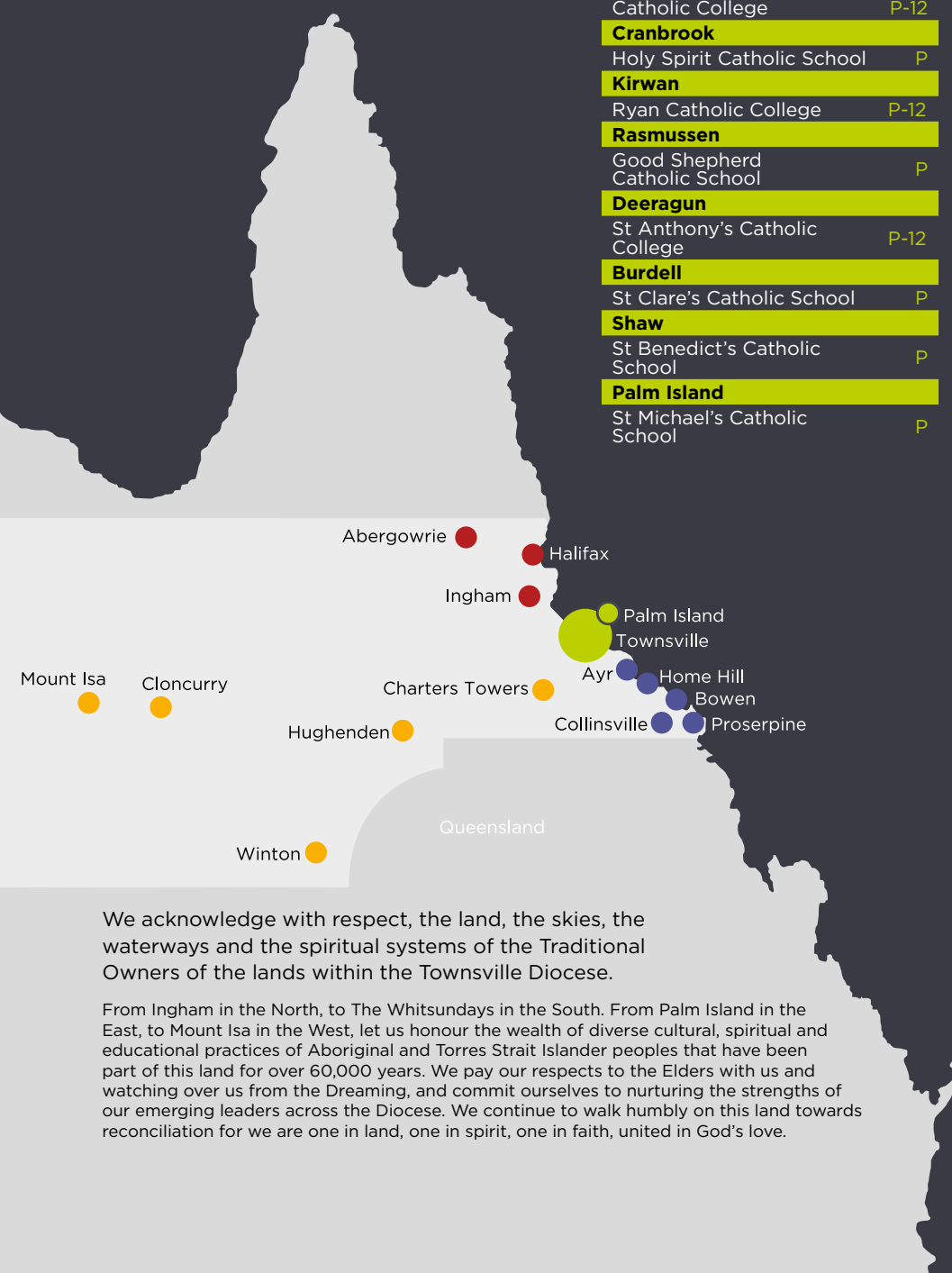
St Joseph's Catholic School P-9

#### Mount Isa

St Kieran's Catholic School P

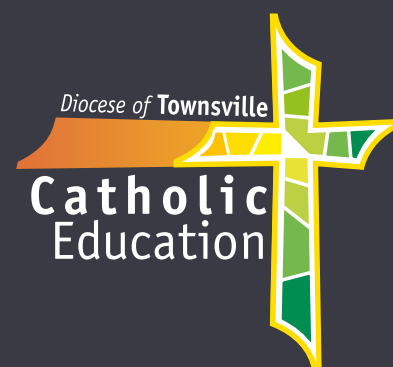
St Joseph's Catholic School P

Good Shepherd Catholic College S



We acknowledge with respect, the land, the skies, the waterways and the spiritual systems of the Traditional Owners of the lands within the Townsville Diocese.

From Ingham in the North, to The Whitsundays in the South. From Palm Island in the East, to Mount Isa in the West, let us honour the wealth of diverse cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples that have been part of this land for over 60,000 years. We pay our respects to the Elders with us and watching over us from the Dreaming, and commit ourselves to nurturing the strengths of our emerging leaders across the Diocese. We continue to walk humbly on this land towards reconciliation for we are one in land, one in spirit, one in faith, united in God's love.





# EXECUTIVE DIRECTOR'S REPORT

JACQUI FRANCIS  
EXECUTIVE DIRECTOR

What a remarkable year 2024 has been for Townsville Catholic Education. Our system of schools has continued to grow with a focus on innovation and a deepening commitment to our shared mission of providing quality Catholic education.

2024 saw another two schools reach anniversary milestones with St Joseph's Catholic School, Mundingburra celebrating their centenary and Gilroy Santa Maria College, Ingham turning 75. Both of these schools have fostered strong community connections and are well placed to continue to provide quality faith based education for their students.

Enrolments across the Diocese continued to increase in 2024, reflecting the trust families place in our schools. This growth is a direct result of the dedication and professionalism of our staff, who create safe, inclusive, and nurturing environments where students can thrive.

As a result of this growth, construction began on Mary Help of Christians Catholic College in Shaw, a new secondary school set to open in 2025. As Townsville's first co-educational Catholic secondary college in Townsville, Mary Help of Christians Catholic College will expand access to Catholic education in the Townsville region as the city expands to the North and North West.

Each year we are blessed to honour the Townsville nominees for the Spirit of Catholic Education Awards and Deus Caritas Est Awards during Catholic Education Week. It is warming to hear of the contributions that these nominees make to their Catholic communities as well as recognising Year 12 students from each college who exemplify the teachings of Jesus Christ through their words and actions.

In September, First Nations Year 12 graduates across the Diocese came together to celebrate the Aboriginal and Torres Strait Islander Graduation Liturgy. The liturgy celebrates the achievements of students as they prepare for life beyond school.

Throughout the year, I had the privilege of visiting each of our schools and meeting many of our dedicated staff. Their commitment to nurturing students in faith, compassion, and academic excellence is truly inspiring. I also extend my sincere thanks to Bishop Tim Harris and our parish priests for their ongoing leadership and support, which ensures our Catholic identity remains central to all we do.

As we reflect on the past year, we give thanks for the gift of holistic Catholic education in the Diocese of Townsville. We honour our rich heritage and pray that the vision of faith that has guided us continues to shape our response to the needs of today and the future.



Celebrating 100 Years of St Joseph's Catholic School, Mundingburra



Construction of Mary Help of Christians Catholic College, Shaw





# BISHOP'S REPORT

**MOST REV . TIMOTHY J HARRIS**  
**BISHOP OF TOWNSVILLE**

Catholic education continues to be a critical part of the mission of the Church because Catholic schools are vital instruments of evangelisation. They provide a space where the Gospel is lived and proclaimed daily, right across the curriculum and school culture.

For over 150 years the Diocese of Townsville through its schools has served as key points of contact between families and the local Church. They help build Parish life and support parents as the first educators in the ways of faith.

The Catholic education endeavour in this Diocese has delivered and I pray it will continue to do so in the years ahead. With the recent building of Mary Help of Christians Catholic College in Shaw, a signal has been sent that an investment like this is a vote of confidence into the future. Stage 2 is now anticipated.

The message of Jesus Christ goes to the heart of why the Catholic Church exists in the first place and our schools are built on Christ. This message through our schools

especially needs to be inclusive and welcoming. Because Christ reaches out and says: 'come follow me', our doors must remain open, thereby giving all who seek to 'enter' a sense that everyone matters.

In this spirit our schools help shape Australian society by promoting values such as dignity, compassion, stewardship and justice. This supports the Church's broader mission to be a moral and spiritual voice in the public square.

I thank all those who work for Catholic Education in this Diocese and who have a passion to make a contribution. I trust that this contribution will always be underpinned by a sense of service, continuing to witness to our faith within a culture of encounter.

Our schools must continue to stand out by offering the world something different by not only educating minds, but also to form hearts in the name of Christ.

With every best wish and blessing.



Catholic Education Week Mass

# TABLE OF SCHOOLS

## Primary Enrolments (Prep to Year 6)

School	Total Students	School	Total Students
Holy Spirit Catholic School, Cranbrook	672	St Francis Catholic School, Ayr	210
Good Shepherd Catholic School, Rasmussen	338	St John Bosco Catholic School, Collinsville	60
St Mary's Catholic School, Bowen	153	St Joseph's Catholic School, The Strand	371
Marian Catholic School, Currajong	380	St Peter's Catholic School, Halifax	23
St Colman's Catholic School, Home Hill	107	St Francis Catholic School, Hughenden	35
Our Lady of Lourdes Catholic School, Ingham	338	St Joseph's Catholic School, Mount Isa	308
St Kieran's Catholic School, Mount Isa	138	St Joseph's Catholic School, Mundingburra	370
St Michael's Catholic School, Palm Island	129	St Patrick's Catholic School, Winton	39
St Clare's Catholic School, Burdell	733	St Benedict's Catholic School, Shaw	596

## Secondary Enrolments (Years 7 to 12)

School	Total Students	School	Total Students
St Teresa's College, Abergowrie	86	Burdekin Catholic High School, Ayr	294
Gilroy Santa Maria College, Ingham	322	St Margaret Mary's College, Hyde Park	701
Good Shepherd Catholic College, Mount Isa	443		

## Prep to Year 12 Enrolment

School	Primary	Secondary	Total
St Anthony's Catholic College, Deeragun	701	844	1545
Ryan Catholic College, Kirwan	773	1257	2030
St Catherine's Catholic College, The Whitsundays	321	371	692
St Joseph's Catholic School, Cloncurry (Prep - Year 9)	161	27	188
Columba Catholic College, Charters Towers	182	315	497
Southern Cross Catholic College, Annandale	737	757	1494

**Total Students 13,292**

**Primary 7,875**

**Secondary 5,417**

## School Cyclical Review 2024

Columba Catholic College, Charters Towers	2024 Validation
St Margaret Mary's College, Hyde Park	2024 Validation
St Joseph's Catholic School, Mundingburra	2024 Validation
St Francis Catholic School, Hughenden	2024 Validation

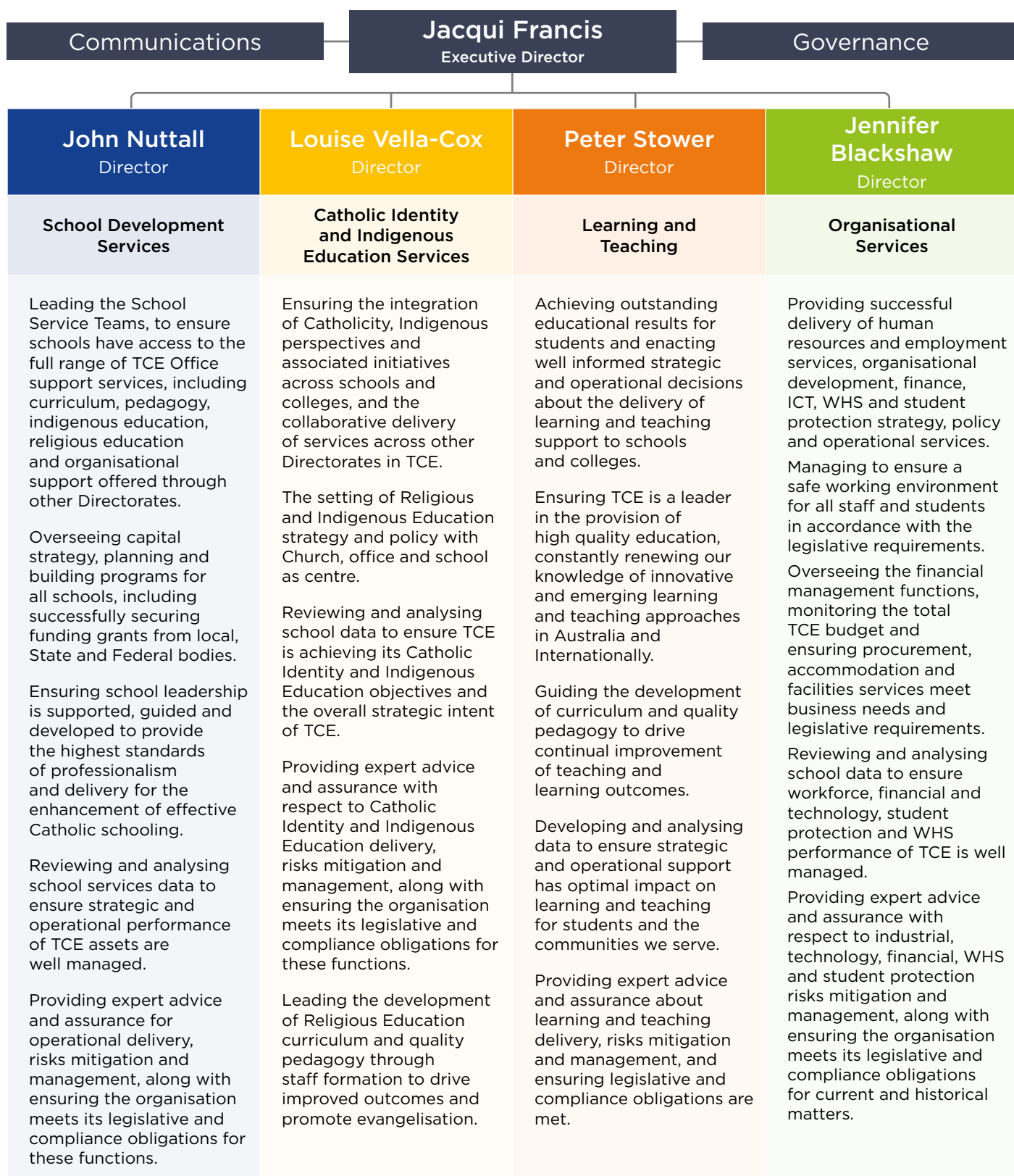
## 2024 Approved Capital Projects

## 2024 Approved Self Funded Projects

St Joseph's Catholic School, Mundingburra	Refurbish C Block Lower Level	\$450,000
St Catherine's Catholic College, The Whitsundays	Wellbeing Hub & Staffroom	\$1,494,904
St Anthony's Catholic College, Deeragun	STIP Application, Bus Stop Upgrade	\$843,000

# ORGANISATIONAL STRUCTURE

Townsville Catholic Education Directors provide expert and strategic input and leadership, particularly with regard to services to schools in their portfolio areas. They collaborate to develop strategy and policy for school improvement and best practice, ensuring the relationship between the Diocese Executive Team and the TCE Strategic Leadership Team is vibrant, contemporary and connected to the successful achievement of strategic objectives.





# STAFF AT A GLANCE

Total Staff	
School Staff Headcount	
Teaching Staff	1564
Non-Teaching Staff	1615
Boarding Staff	46
School Staff FTE	
Teaching Staff	1100.06
Non-Teaching Staff	861.82
Boarding Staff	28.91

School Staff		
School Staff		
TOTAL 3,225	Female	2693
	Male	532
Teaching Staff		
TOTAL 1564	Female	1298
	Male	266
Non Teaching Staff		
TOTAL 1615	Female	1366
	Male	249
Staff In Senior Leadership Roles (Principal, DP, APRE, AP)		
TOTAL 133	Female	106
	Male	27





# HIGHLIGHTS



Aboriginal and Torres Strait Islander Graduation Liturgy



Aboriginal and Torres Strait Islander Graduation Liturgy



Catholic Education Week Mass



Deus Caritas Est Award Winners



Gubul Book Launch at St Joseph's Catholic School, The Strand



Holy Spirit Catholic School, Cranbrook's new Library Blessing



RUOK Day at St Margaret Mary's College, Hyde Park



St Joseph's Catholic School, Mundingburra Centenary Chronicles school musical



TCE Staff Planning Day



TCE Staff Planning Day



TCE Staff Planning Day



# HIGHLIGHTS



TCE Staff Planning Day



St Margaret Mary's College hosts the Queensland Independent Secondary Schools Netball



TCE Staff Planning Day



Vocational Education and Training Aerospace Industry Tour

## LEARNING AND TEACHING

Learning and Teaching which inspires each student's high expectations.

## IT'S ABOUT:

- Expert teaching teams
- Dynamic places of learning
- Student engagement and achievement
- A love of learning
- Inclusive practices
- Responsive professional practice.

## TCE DATA HUB

In 2024, the TCE Data Hub was officially launched following 18 months of development. This initiative provides relevant and up-to-date student learning data, enabling teachers to monitor and support student progress effectively. The Data Hub has been widely adopted across all schools, with school leaders and teachers using the platform to inform planning and review student achievement.

## PEDAGOGY AND LEARNING

To strengthen instructional leadership and support teacher development, a new leadership role, Assistant Principal – Pedagogy and Learning, was introduced across the diocese in 2024. Many successful appointees began in acting capacities for the first 12 months. In the latter half of the year, the positions were formally advertised, and schools with enrolments over 100 students appointed permanent candidates to five-year contracts. This role is intended to be ongoing in eligible schools, strengthening instructional leadership and enhancing teaching and learning practices relevant to schools' contextual settings.

**VERSION 9 AUSTRALIAN CURRICULUM**

Throughout 2024, all schools in the diocese worked towards implementing Version 9.0 of the Australian Curriculum. Schools focused on one or two key learning areas, such as English and Mathematics, with an emphasis on ensuring teachers developed a deep understanding of the revised curriculum content.

## TCE POSITION STATEMENTS

In 2024, TCE finalised both a Literacy Position Statement and a Numeracy Position Statement in preparation for implementation in 2025. These documents provide guidance for teaching reading and writing across the three phases of schooling: Prep to Year 2, Years 3 to 6, and secondary. A suite of supporting documents will accompany the statements to assist schools in their implementation.

## VOCATIONAL PATHWAYS

The TCE Registered Training Organisation (RTO) delivered eight qualifications to 671 students in 2024, with 44 students successfully completing their courses through either blended learning or cross-school campus arrangements. Career practitioners across the nine secondary colleges offering RTO programs have either completed or are in the process of completing their Certificate IV in Career Development, supported through targeted TCE sponsorship.

In addition, the RTO and VET Pathways collaborated with schools to develop the TCE Career Pathway Framework that aligns with strategic goals and school needs.



# 2

## FAITH AND MISSION

An experience of Faith and Mission which enriches student's lives and futures.

### IT'S ABOUT:

- Enhancing and celebrating our Catholic identity.
- Encouraging dialogue between our students' personal context and what the Catholic Church believes, celebrates, lives and prays.
- Educating and forming students who are challenged to live the gospel of Jesus and become literate in the broader Christian tradition.

### ENHANCING CATHOLIC SCHOOL IDENTITY (ECSI) PROJECT

The ECSI Project, a partnership between TCE and the Australian Catholic University (ACU), continued to focus on the Hermeneutical Shift as a means of deepening Catholic identity in schools. ACU ECSI experts provided professional development to school leadership teams, supporting their role as faith leaders and guiding staff and students in evangelisation. The sessions emphasised interpreting ECSI data and embedding methodologies that foster a hermeneutical shift in staff understanding and practice. The 'Three Shifts' initiative, developed in collaboration with ACU's Faculty of Theology and Philosophy, has gained momentum and is proving valuable in helping school leaders apply ECSI insights more effectively.



### ENGAGING PARENTS IN FAITH DIALOGUE

In a tailored initiative, TCE worked closely with parents at St Teresa's College, Abergowrie, over an eight-week period to support their engagement with the ECSI Surveys. These surveys gather insights into religious belief, spirituality, and cultural context from students, staff and parents. This pilot approach, developed in partnership with KU Leuven, marks a first for the ECSI program and responds to the unique needs of schools with 100% First Nations enrolment.



# 2

## FAITH AND MISSION

### RELIGIOUS EDUCATION PROFESSIONAL DEVELOPMENT AND LEARNING

Throughout 2024, TCE transitioned all Religious Education professional learning to online delivery, increasing accessibility for staff across the diocese. Opportunities included sessions facilitated by the Australian Catholic University, the Catholic Theological College in Melbourne, and independent Catholic consultants.

Staff were also supported to pursue postgraduate study, including the Graduate Certificate in Religious Education and the Master of Educational Leadership. In Semester Two, the University of Notre Dame Australia offered enrolment in its national Graduate Certificate programs at significantly reduced cost. Through the application of Commonwealth Supported Place funding, some staff were able to access these programs at no cost. Completion of these qualifications also provides credit towards a range of Master of Education programs, enabling staff to deepen their expertise and continue their professional growth.



### CHAPLAINCY PROGRAM

The Chaplaincy Program continued in 2024 across TCE with each school engaging a dedicated Chaplain. Strong networks were established among Chaplains, fostering collaboration and shared practice. The annual Chaplaincy Audit was successfully completed, affirming the program's integration and effectiveness within school communities.

### CATHOLIC SCHOOL RENEWAL

In 2024, Townsville Catholic Education launched a five-year School Renewal cycle to strengthen school improvement and meet accreditation standards. This process ensures schools remain focused on strategic growth, accountability, and alignment with the mission of Catholic education.

Each phase of the cycle, Renewal, Validation, and Implementation, supports schools in setting clear priorities, engaging in reflective practice, and building capacity for sustained improvement. The approach fosters a culture of continuous learning and shared responsibility across school communities.





# 3

## AUTHENTIC FAITH LEADERSHIP

Authentic Faith Leadership which inspires all to witness the Mission.

### IT'S ABOUT:

- Creating meaningful pathways and formation for leadership.
- Deepening the spiritual, scriptural and theological capacity of our staff in leadership roles.
- Recognising and developing leaders in professional practice.

### LEADING FAITH FORMATION

Throughout 2024, Principals began a 24-month leadership formation program focused on evangelisation and faith development. The program supports school leaders in deepening their understanding of evangelisation, facilitating meaningful staff faith formation experiences, and evaluating the impact of faith formation on students. Principals were also encouraged to engage in personal renewal opportunities to strengthen their own faith journey and further nurture the Catholic culture within their schools.



### KU LEUVEN INTENSIVE 2024

In September 2024, five senior leaders from TCE, including three Principals, a Religious Education Adviser, and Director, participated in the KU Leuven Enhancing Catholic School Identity (ECSI) Intensive in Belgium. This two-week program offers Catholic education leaders the opportunity to engage in deep professional learning focused on faith leadership and Catholic identity. Participants completed in-country assessments and received certification for their engagement. Facilitators noted the Townsville group's strong engagement and critical reflection throughout the lectures and workshops.

To support preparation, participants complete a prerequisite postgraduate unit—THCT605 Preparing for ECSI—through ACU. In 2024, ten senior leaders from schools and the system completed this three-day intensive in Brisbane.

### LEADING SCHOOL IMPROVEMENT

Throughout 2024, TCE continued to support school leaders to enhance autonomy, streamline processes and tailor professional learning. To assist in this the Catholic School Renewal process was revised, enabling principals to set context-specific goals, supported by service teams and digital resources designed to meet individual school needs.

Support for new principals was strengthened through formal mentorship, online conferencing, and the development of communities of practice. A feedback program was also introduced to guide leadership growth following the first year of principalship.



# 4

## DIVERSITY AND WELLBEING

Diversity and Wellbeing practices which prioritise care and dignity for all.

### IT'S ABOUT:

- Creating safe, collaborative, inclusive and welcoming learning environments.
- Connecting with key health and wellbeing agencies to enable a proactive, coordinated and impactful response to manage risk and increase wellbeing.
- Supporting Aboriginal and Torres Strait Islander learners to reach their full potential.

### STUDENT PROTECTION

As part of our ongoing commitment to Student Protection, all TCE employees participated in compulsory Student Protection training. In addition to this training, there was a focus on reinforcing foundational reporting requirements, with an emphasis on writing detailed and factual reports. Training was delivered in a workshop format, allowing participants to work in small groups to analyse scenarios, identify key issues, and determine appropriate reporting responses.

TCE delivered training across a range of forums, including the James Cook University pre-service teacher intensive, the Permission to Teach and Beginning Teachers conferences, and Safe Persons training.

### SAFE PERSONS

A new approach to annual Safe Persons training was trialled in 2024, with TCE facilitating cluster meetings involving smaller groups of schools. As an annual and mandatory requirement for non-state schools, Safe Persons training had previously been delivered through a centralised training day and this new format enabled deeper engagement and stronger connections with Safe Persons. The sessions provided tailored content to better meet the needs and understanding of local contexts.



### EMERGING LEADERS

After continued success, in Term 2, TCE hosted the Emerging Leaders Showcase, attracting over 200 stakeholders to celebrate the achievements of First Nations students across the Diocese. The Emerging Leaders Program, supported by funding from the National Indigenous Australians Agency, continues to be a key initiative in improving outcomes for First Nations students in secondary schools.

Working in partnership with each TCE secondary school, the program fosters high-expectation relationships, individualised support, and culturally responsive learning environments. It has contributed to improved attendance, retention, academic performance and student confidence, while strengthening cultural pride and leadership capacity.



# 4

## DIVERSITY AND WELLBEING

### BLAK EXCELLENCE

At the end of Term 3, Year 12 First Nations students from TCE schools attended the annual Blak Excellence gathering. The event provided a meaningful space for students navigating both cultural and educational worlds, celebrating identity, achievement and aspiration.

Guest speakers shared powerful messages, encouraging students to embrace education, deepen self-knowledge, and pursue their goals with confidence. The gathering was followed by the Year 12 First Nations Graduation Liturgy at Sacred Heart Cathedral, marking a significant milestone in the students' educational journey.



### MENTAL HEALTH AND WELLBEING ROADSHOW

TCE facilitated the annual Mental Health and Wellbeing Roadshow, engaging First Nations students from secondary schools and colleges over three days across two locations - Mount Isa and Townsville.

The program featured a range of workshops and activities tailored to the needs of First Nations students, led by guest speakers and facilitators. The Roadshow provided students with opportunities to explore wellbeing, identity, and resilience in culturally responsive ways.

### RESPECTFUL RELATIONSHIPS PROGRAM

TCE continued to coordinate the implementation of the Love Bites Respectful Relationships Program, with over a thousand students aged 11 to 17 participating in the program in 2024. The reach of the program has been enhanced with many school staff now certified to facilitate the program.

### SCHOOL PASTORAL SUPPORT

In 2024, school pastoral staff were provided with practical resources to support a whole-school approach to pastoral care and to build the capability of all staff in responding to student wellbeing needs. TCE provided in-house webinars, e-newsletters, podcasts, and regional cluster networks, helping pastoral staff stay connected and informed.

### TEAM TEACH

TCE began rolling out Team Teach training for school leaders in 2024 to support behaviour management in schools. This approach builds internal capacity and supports the broader implementation of Team Teach planned in 2025.



# 5

## CAPABILITIES AND PARTNERSHIPS

Strengthening Capabilities and Partnerships to foster community.

### IT'S ABOUT:

- Developing a talented, committed and high performance culture through attracting, supporting and retaining high-achieving employees.
- Building the capability of all staff to achieve supportive, professional relationships.
- Providing safe, welcoming and collaborative working environments.

### SCHOOL LAW CONFERENCE 2024

In October 2024, Townsville Catholic Education hosted its bi-annual School Law Conference, bringing together legal professionals to present on key legal issues affecting the education sector. The conference was delivered online, enabling broader participation from school and system staff across the Diocese.

Presentations covered five core topics, including liability and duty of care, managing psychosocial hazards, student behaviour and safety, and school obligations regarding incidents outside school such as cyberbullying. The Queensland Police Service's Vulnerable Persons Unit also delivered a session on domestic and family violence, covering legislation and practical support.

Over 100 staff attended the online event, and recordings were made available to ensure accessibility for all schools. Schools were encouraged to use the presentations as part of ongoing professional development during staff meetings.

### LEAD TEACHER CERTIFICATION

TCE celebrated the achievements of two TCE teachers, Margaret Moon (Ryan Catholic College, Kirwan) and Tamara Templeton (St Anthony's Catholic College, Deeragun), who achieved national certification as Lead Teachers, a recognition of exemplary teaching practice and professional expertise. This prestigious certification highlights teachers' commitment to excellence in education and their impact on student learning and school improvement.





# 6

## GOVERNANCE AND SUSTAINABILITY

Governance and Sustainability to manage stewardship of resources.

### IT'S ABOUT:

- Striving for system-wide initiatives and improvements that align with best practice.
- Strengthening responsibility mechanisms through accountable and transparent measures.
- Using resources sustainably by caring for our natural and built environment.

### STRENGTHENING POLICY AND PRACTICE

Throughout 2024, TCE continued to strengthen policy frameworks in response to emerging challenges in school environments. One key development was the creation of Guideline for the Taking and Storage of Images on Personal Devices, which provides practical direction for schools to be rolled out in early 2025.

Another area of focus was the safe conduct of student camps, excursions, immersions, and sporting trips with new approaches explored to ensure student wellbeing while maintaining meaningful learning experiences. This work positively increased awareness of risk management and promoted safer practices across schools.

### INFORMATION TECHNOLOGY GOVERNANCE

Following extensive consultation in late 2024, TCE formalised its structures, processes, and mandates guiding IT governance across TCE's Information Technology Services and school-based IT functions.

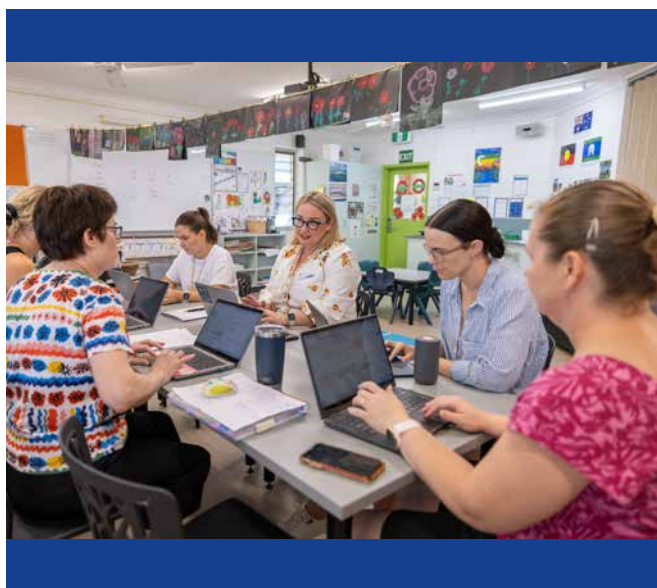
This produced an IT Governance Framework, designed to align TCE's IT strategy with its educational and operational objectives, ensuring that IT investments support and enhance the Strategic Directions 2022-2026.

Key areas of focus include asset and service management, business continuity, enterprise software, cybersecurity, incident response, and risk management.

### HUMAN RESOURCE INFORMATION SYSTEM TRANSITION

As part of our ongoing commitment to implementing system-wide initiatives and improvements that align and strengthen organisational best practice, TCE transitioned to a new Human Resource Information System (HRIS), Aurion in 2024.

This transition involved collaboration across payroll, recruitment, supply, contracting, capability, and compliance functions. Further enhancements to operations will be phased in through the Aurion platform in 2025.



## 6

# GOVERNANCE AND SUSTAINABILITY

## ENVIRONMENTAL SUSTAINABILITY

Following the completion of the Solar Project Stage 3, 2024 marked the first full operational year of solar panels and battery systems installed across the Diocese.

Throughout the year, the systems generated over 8.6 million kilowatt hours of electricity – equivalent to the annual consumption of approximately 1,176 residential homes or the carbon capture of 171,787 trees. Performance reports from the solar provider indicate that schools are effectively optimising solar energy use with 60–70% of their power needs being met by on-site generation, significantly reducing reliance on grid electricity.

## CYBER SECURITY

In late 2024, the TCE ITS Cyber Safety and Security team was formed to ensure technical controls to secure and protect TCE's digital environment. As part of this, TCE formalised annual Cyber Security Awareness Training and implemented a dedicated risk management application to streamline and modernise compliance management. This platform provides a single location for risk assessments, compliance tracking and policy management.

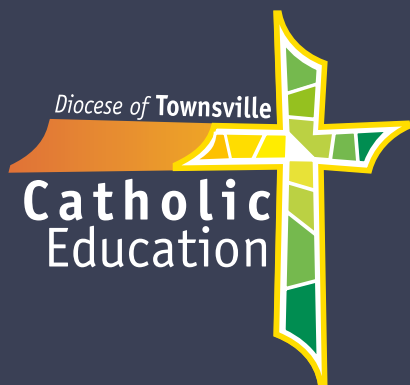




# FINANCIAL REPORT

## Income Statement For The Year Ended 31 December 2024

	2024 \$	2023 \$
<b>Operating Revenue</b>		
Recurrent State Grant	53,511,001	44,295,754
Recurrent Commonwealth Grant	208,333,687	208,333,687
Tuition Fees and Levies	42,812,384	41,841,091
Trading activity Income	6,743,224	5,753,216
Other Income	6,506,135	4,946,697
<b>Operating Revenue</b>	<b>317,906,431</b>	<b>305,170,445</b>
<b>Operating Expenditure</b>		
Property occupancy and utilities expenses	15,791,943	14,315,564
Employee benefits expense	232,345,884	221,009,585
Depreciation and amortisation expense	16,542,803	15,578,446
Teaching material expenses	13,932,512	14,531,062
Professional Standards claims expense	-1,513,250	46,300,000
Trading activity expenses	5,127,317	4,762,174
Plant and equipment expenses	3,119,689	3,887,870
Insurance	3,687,062	4,309,628
Lease payments for short-term and low value leases	889,367	1,031,806
Consultants and professional fees	2,062,231	2,564,739
Boarding expenses	2,167,448	1,875,857
Licences, levies and memberships	5,302,582	4,382,063
Other expenses	7,623,477	7,899,572
Finance costs	2,396,783	1,583,867
<b>Total Expenditure</b>	<b>309,475,848</b>	<b>344,032,233</b>
<b>Operating Surplus/(Deficit)</b>	<b>8,430,583</b>	<b>-38,861,788</b>
<b>Capital grants and subsidies revenue</b>	<b>26,259,088</b>	<b>16,706,805</b>
<b>Total Surplus</b>	<b>34,689,671</b>	<b>-22,154,983</b>



## Defining Features of our Catholic Schools

### Catholic schools of the future:

- Have a consistent commitment to Gospel values;
- Play an integral role in the evangelising mission of the Church;
- Model God's love for all by being a renewing community where all are valued, affirmed and empowered;
- Be staffed by qualified, competent people who give witness to Gospel values;
- Be communities of learning that provide quality, relevant, and holistic education;
- Be sacred places where the spiritual life is nurtured; and
- Be welcoming and open to all who seek a Catholic education.

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