



Pembroke



2023

Annual Report

Contents

Chair's Report	3
Finance Report	11
School Performance Report	15
Foundation Report	20
Old Scholars Report	25

3

Chair's Report

Report to the Annual General Meeting by Melissa Mellen, Chair of the School Board

Introduction

It has been a whirlwind introduction to the role of Chair and I am enormously grateful for the support of the many staff and volunteers who have been welcoming and made the task enjoyable and manageable. It is the back up of the Pembroke community that helps lift you along the steep learning curve and catch the many balls that are thrown – I like to think we have caught most of them.

Of course, Jane Miller was custodian of 2023 and we honour her dedication and service as I deliver this 2023 Annual Report.

Overview

2023 saw a welcome return to a more routine school year following the easing of COVID restrictions. After a two-year hiatus, the Pembroke community came together for the Commencement of Year Ceremony. Our vast suite of camps and trips also resumed in full flight including a new addition to our adventurous travel calendar, Beyond the Horizon. This lifechanging program gave our students the opportunity to connect with remote communities around Australia through meaningful service opportunities and cultural immersion.

Back at home, a key milestone in the School's history was the launch of the Pembroke Student Charter. Authored by students, for students, this ground-breaking document is believed to be the first of its kind in South Australia for an ELC - Year 12 school. Nuanced for each sub-school and now sitting alongside our School Aims, it provides a set of agreements to reflect the inclusive, respectful and egalitarian nature of Pembroke.

2023 was also symbolic for Principal Mark Staker as his first full calendar year at the helm of our great School. His strong and inclusive leadership – both operationally and strategically – came to the fore, and it has been pleasing to watch him settle into the role with ease. We continue to be impressed by Mark's ability to be ever-present at School events and activities, whether it be a Senior School Assembly, Junior School drop-off every Thursday morning, a Middle School camp at Old Watulunga, a Field Days outing in the regions or making a guest appearance at the latest old scholars' reunion – his energy and enthusiasm in engaging with the Pembroke community whilst juggling the sizeable day-to-day tasks and responsibilities as Principal is truly unique. In addition, Mark has ardently collaborated with the School community and the Board on the School's next Strategic Plan in readiness for its launch at the start of 2024, Pembroke's 50th Anniversary year.

Of course, this year featured much rejuvenation at Board level as we farewelled some outgoing members and welcome new ones. This was headlined by Jane Miller stepping down as Chair and member in December following more than eight years of distinguished service to the Board. I have big shoes to fill following on from Jane as Chair. It is an exciting start in the role with our 50th Anniversary celebrations and a new Strategic Plan, and I very much look forward to working with the Board, the School's leadership team, staff, students, parents and all other community members to ensure Pembroke's legacy continues for generations to come.

Strategic

In 2023, the School Board worked closely with Principal Mark Staker to refine Pembroke's next Strategic Plan following a co-design process where we welcomed the voices of our community to shape our next chapter.

The result is a human-centric plan which reflects our learning and caring culture in our delivery of world-class education. In the age of digital disruption, there has arguably never been a more important time to value our human connections, sense of belonging and devotion to the service of others. Our future graduates will not only be career-ready, they will also be creative, empathic and free-thinking individuals who are prepared and inspired to be agents for positive change in a complex and uncertain world.

To achieve our vision, our Strategic Plan 2030 is supported by four key pillars:

Our Hearts and Minds

Our Place and Home

Our Service to Community

Our Sustainable Future

This aspirational plan sets out our strategic initiatives across the pillars, what success looks like and where we will be in 2030.

We look forward to launching our Strategic Plan 2030 in our 50th Anniversary year with a vision to elevate our standing as a world-class provider of quality, inclusive co-education characterised by our unique learning and caring culture.

Projects

With the new Strategic Plan taking shape, campus master planning is also always firmly on our radar. Whilst we are progressing our plans for the Haslam Precinct Master Plan, we are working through the process to achieve the best possible outcome for our School community in balance with mindfulness of the local community.

In 2023, work commenced on the John Moody Centre Redevelopment which will give rise to the new Middle School King's Café, John Moody Boarders' Dining Room and social enterprise café *Yellow Submarine Too*, as well as dedicated outdoor areas for both students and the community. As is often the case when re-modelling existing buildings, there have been some delays during construction (in this case, the surprise of finding a cellar under the building did bring some challenges) and the facility will open mid 2024. Donors to this development through Giving Day, Parents' and Friends' events and other avenues will be invited to recognition events during Term 3.

Campus renewal across King's and Girton will be a major focus commencing 2024. Our current priorities feature a commitment to providing support for continuous facility and grounds renewal and enhancements including:

- New Junior School playgrounds and covered outdoor learning area.
- Classroom upgrades that facilitate learning and caring across the School.
- A state-of-the-art Food Technology Centre for Middle School.
- Outdoor seating and landscaping for the new Middle School King's Café.
- New Science and STEM laboratories for Senior School.
- Renovations to the Senior School Library that enhance our unique pre-tertiary facility, young adult learning environment.

Alongside refurbishing existing classrooms, our campus renewal presents the opportunity to transform some Junior School spaces back to their original intended purpose as classrooms, potentially supporting the possible addition of a class in Years 5 and 6. This would enhance the support of students in their pathway to Middle School.

In other developments, planning is underway to transform the School-owned property opposite the Senior School entrance on Holden Street into a dedicated hub for the Admissions Department, providing office space and meeting areas for prospective families.

Community

With the formulation and progression of multiple building plans, 2023 also saw the delivery of several key projects. We were delighted to open Pembroke's new 'Home of Archives' at 51 Park Road, laying out our history like never before in the lead up to Pembroke's 50th Anniversary and the Centenary of King's College. Indeed, there was much planning in 2023 to celebrate our milestone year in 2024 as we all countdown to this special chapter in the story of Pembroke.

Visitors can immerse themselves in photographic albums, read the stories on display, admire the old uniforms and artefacts from King's, Girton or Pembroke eras, and discover connections with our shared heritage. They can also peruse the Green and Gold Cookbook which, as you know, is one of my favourites.

Staffing

Throughout the year, we farewelled some long-standing members of staff as they headed off to new challenges or stepped into a slightly slower lane. Kym Lawry, Deputy Principal and Physics Teacher, retired after nearly 30 years. Kym had an enormous impact across the community, engendering a deep love of Science and particularly Physics in his students, working with care and rigour in his leadership role and supporting his colleagues. He was also often welcome at the piano during music ensemble performances, such was his broad skillset and contribution to the School. We thank Head of Senior School, Alexandra Piggott, for ably supporting the School as Acting Deputy Principal during an interim period. In Semester 2, we were pleased to welcome our new Deputy Principal, Chris Zielinski, who joined us from Wenona School in North Sydney where he was Deputy Principal (School Operations). Chris has extensive experience in high-performing girls' and co-educational schools in Victoria and New South Wales, has held ELC - Year 12 leadership roles, and is experienced in pastoral care, departmental leadership and co-curricular programs.

Along with Kym and other treasured staff, it was particularly bittersweet to farewell Jim Derrington who retired after close to four decades of service to Pembroke including as a long-serving Head of Health and PE, dedicated Mellor House tutor, sports coach and significant contributor to our Outdoor Education program. Jim made an immense impact on thousands of Pembroke students, and we are eternally grateful for his rich contributions.

In other staffing developments, the departure of the Director of Advancement, Hannah Bone, to pursue a new career avenue presented an opportunity to review and subsequently restructure the area, which ultimately resulted in three new specialist positions: Director of Admissions, Director of Marketing, Communications and Engagement, and Director of Development and Philanthropy. These roles were filled in 2023 by enrolments expert Jesseca Geraghty, marketing and communications specialist Caroline Kelly, and philanthropy professional Vincent Ciccarello.

Vale

During 2023, we farewelled several significant members of the Pembroke community.

Mrs Patricia Hansen sadly passed away on 1 February 2023, aged 85. Pat's tremendous career as Head of Junior School at Pembroke spanned 12 years from 1987 - 1998. A knowledgeable, determined lifelong learner herself, she proved to have an enormous impact on her staff in professional development for classroom management, as well as curriculum development. Pat introduced many effective programs to Pembroke's Junior School including ELIC (Early Literacy Inservice Course), LLIMY (Language and Learning in the Middle Years) and STEP (Systematic Training for Effective Parenting).

Dr G Yunupingu AM sadly passed away on 3 April 2023. Pembroke School's deep connection with the Gumatj people of the Yolngu Nation commenced in 2011 when Dr G Yunupingu's grandson Gadingura (Michael) Yunupingu joined Pembroke as a Year 8 student. Younger grandson Djunmili (Richard) Yunupingu followed in 2014. In 2015, Gadingura and Djunmili decorated their Football uniforms in Reconciliation Week to acknowledge this very important annual match to which Dr G Yunupingu gave his name – the Yunupingu Cup. This quickly became an annual 'All Sports' Round in Reconciliation Week and has now been embraced by all Adelaide schools against which Pembroke sports teams compete.

Dr Barbara Possingham sadly passed away on 5 May 2023. Barbara was Deputy Co-Principal of Pembroke, and inaugural Head of Senior School at Pembroke from 1974 - 1992. Barbara became Deputy Co-Principal of Pembroke School along with Mr Dick Fricker AM in 1974, at its inauguration. The co-principalship and deputies established an agenda of joint leadership in the merging of Girton School and King's College to Pembroke School. Barbara was one of the first two women to complete a PhD in physics at the University of Adelaide in the 1950s, an exceptional achievement, and her academic and scientific credentials and achievements are many and varied.

Mrs Caroline Sullivan passed suddenly on 13 May 2023. Caroline was well-loved in our School as a proud parent and a dedicated Executive Assistant to the Principal who served Pembroke with distinction since 2013. She was also a cherished community member and her beloved family remain in our thoughts, whilst Caroline will forever hold a special place in our hearts at Pembroke.

Enrolments

Pembroke's enrolments remained strong in 2023, with in excess of 1,700 students from ELC - Year 12. In what is a highly competitive market, single-sex high fee schools continue to be vocal. With the need to 'run our own race' and do what we do best, Pembroke is proudly promoting the power of co-education, with a rebrand being led by the tagline 'Stronger Together' which reflects the essence of co-education and the School's motto, *Ex Unitate Vires* – Out of Unity, Strength. The development of new Director of Admissions and Director of Marketing, Communications and Engagement positions is aimed at improving our customer service and experience whilst boldly telling our story. Consideration of the additional Year 5 class recurrent from 2025, flowing into an additional Year 6 class recurrent from 2026 as campus renewal presents an opportunity to reinstate some Junior School spaces as classrooms will also present an opportunity to improve enrolments.

Philanthropy

In August, we held our second community Giving Day fundraising for our new Middle School Café, Boarders' Dining Room and social enterprise *Yellow Submarine Too* Café. This was backed up by the incredible work of the Parents' and Friends' Association at both the Mother's Day Lunch in May and the Long Lunch held in October. In total over \$500,000 has been donated by our community towards this important project.

Our ongoing philanthropy efforts were bolstered with the appointment of Vincent Ciccarello as the School's inaugural Director of Development and Philanthropy, commencing in April 2024.

Governance

Former Board Chair Jane Miller was appointed to the Board by the Old Scholars Association back in November 2014 and elected Board Chair in June 2018. Jane retired in December 2023 having overseen the realisation of the Shipsters Building, guiding the Board through COVID and also the transition of Principal from Luke Thomson to Mark Staker.

Deputy Chair Cathy Oster joined the School Board in February 2016 having previously served on the Finance Committee since April 2014. On being elected to the Board, Cathy transferred from the Finance to the Governance Committee which she also chaired. Cathy retires at this AGM.

Jo Rebuli was appointed to the Board and the Planning and Properties Committee in May 2019. Jo retired in August 2023. Darren Townsend was appointed to the School Board in March 2016, the Foundation Board Committee in August 2016 and retired in November 2023.

After seven years' service, Amy Bredon retired from the Foundation Board Committee in November 2023 to which she was appointed in August 2016. Vincent Ciccarello joined the Foundation Board in June 2023 but has since stepped down having been appointed Director of Development and Philanthropy.

Andrew Shaw joined the Board in November 2023 filling a casual vacancy. Andrew brings legal and governance skills along with experience as a director of a philanthropic foundation. He also serves on the Governance Committee.

Ben Wilson was appointed to the Foundation Board and Investment Sub-Committee in June 2023 prior to filling a casual vacancy on the Board in November 2023. Ben is a chartered accountant and asset finance specialist bringing accounting, finance and governance expertise and has joined the Finance Risk and Audit Committee at the start of 2024.

Also during 2023, Hamish Brown joined the Planning and Properties Committee in May and Simone Dyda, a member of the Finance Risk and Audit Committee was appointed to the Investment Sub-Committee in June.

Keng Lim was appointed by the Parents' and Friends' Association at the end of 2023 and commenced on the Board in January 2024. Keng is a long-serving member of the Pembroke Friends of Music and the Parents' and Friends' Association Committee and is an experienced businessman and community leader. Earlier this year in March, Albert Li was appointed to the Foundation Board Committee.



Incoming Chair of the School Board Melissa Mellen with Principal Mark Staker and outgoing Chair Jane Miller



Philippa Hook (1958), Peta Harries (School Archivist), Alison Bell, Jim Keatch, Kay Petherbridge, Brian Callaghan and Paul Cudmore at the Archives opening

11

Finance Report

Finance Report to the Annual General Meeting by Andreas Clark, Chair of Finance, Risk and Audit Committee

The School's external auditors, William Buck signed an unmodified audit report for the Annual Financial Statements for the year ended 31 December 2023. This is the second annual audit by William Buck and we thank and acknowledge them for their care and oversight as the School's auditors.

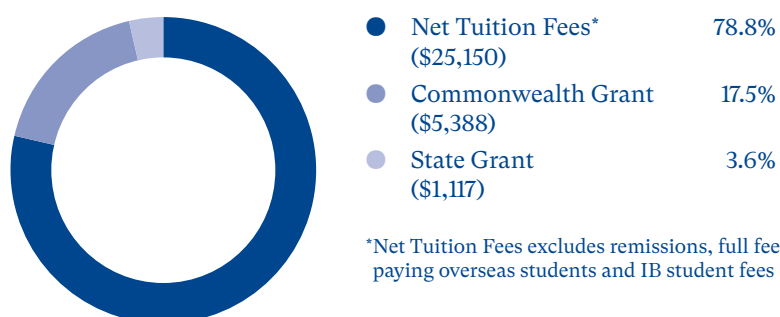
The School's finances and accounts continue to be diligently administered by the finance team under the direction of the Director of Business Operations and overall management by the Principal. Further oversight and review is provided by the Finance, Risk and Audit Committee, which reports directly to the School Board. I thank the Committee members for their time, commitment and ongoing support.

The year ended 31 December 2023 result of a \$0.785 million loss compares to a \$3.357 million surplus in 2022. The 2023 result includes \$0.137 million in capital donations (2022: \$0.152 million). This weak operating result reflects both lower recurrent government grants and higher operating costs, particularly increased salaries and wage expenses. The broader economic environment and associated increased cost pressures have also impacted.

Total enrolments, excluding the ELC were 1,696 students. This total includes 53 full fee-paying overseas students and 65 boarders.

Recurrent Commonwealth and State Government grants totalled \$10.688 million (down from \$11.278 million in 2022). The average recurrent income received per local day student was \$30,704 (compared with \$29,861 in 2022) comprising fees (78.8%), State Government recurrent grants (3.6%) and Commonwealth Government recurrent grants (17.5%). This is the second year of declining government grants under new "capacity to contribute" funding model which is now having a material impact on the operating result. Government recurrent grant funding will continue to decrease until 2029. This is the key challenge ahead and the Board is focused on addressing this shortfall to ensure the School's ongoing financial sustainability.

Average Net Income Per Student 2023



In 2023, the construction commenced on the Middle School King's Café, John Moody Dining Room and *Yellow Submarine Too* social enterprise café all located on the ground floor of the John Moody Centre, the former Technology Centre. Work also commenced on providing a suite of redesigned, contemporary toilets on the Girton Campus along with improvements at the Pembroke Boarding House and Old Watulunga. In total, \$1.764 million was spent on buildings and grounds projects. A further \$0.769 million was spent on plant, equipment, information technology and commercial vehicles.

At the end of 2023, the School had debt of \$6.401 million (\$7.376 million in 2022) being the amount outstanding on the fixed-term SAFA loan that was taken out to help fund the Shipsters Building completed in 2019.

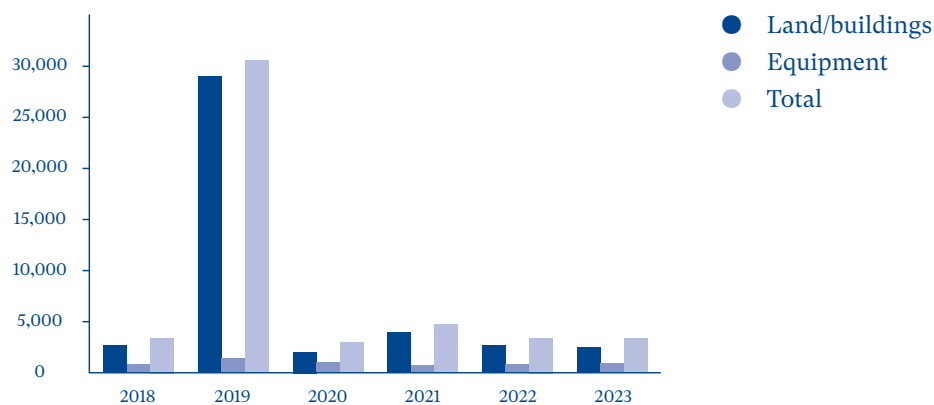
Earnings before interest, depreciation and amortisation (EBIDA) totalled \$2.830 million (\$7.214 million in 2022) resulting in an operating margin of 5.8% (10.8% in 2022). Cash generated from operations is applied to both reducing debt and the ongoing reinvestment in the School's capital infrastructure to benefit both current and future students.

During 2023, the School donated \$0.256 million (\$0.255 million in 2022) to the Pembroke Endowment Fund. This donation represents the admission fees paid on acceptance of a place at the School. The Pembroke Endowment Fund in turn, granted a total of \$0.048 million (\$0.109 million in 2022) to the School to support tuition fee bursaries and endowed prizes.

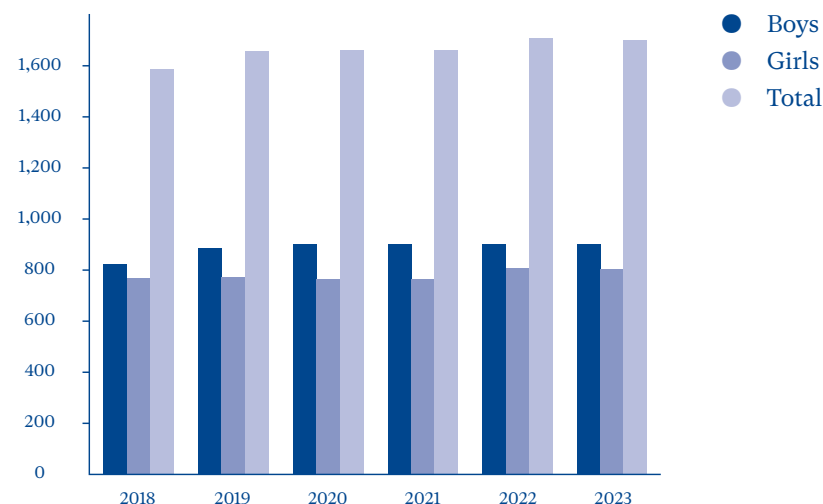
The Pembroke School Scholarship Fund granted \$0.289 million (\$0.214 million in 2022) in scholarships.

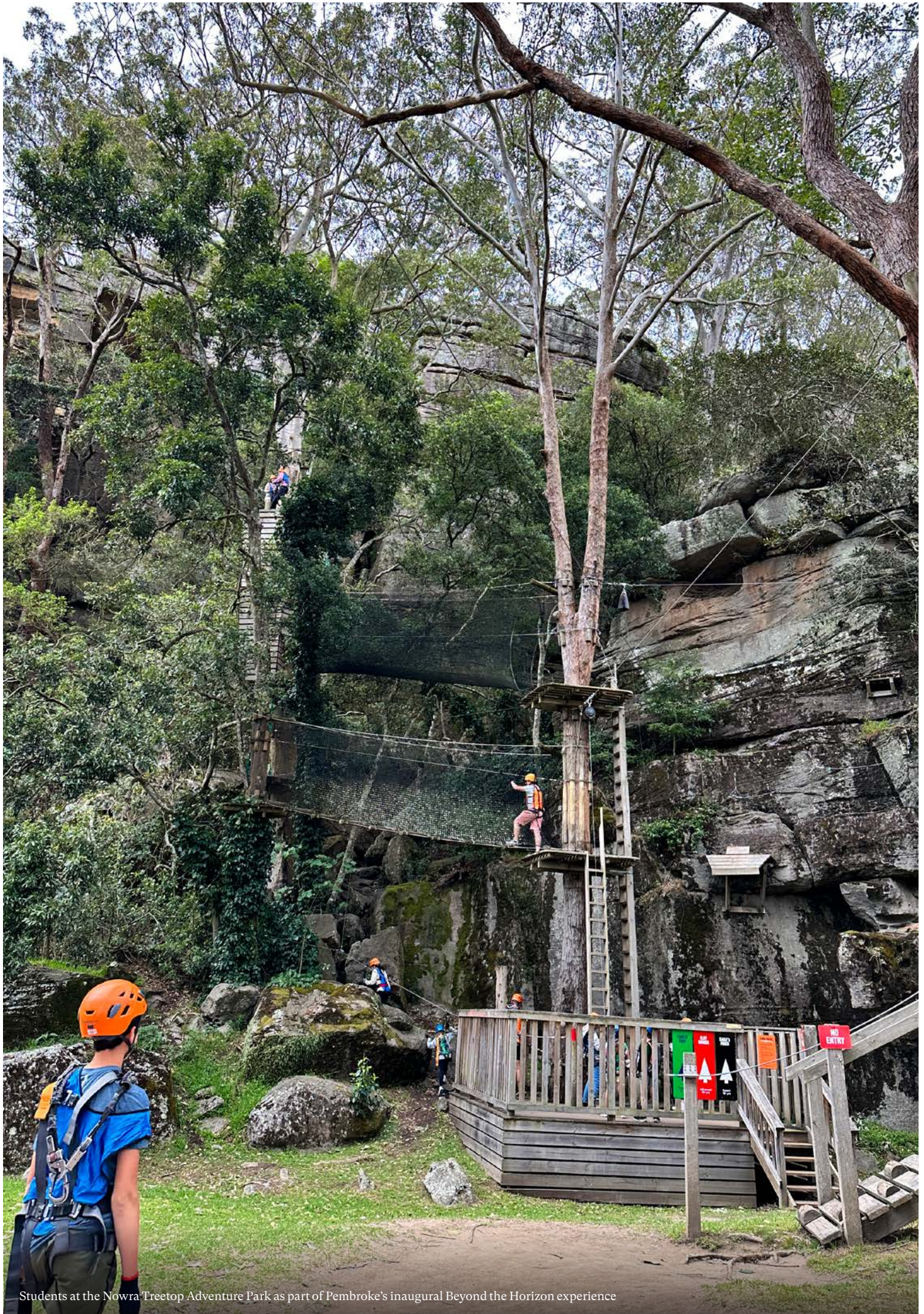
In conclusion, the School Board with support from the Finance, Risk and Audit Committee is focused on delivering the 2030 Strategic Plan within the constraints outlined above.

Capital Expenditure (\$'000) 2018-2023



Enrolment History 2018-2023





Students at the Nowra Treetop Adventure Park as part of Pembroke's inaugural Beyond the Horizon experience

15

School Performance Report

The following data is provided as required by the Federal Government through the Australian Education Regulation 2013

1. Contextual information about the school, including the characteristics of students at the school

This information can be obtained from the Chair's Report on page 4.

2. Teacher standards and qualifications (as mandated in the State or Territory in which the school is located)

This information can be obtained on the School's website via www.pembroke.sa.edu.au/our-school/meet-our-staff.

3. Workforce composition, including Aboriginal and Torres Strait Islander composition

	2023	2022
Teaching Staff FTE ⁽¹⁾	167.5	166.20
Non-teaching Staff FTE ⁽²⁾	91.6	86.4
Student/Teacher Ratio Primary ⁽¹⁾	11.2	12.2
Student/Teacher Ratio Secondary	9.9	9.72

(1) Excludes ELC teaching staff and students

(2) Excludes Boarding House Staff

The above staff numbers do not include any Aboriginal or Torres Strait Islander Peoples.

4. Student attendance at the school, including:

4.1 The attendance rates for each year of schooling

Attendance Rates for 2023 (Terms 1-4)

Year	Total %
Reception	90.94
Year 1	93.70
Year 2	93.15
Year 3	92.38
Year 4	91.97
Year 5	91.13
Year 6	93.34
Year 7	89.80
Year 8	91.80
Year 9	89.64
Year 10	90.70
Year 11	89.57
Year 12	89.96
Total	90.76

4.2 A description of how non-attendance is managed by the school

All teachers electronically mark the student roll at the commencement of each tutorial and lesson. On a daily basis, Sub-School administration staff contact parents/guardians to ascertain the reason for any unexplained student absence. Any students late to the School must sign in at the relevant Sub-School Reception. This information is then electronically recorded by the Sub-School Receptionist.

5. Student results in NAP annual assessments

This information is available via the My School website, www.myschool.edu.au.

6. Parent, student and teacher satisfaction with the school, including (if applicable) data collected using the National School Opinion Survey

All data associated with parent, student and teacher satisfaction is retained by the School and taken into account when considering school improvement plans, ongoing refinements of all School-based programs and teacher professional development.

In 2022, the School commissioned McCrindle to undertake a community satisfaction survey. A series of pulse surveys have also been undertaken to provide more detailed feedback.

The Principal regularly reports on refinements made as a consequence of student, parent and staff survey findings and feedback.

7. School income broken down by funding source

Net Recurrent Income 2023	Total \$	Per Student \$
Australian Government recurrent funding	8,918,298	5,146
State/Territory Government recurrent funding	1,835,234	1,059
Fees, charges and parent contributions	42,166,547	24,332
Other private sources	1,096,221	633
Total gross income (excluding income from government capital grants)	54,016,300	31,128

8. For a school that provides secondary education:

8.1 Senior secondary outcomes, including the percentage of Year 12 students undertaking vocational training or training in a trade and the percentage of Year 12 students attaining a Year 12 or equivalent vocational education and training qualification

SACE

There were 197 potential SACE completers in our 2023 cohort (108 boys and 89 girls) and all students who were aiming to, attained their SACE Certificate. For some students, SACE attainment was the main focus of their Year 12 studies which included VET certificates to achieve this goal.

Of the SACE completers, 1 student was looking to achieve their SACE without an ATAR, the remainder achieved an ATAR, and once again, university studies, VET Certificates III and IB subjects contributed significantly to ATARs for several students.

Thirty-nine Pembroke students completed one or more semesters of university studies, with 9 studying through the University of Adelaide's Headstart program, 24 studying through the Flinders University Extension Studies program and 6 in the UniSA Accelerate Program. Fifteen students completed a single IB subject in Chinese A and B, Sports Exercise and Health Science, Environmental Systems and Societies, and Geography, with one receiving an IB Merit. Some students needed these results to generate an ATAR and the others used them to improve their existing ATAR, in some cases as a particularly valuable outcome for some as their language study also contribute to the Adjustment Factors in ATAR calculations.

International Baccalaureate (IB) Diploma

33 students achieved their Diploma with one student attaining a score of 44/45 with five merits and an ATAR of 99.7.

Vocational Education and Training (VET)

In 2023, 67 Pembroke students completed a Certificate III qualification, 57 in Year 12 and 10 Year 11 students.

Further information is available on the School's website via [Aim High 2023-2024](#).

8.2 Post-school destinations

Post school destinations are provided via the School website in the [Aim High 2023-2024](#) publication.



Reception students Ellie and Sophie in the Junior School playground

20

Foundation Report

Report by Julia Steele Scott, Chair of Foundation Board Committee

I am pleased to report that 2023 was an excellent year for the Foundation, with incredible and positive engagement with many of our supporters, a highly successful community Giving Day and several other initiatives embracing many aspects of Pembroke School life. It was a year of generous philanthropic giving and for this I am extremely grateful.

I am delighted to share with you some of the highlights of the year.

In March, King's old collegian and Pembroke Foundation Guardian the late Neil Balnaves AO, a long-standing and deeply admired member of the Pembroke School community, was fondly remembered at the official unveiling of Balnaves2, a selection of works from the private Balnaves family collection by extraordinary desert artists George Ward Tjungurrayi, Ningura Napurrula, Thomas Tjapaltjarri and Abie Loy Kemarre. Later in the year, we welcomed a small group of Pembroke supporters to experience the artworks and to hear from Ms Amanda Bouchier on the legacy of giving at Pembroke, and from Mr Mark Staker on future plans for Pembroke. We remain grateful to the Balnaves family for their incredible support of Pembroke and for allowing an opportunity for us to connect with our community through the beauty of art.

Over the course of the year, we were privileged to be able to share with many of our supporters a host of Pembroke events that inspired and delighted all those who attended. From the awe-inspiring Middle School Art Exhibition to the incredible Year 11 and 12 Drama performances, Jazz Cabaret, Readings and Carols, and the beloved Middle School Pet Show, our guests were nothing short of blown away by the skills and talents on display. Our supporters attended with such enthusiasm and we were so proud to share such a rich range of events, bringing joy to many.

This year, our fundraising efforts were focused on campus improvements, with an appeal in support of a Reading Corner for the Senior School Library, and a Giving Day in August to raise funds for the redevelopment of the John Moody Centre into a brand-new Middle School Café and Boarders' Dining Room. We were thrilled to see the whole School community come together with great spirit on Giving Day, with multiple fundraising events across all three campuses and gifts from 662 donors! Thanks to our incredible seed donors, the School and those who donated on Giving Day, our target fundraising goal was reached. The new café and dining room will open in 2024 and we greatly look forward to celebrating this with all those who supported the appeal with such generosity. We also look forward to seeing upgrades to the Senior School Library in 2024 and sincerely thank all those who donated.

We finished a busy year with a wonderful event held at the new Home of Archives of King's, Girton and Pembroke, at which we invited a group of old scholars, friends and supporters to take a trip down memory lane. The rich variety of materials on show inspired many conversations and memories and we are thrilled to be able to share this beautiful facility with our School community.

In 2023, we received gifts from an outstanding total of 970 donors. These ranged from donations for our Giving Day for the brand new Middle School Café and Boarders' Dining Room, the Building Fund (supporting campus renewal and future building projects), our Scholarships and Indigenous Education Program, and support for the Library, Endowment and Exceptional Circumstances funds.

Our Scholarships program continues to grow, and we are grateful to all those who have supported and continue to support this. We now offer several scholarships made possible thanks to philanthropic giving, and in 2023, six students in Years 10, 11 and 12 were grateful recipients of this incredible support. Scholarships supported entirely by philanthropic giving are the Pembroke Community Scholarship, the Margaret Sellars Scholarship, the James and Diana Ramsay Scholarship, the Indulkaninna Foundation Scholarship and the Scholarship for Love of Learning in the IB.

The 5-year performance benchmark outcome was 6.67%. For the same period, the Endowment Fund's portfolio returned 6.85% per annum and the Pembroke Public Ancillary Fund's portfolio returned 9.88% per annum. The Investment Advisors continue to report to the Investment Committee to ensure that the investment portfolios are managed in accordance with the Foundation's investment strategy, which is reviewed annually and includes a socially responsible investment policy.

The Foundation Board farewelled Mrs Wendy Wills, Mr Nick Dunstone, Mrs Amy Bredon and Dr Darren Townsend as Board members, and welcomed Mr Vincent Ciccarello and Mr Ben Wilson. My grateful thanks are extended to Wendy, Nick, Amy and Darren for their contribution to the Foundation Board.

I look forward to working with you in 2024, the year of Pembroke's 50th Anniversary. Thank you to all those who support the Pembroke School Foundation; we are so very grateful.

2023 Foundation Board

Mrs Julia Steele Scott (Chair since 25 November 2019)

Mr David Minns

Mrs Amy Bredon (retired November 2023)

Mr Nick Dunstone (retired February 2023)

Mr Nick Ross

Dr Darren Townsend (retired November 2023)

Mr Jason Huang

Mr Mark Staker

Mr Vincent Ciccarello (commenced June 2023)

Mr Ben Wilson (commenced August 2023)

Mrs Wendy Wills (and Secretary – resigned April 2023)

Advisors

Director of Advancement, Mrs Hannah Bone (until June 2023)

Director of Indigenous Education and Community Engagement, Ms Amanda Bouchier

Finance Manager, Mrs Angeline Naylor

Philanthropy Manager, Mrs Catriona Neil-Dwyer

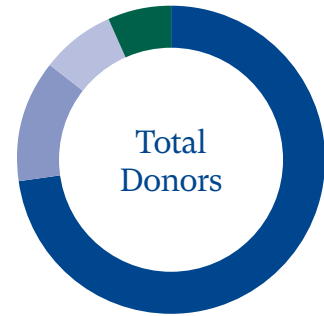
Donations and Donors in 2023



- Pembroke Public Ancillary Fund
- Pembroke Endowment Fund
- Total

Donations

Pembroke Public Ancillary Fund	\$602,045
Pembroke Endowment Fund	\$278,495
Total	\$880,540

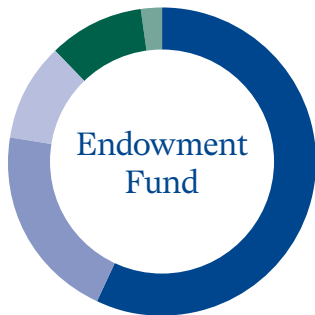


- Current Parents
- Other
- Staff
- Old Scholars
- Total

Donors

Current Parents	706
Other	125
Staff	75
Old Scholars	64
Total	970

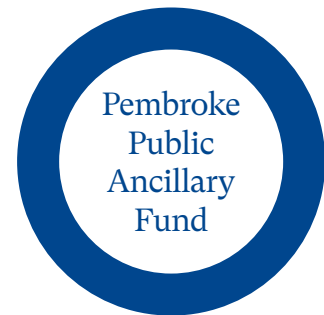
Fund Distributions in 2023



- Special Grant School Fees
- Principal's Hardship Bursaries
- Pembroke Gala Ball - Fundraiser Prize
- Prizes
- Archives
- Total

Grants

Special Grant School Fees	\$27,693
Principal's Hardship Bursaries	\$10,000
Pembroke Gala Ball - Fundraiser Prize	\$5,000
Prizes	\$4,800
Archives	\$1,000
Total	\$48,493



- Scholarships
- Total

Grants

Scholarships	\$289,495
Total	\$289,495



Inez and Tom performing in the Year 11 IB CAS play *Beautiful Words*



Boarding students hosting a barbecue lunch for Giving Day

25

Old Scholars Report

Report by Holly Jamieson-Loveday, President of the Pembroke Old Scholars Association

It is with great pleasure that I submit to you the annual report of the Pembroke Old Scholars Association for 2023. As we reflect on the past year, we are reminded of the incredible achievements and connections that define our vibrant community.

We proudly welcome 264 new members from the graduating Class of 2022. These young individuals armed with the knowledge and values instilled in them by Pembroke School represent the future of our association and we look forward to seeing what they achieve over the coming years.

Throughout the past year, POSA continued to foster a strong sense of community throughout various events and initiatives. One notable event that stood out was the inaugural Generations Breakfast.

In a heartwarming and memorable gathering, we hosted this truly special occasion where families came together to celebrate their shared legacy and enjoy meaningful connections spanning multiple generations. This event offered a unique opportunity for alumni to share stories, memories and experiences that have shaped their lives.

During the breakfast, one particularly touching story was that of the Parkin family, whose multi-generational ties to King's, Girton and Pembroke exemplify the enduring bonds within our community.

The breakfast highlighted the importance of passing down values and traditions that define us.

On 15 May, we celebrated the official opening of our Home of Archives. This event marked a significant milestone in our ongoing commitment with Pembroke School to preserve and share the rich history and heritage of our three schools.

Old scholars are welcome to visit the meticulously curated displays which include vintage uniforms, photographic albums, artefacts and narratives.

This window into our past would not be possible without the School's ongoing support, and special mention to Pembroke School Archivist Peta Harries. Peta has been a constant supporter of the old scholars and has done a fantastic job in bringing our heritage to life which allows us to better understand the journey that has led us to where we are today.

Principal Mark Staker's commitment to getting to know our community continued with old scholar functions held in Brisbane, Sydney and Darwin. These gatherings provide a pivotal role in nurturing connections and strengthening the sense of belonging that defines the Pembroke old scholars.

As we approach the 50th Anniversary of Pembroke School and the 100th Anniversary of King's, we are eagerly preparing for a huge year of celebrations. There will be a full schedule of events in Adelaide, South Australia and various locations around the country, as well as a tour of South East Asia. Such a robust year of events truly shows how committed Pembroke is to engaging with its old scholar community and we thank the School for its exceptional, ongoing support.

We currently have over 500 old scholars participating in our Affiliated Clubs here in Adelaide. This is broken down into the following associations:

Cricket: 73
Women's Soccer: 59
Men's Soccer: 126
Women's Football: 37
Men's Football: 136
Netball: 34
Inu: 18

This does not include the addition of our newest Basketball and Rowing teams. Each club is brilliantly run by volunteers and experiencing growth and victory. Most of our clubs have just had the largest ever influx of recent leavers which is testament to how these clubs are run. They are clubs that represent POSA with cultures of inclusivity, mateship and professionalism. I especially wish to take this opportunity to thank their Presidents and committees who graciously volunteer their time.

Considering recent developments, we must address an important matter regarding the flow of funds from Pembroke School to the Pembroke Old Scholars Association (POSA). The School has sought and received legal advice, and as a result of this advice we regret to inform you that effective 30 June 2023, the direct transfer of funds from Pembroke School to POSA had to cease.

This change necessitated a comprehensive review of our funding position and the mechanics of how POSA sustains its operations. While this alteration may present new challenges, we are committed to adapting and ensuring the continued success of POSA. Together with Pembroke School, we are exploring alternative avenues to support our vibrant community and maintain our commitment to serving the interests of our alumni.

In this regard, we are pleased to report that we have this year received healthy dividends from our Argo shares, which have bolstered our financial position. These dividends represent a valuable source of income that will contribute to the sustainability and growth of our association. We acknowledge with gratitude that these shares were passed onto POSA from the King's old scholars when the Pembroke Old Scholars Association was formed back in 1980.

We are also proud to share that POSA's commitment to supporting the next generation of old scholars remains steadfast. In the past year, we awarded two \$5,000 bursaries to children of old scholars, providing their families with some slight relief while they continue their educational journey at Pembroke School.

I would like to finally take this opportunity to extend a heartfelt thanks to all members of our community, from our newest 2022 leavers to our oldest member, King's old scholar Bill Nankivell (1940) who turned 100 this year.

Special mention to those who have served on our committee over the past 12 months:

Vice President: Philippa Hook (1958)

Treasurer: Rachel Johnson (2017)

Secretary: Rachel Bageas (1991)

Fiona Black (1997)

Andrew Harrison (1996)

Kathryn Lymn (1985)

Evangeline Metz (2012)

Ali Michell (1998) *School Board member*

Jane Miller (1995) *School Board Chair*

Peter Noblet AM (1964)

Rick Sarre (1972)

India Wadlow (2021)

It is your unwavering contributions that make POSA exceptional, and your shared vision that shapes our future.



Sally Martin (Head of Rowing) with Amber Halliday (1996) at the Pembroke Rowing Shed Opening



The inaugural Old Scholars Week Garden Party

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