



Wednesday 11th October 2023

## PARENT Q&A REGARDING THE JUNIOR COLLEGE MOVE TO THE SCHOOL-FUNDED BUILDING

**1. Could the School Board advise what is the current available classroom and floor space for students and what it will be under the proposed plan?**

INDOOR & OUTDOOR AREA SIZE COMPARISON			
Area used by the College at the start of the consultation process	Square metres	Future area to be used by the College	Square metres
First Floor of the School-funded building as a Hall	344.41	Use of Heritage Building Hall with agreement between Parish and College	425.76
The ground floor of the Heritage Building incl. outdoor-facing bathrooms	425.76	The ground Floor of School-funded building incl. exclusive use of outdoor-facing bathrooms	372.31
Level 1 of the Heritage Building	344.41	Level 1 of School-funded building	294.40
Use of the School Funded Building across levels 1 and 2	189.30	Level 2 of School-funded building	302.12
Rooftop of the School-funded building	302	Rooftop of the School-funded building	302
Current outdoor playing area	1060	Future outdoor playing area	1255
<b>TOTAL USED AREA</b>	<b>2665.88</b>	<b>TOTAL FUTURE AREA TO BE USED</b>	<b>2951.59</b>

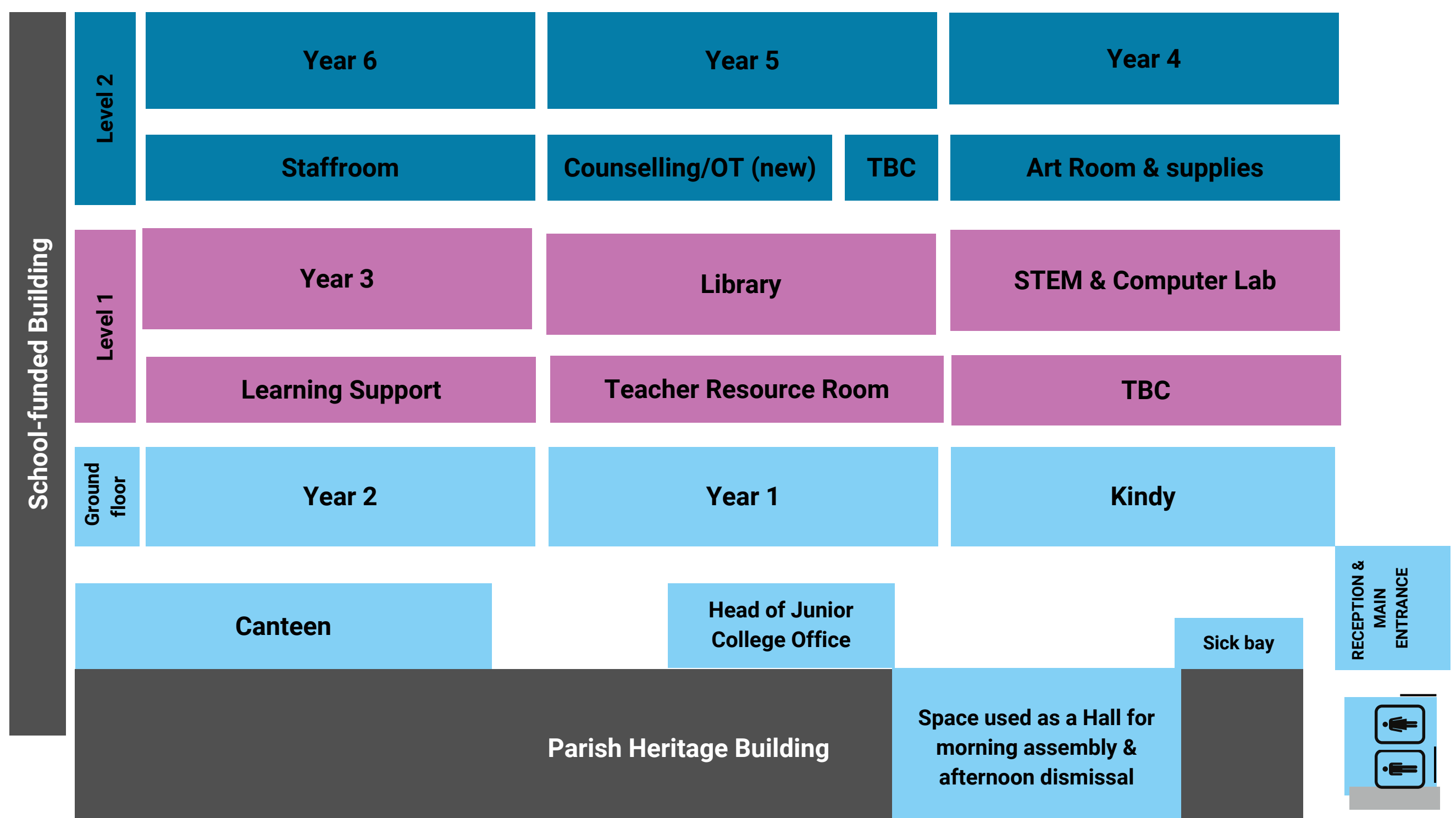
Please see next page for room size comparisons.



## STUDENT ROOM SIZES & LOCATION COMPARISONS

Room	Current Heritage Building Room Location & size in square metres	School-funded Building Room Location & size in square metres	Additional square metres in the School-funded Building
Kindy	Ground Floor (48.76)	Ground Floor (55.89)	+ 7.19
Year 1	Ground Floor (49.96)	Ground Floor (55.89)	+ 5.93
Year 2	Ground Floor (49.96)	Ground Floor (55.89)	+ 5.93
Year 3	Level 1 (48.76)	Level 1 (55.89)	+ 7.19
Year 4	Level 1 (49.96)	Level 2 (55.89)	+ 5.93
Year 5	Level 1 (48.76)	Level 2 (55.89)	+ 7.19
Year 6	Level 1 (48.76)	Level 2 (55.89)	+ 7.19
STEM/ Computer	-	Level 1	-
Library	-	Level 1	-
Learning Support	-	Level 1	-
Art Room	-	Level 2	-
Counselling/OT	-	Level 2	-
Spare room	-	Level 1	
Spare room	-	Level 2	

Please note that room locations within the School-funded building are subject to slight changes according to continued staff feedback as part of the transition planning.



The College has commissioned the design of a detailed floor plan for the upcoming parent correspondence.



'May the Lord be with you and may you prosper'  
1 Chronicles 22:11

**2. I'm happy to see that there will be more outdoor playing space for the kids, can you please advise what this will look like and when this will be implemented?**

The Parish is providing an additional 195 square meters of outdoor playing space that can be used by the College immediately. In collaboration with the Parish, the College will also commence the enhancement of this area according to the proposed designs below. This will be ready for the commencement of 2024.



**3. How is this decision in the best interest of our children or benefits our school?**

The College will utilise an additional 307.01 square metres of space



Students will have additional 105 square metres of outdoor, refurbished playing area



Student classrooms will be increased by an average of 6 square metres per classroom



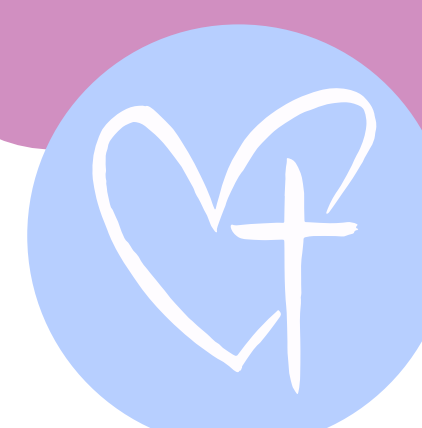
Students and staff will have a refurbished building and rooms, including refurbished library



There will be a new security system installed for more stringent security



This act of love, respect and unity with the Parish, teaches our students that we should live by our College's Christian values





#### **4. Is the P&F conflicted or are they a balanced group of representatives for parents?**

- The P&F Committee does not have any voting rights in this decision, but were all asked for their concerns as a representation of parents and any concerns relayed to them by parents, which were addressed in Appendix 4.
- The Board was NOT involved in the election of the P&F Committee as this was a College led process.
- All parents were invited to vote on the current P&F Committee, so it is reasonable to say that parents chose their own representatives.
- To ensure that all parents had a say during the consultation process, a form was sent out for all parents to submit questions. This is the third Q&A to be circulated to openly answer parent questions.

#### **5. Was there a conflict of interest on the Board when making this decision?**

- A majority vote for this decision was reached by the Board of Education.
- One Education Board Director did not participate in the discussion or the decision to avoid any perceived conflict as a member of the Board of Trustees.
- For the remaining four Directors, no perceived or actual Conflict of Interest was found as;
  - none of the Board Directors have children in the College and;
  - none of the Board Directors are parishioners at St Mary and St Mina's Cathedral.

#### **6. Will there be a meeting with all parents to discuss what is happening?**

Yes, a face-to-face meeting will be held at 6:00pm on Tuesday 17 October 2023.

#### **7. What is the point of a meeting with parents in term 4 if a decision has already been made?**

On the 19th of September, a number of parents asked for a face-to-face meeting for the first time, up to this point, the entire P&F committee had been communicating with the Board. The consultation with the P&F committee and the upcoming meeting with parents is to understand and address any further logistical concerns.

#### **8. Will this move stunt the growth of our Junior and Senior Colleges?**

- There are 30 enrolment spots available in the current 1 stream of the Junior College,
- the average rate of enrolments for the Junior College for the last 4 years has been +6%,
- based on the current 160 students, we can calculate that it will take three years to fill available spots,
- this provides the Board and College three years to secure a new site for further College growth.
- Furthermore, the Senior College is already at capacity, meaning the Junior College cannot take any year 6 students as there will be no space for them in the Senior Campus until another site is found.

#### **9. The primary toilets are in the Heritage building, what toilets will children use in the future plan?**

The existing toilets will be blocked off from public access and only used by the College during school time so as to adhere to child safety and protection laws.

#### **10. How will you ensure the safety of the children so that there is no public access in accordance with child protection laws?**

The Parish and the College are currently installing a security system with specific access cards that will only allow certain users in certain areas at certain times.

#### **11. How much limitation will be placed around the use of the new Church Hall by the College?**

The Parish is happy for the College to use the new Church Hall when required given enough notice is provided to ensure there is no public access. To ensure continued alignment, a written agreement will be exchanged between the Parish and College to ensure the College can access the Hall when required.



## 12. If a proper consultation process took place, why are many parents in opposition of this decision?

This may be due to a number of the following reasons;

### **Misinformation on social media**

Some parents and community members have circulated information that is incorrect via Social Media and have without first seeking to validate this information with the Board or direct their questions through the correct channels. We have reached out to these individuals, but they do not wish to retract their false information.

### **A factually incorrect petition was created and circulated to parents**

A petition was sent to parents without the author validating the information.

- The petition falsely alleges that, the children will be caused harm, however;
  - no evidence of what harm is being caused to the children is articulated in the petition;
  - the Parish and College are creating a security system to ensure restricted access to the College building;
  - the College is ensuring all changes are aligned with fire safety, OH&S and Child Protection laws.
- The petition falsely alleges that, the Board and P&F are conflicted due to family relationships and friendships, however;
  - the Board Directors has no children in the College and no Board Director attends St Mary and St Mina's Parish;
  - The P&F were voted by parents, they were all involved in the consultation and attend 3 different parishes.
- The petition falsely alleges that the Board does not have the mandate to implement the proposal, however;
  - the Board is the governing body for the College and therefore is the primary body responsible for making such decisions in accordance with NESAs and the Department of Education.
- The petition falsely alleges that the Board of Trustees was blindsided by the anger of the parent body, however;
  - the Papal Legate who is the Chairperson for the Board of Trustees has written a formal letter articulating his support for the decision and the decision-making process, please see Appendix 6.
- The petition falsely alleges that the Board has been silent and has had no parent consultation, however;
  - The Board wrote to all Primary campus parents in March 2023; May 2023 and September 2023;
  - Each correspondence asked parents to submit any questions and concerns to which three separate Q&A have been circulated to parents to respond to their questions and concerns openly;
  - The Board corresponded with the P&F on 27 April 2023 and met with them on 1 June 2023. The P&F raised concerns and these were addressed as shown in Appendix 4;
  - Upon request from a number of parents, a face to face meeting is scheduled for Tuesday 17th of October to ensure alignment and transparency around the decision-making process and decision made.

Please note that many of those who have signed the petition are not parents, but community members who have not been privy to information previously circulated to parents and were not part of the consultation process, they simply relied on the widely spread false information via social media.

**We would like to thank the many parents who went through the correct channels and have sought to understand and gain clarity using evidence and our College's Christian values of respect and unity.**

*"The heart of the prudent acquires knowledge, and the ear of the wise seeks knowledge"*  
Proverbs 18:15



### 13. What will the Parish use the Heritage Building for during the week?

Below is the list of services that the Parish has put forward that it would like to use their Heritage Building for;

- Youth retreat study areas and lounge areas
- Servants Preparation areas
- Hymnology school
- Scouts
- Confession rooms
- Multi-Cultural church and Services
- Parents Lounge
- Vacation Centre
- Reception area (The church needs a front door)
- Bible study/prayer rooms
- Kids Church
- Church offices for treasury and members
- Multi-purpose hall
- Function Hall
- Visiting Bishops and dignitaries meeting rooms (VIP Receptions, Conference room)
- Multi-media/communication and security room
- Infants change rooms
- Kids club area.

### 14. Will the school fees be increased as a result of the process of moving the junior school?

Any fee increases will relate to expenditure increases associated with wages, inflation, products and services, and will be on par with normal occasional fee increases.

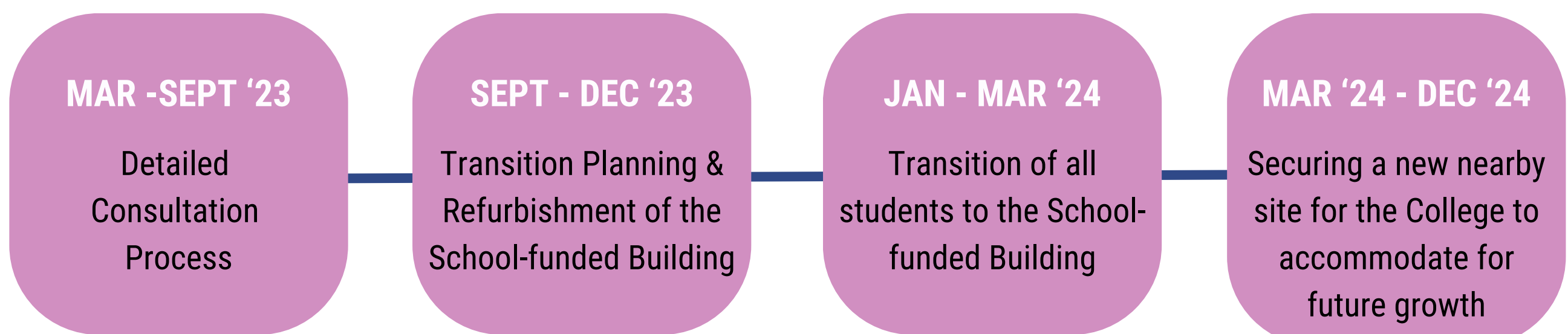
### 15. In which area is the Board looking for a new site and is the plan to stay within a reasonable distance from the current site?

The Board is currently actively looking for a new site within the same area and reasonable distance.

### 16. If the school is looking to relocate, what will happen to the new building? Will the school be able to sell to fund relocation given that the land is the church's and the building is government funded?

In accordance with government funding requirements, when appropriate, a building evaluation will be conducted to assess the value of the school-funded building and the assets will be sold to the Parish accordingly.

### 17. Can you please provide a timeline for future plans?



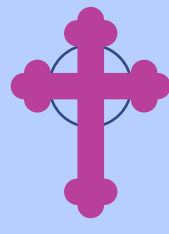
### 18. Can we please have a detailed floor plan of the proposed changes?

Yes, the College has commissioned a detailed floor plan and video to be designed to showcase the changes, this will be shared with all parents on Tuesday 17th of October or as soon as it is completed.

The Board will endeavour to provide more information regarding the detailed floor plan and the transition plan to move into the new building by the next correspondence. For any further comments or questions, please continue to send them through [this form](#) and please pray for the College.

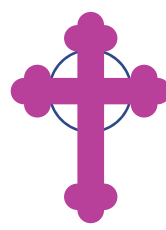
Kind regards,

The NSW Coptic Orthodox Board of Education and Mr Francois David



*'May the Lord be with you and may you prosper'*  
*1 Chronicles 22:11*

# APPENDICES



*'May the Lord be with you and may you prosper'*  
*1 Chronicles 22:11*



## APPENDIX 1

### FIRST COMMUNICATION TO PARENTS - SENT ON 15TH OF MARCH 2023

Dear Parents,

We thank the Lord for His abundant mercies as we celebrated the successful and blessed opening of the new Secondary College Rockdale Campus on Tuesday 28 February 2023.

As many people have worked tirelessly to provide the Secondary students an opportunity to flourish, it is now imperative for us to turn our focus onto the Junior College and its future.

The idea of developing a new dedicated site to enable the Junior College to expand, has been under consideration by the NSW Coptic Orthodox Board of Education (the Board) for some time. The concept would be to develop an entirely new site that would provide a future-proof opportunity for growth and expansion. This is a longer-term vision that will require significant planning from all stakeholders including the Head of College, the Head of Junior College and the College P&F Committee.

With the move of the Secondary students to the Rockdale campus, the Board has recently received a request from St Mary and St Mina's Parish Council for the Cathedral to occupy the Heritage building, which is one section of the premises used by the College. As this is a matter that impacts the congregation, the Board has written back requesting that this goes through a robust consultation at a parish level before it is given further consideration by the Board.

In the meantime, the Board will be conducting due diligence to ensure that any decisions are made in line with the College's obligations under the Education Act 1990 (NSW) and in line with the needs of our students. Once due diligence and consultations are conducted by both the Parish and the Board, we will better discern the way forward.

The Board's aim is to work on the short and long-term vision of the College in line with the College values of respect, unity, service, resilience and growth, while building our shared desire to;

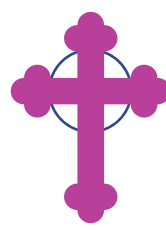
**Enrich our children with Christian teachings founded upon the Coptic Orthodox faith, becoming value-driven Australian citizens, connected as one body with unique gifts.**

In the meantime, if you are a parent of a Junior College student and have any questions, please submit them [here](#) and we ask you to pray for the prosperity of our College as we work in unity to serve your blessed children.

Yours Faithfully,

**The NSW Coptic Orthodox Board of Education**





*'May the Lord be with you and may you prosper'*  
*1 Chronicles 22:11*



## APPENDIX 2

### JUNIOR SCHOOL PARENTS Q&A REGARDING THE CHURCH PROPOSAL TO SHARE THE COLLEGE BUILDINGS - SENT ON 18TH MAY 2023

- **Is the Parish pushing the College out of the grounds and did the Board propose this move?**

**No, the Parish is not pushing out the College.** The Church has proposed to utilise the old heritage building (which was originally the Church's building) for their services during the week. The Board received the attached proposal from the Parish Council on the 1st of March following a preliminary verbal discussion.

While some refurbishments happened to the old heritage building to accommodate for the College, it is in fact the new College building that belongs to the College and was built using government funds- not the heritage building.

- **Did the Board already make a decision to give back part of the old heritage building or has the Board made any promises to the Church regarding this?**

The **Board has not made any decision** to give back the heritage building and has not made any promises to the Church.

- **Is this move in breach of any legal commitments of the College?**

The Board has sought independent legal counsel and advice from the Association of Independent Schools, and NESA surrounding this proposal, so that any decision made is in line with our legal obligations and does not compromise the College. The legal advice came back to say **there is no legal breach associated** with this proposal. The Board is happy to share the legal advice with those who would like to look at it in more detail.

- **Is it financially feasible for the College to move to a new site?**

In collaboration with the Head of College, Mr Francois David, the Board has **commissioned an independent feasibility study of the College future plan**. This includes; mapping of finances, review of all assets and liabilities, profit and loss, projected growth, scoping of potential land size and desired features. Outcomes from this feasibility study will help form the decisions for the future of the College.

- **Has a new College site been found?**

Whilst the Board has received numerous possibilities of sites, no decisions can be made without the aforementioned financial feasibility study. Once we have the appropriate data and independent recommendations, then a more data-driven decision can be made regarding an appropriate site.

- **Will the students need to move out shortly?**

As a decision has yet to be made, there are no plans to move students out of any area currently in use. If a move were to go ahead, the logistics and timing of a move would first be discussed with the staff and executives to ensure that it does not impede on the learning of any primary students.

- **What happens if the decision is made to share the facilities with the Church?**

Our next steps are to conduct a workshop with the College Executives, Junior College Teachers, P&F Committee, and Parish Committee to determine feasibility for the needs of our students.

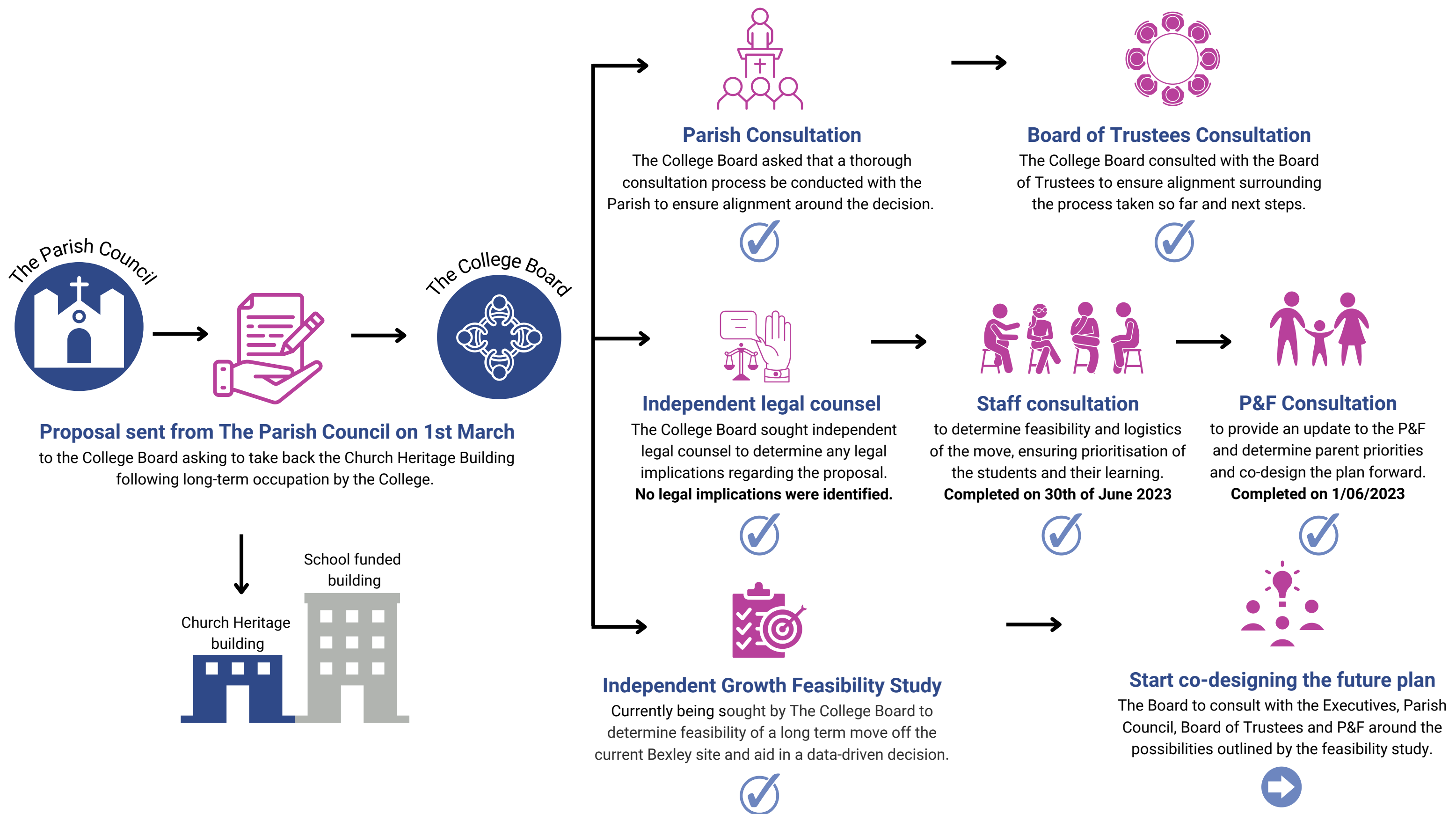
The aim is always unity and collaboration with our Church without compromising the College growth. The student needs will be our biggest priority including ensuring they have: a library, a STEM class, and enough classes for all their required activities and to accommodate for the growth of our student base.

If you have any further comments or questions, please continue to send them through [this form](#) and please continue to pray for the College, for unity, wisdom, growth and prosperity.

**Kind regards,**  
**The NSW Coptic Orthodox Board of Education**



## APPENDIX 3 PARISH PROPOSAL CONSULTATION PROCESS





## APPENDIX 4

### CONSULTATION OUTCOMES WITH STAFF, PARISH, & P&F REPRESENTATIVES

Following close consultation with the Junior College Staff, the Parish and the P&F representatives, the below points were highlighted and addressed to ensure a smooth transition out of the Church heritage building and into the College funded building.

#### Initiatives by the Parish

- **Ventilation, Cooling & Heating** | To ensure adequate air conditioning and heating for the entire building, the Parish is purchasing and connecting an electric substation. Each room will be able to have its own temperature control and will not be affected by Parish use.
- **Hall use** | Since the current hall will be split into three separate, permanent rooms for Kindy, Yr 1 & Yr 2, the Parish will be merging the existing rooms in the heritage building into one big hall that the College can use when required. There will be a written agreement as to when the College will require access including for morning assembly and afternoon dismissal.

#### Initiatives by the College

- **Remedial works** | The new building will undergo waterproofing work as covered by insurance.
- **Playground surfacing** | New playground surfacing will be placed in the carpark area.
- **New furniture** | New furniture will be put in place for Kindy, year 1 and year 2 classes.
- **New Library layout** | To insert floating shelves to allow more room for reading groups.

#### Combined Initiatives

- **New entrance & reception** | An exclusive entrance will be created for the College.
- **Toilet access** | The boys toilets will have a new opening from the side to allow exclusive College access.
- **Increased playing area** | The Parish will remove the ceramic tables on the side of the College to allow for fake grass to be placed by the College, new seating and a Vege patch for the Junior students.
- **Public access** | The Parish & College are installing modern, automated access controls with access cards which will allow certain groups access to certain areas. This will reduce the need for keys and for Parish personnel to be present on the grounds.

#### Additional ideas by the Staff

- **Storage** | Lockable storage compartments will replace existing unused lockers in order to store sports equipment, music equipment and art equipment.

The layout on the following page was designed by staff and agreed upon by the P&F representatives to ensure students continue to receive a high standard of education in a nurturing environment.



BEHOLD, HOW GOOD  
AND HOW PLEASANT  
IT IS FOR BRETHREN  
TO DWELL TOGETHER  
IN UNITY.










It was lovely for the Junior College Staff, Executives, Board members and Parish representatives to come together and collaborate on innovative solutions to create win/win outcomes for the College and the Parish.



## APPENDIX 5

### INDEPENDENT FEASIBILITY STUDY SUMMARY

An independent cashflow feasibility study was carried out by an accounting firm to examine the current and future projections of the College, therefore ensuring data-driven and practical decisions are made when searching for a new suitable site. The feasibility study generally considered the following parameters:

-  • Projected College Operating Income
-  • Projected College Operating Expenses
-  • Net Year on Year consolidated cashflows
-  • Student growth potential in the next 1-10 years
-  • Required land features and specifications
-  • Land purchase cost
-  • Breakeven projections

After the study, the Board, in collaboration with Diocese representatives, held detailed conversations with the bank to understand the funding opportunities possible when identifying suitable sites. This step informed the Board about the affordability range for either existing or redevelopment of those rare finds, and the appropriate next steps to take when they do come up for sale.

Please note, it will take time to secure a suitable site followed by detailed planning and construction works. Given this is a priority, the Board is now actively searching for a suitable site. Your patience and prayers would be highly appreciated.

## APPENDIX 6

### OFFICIAL LETTER FROM THE PAPAL LEGATE

3<sup>rd</sup> October 2023



Dear Beloved Students, Parents, and Staff of St Mary & St Mina Coptic School,

May the peace of our Lord be with you all.

***“Trust in the LORD with all your heart, And lean not on your own understanding; In all your ways acknowledge Him, And He shall direct your paths.” Proverbs 3:5-6***

I wish to express my wholehearted support for the NSW Coptic Orthodox Board of Education. As an independent governing body, they have proven to be the most successful Board to date, governing our schools with a collaborative, united, evidence-based, strategic, and Christian approach.

They have adeptly addressed numerous historical challenges, always prioritising the best interests of both students and staff. In addition, they have worked diligently to accommodate the needs and requests of parents, the Parish, and the broader community.

Please be assured that the Board's utmost priority is the welfare of our students. They are committed to providing the best possible education within a nurturing Christian environment. The Board's decisions are made after thorough consultation and extensive advice-seeking. Furthermore, they have always been open to answering questions and are proactive in addressing any concerns. To this end, they have organised an additional meeting for parents to ensure clarity and correct any misinformation with accurate facts.

The Diocese fully supports the resolutions made by this independent governing body.

May God continue to bless and guide their tireless efforts as they nurture and expand our esteemed Colleges.

*Fr Joshua Tadros*

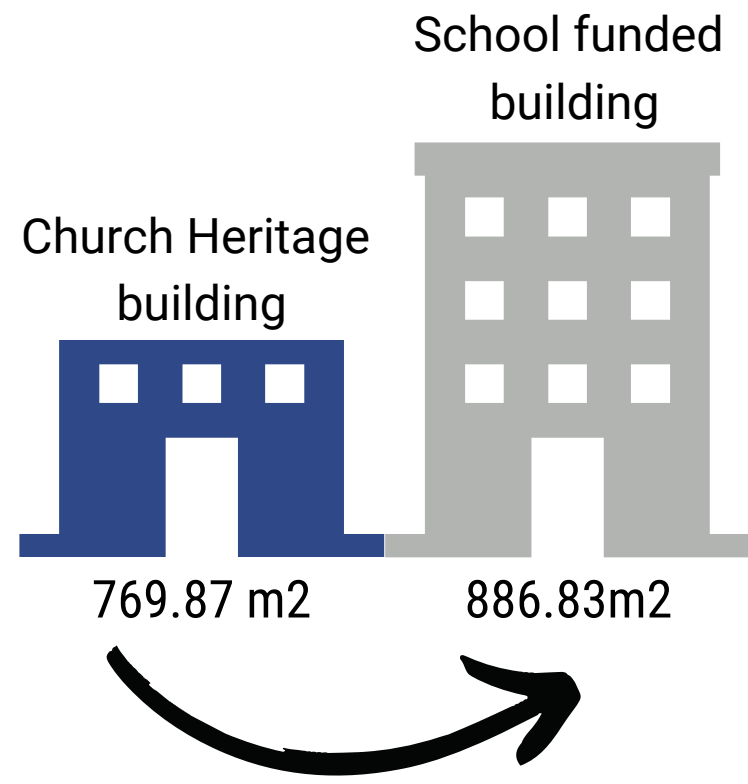
*Papal Legate and Chairperson of the Diocesan Board of Trustees for the Coptic Orthodox Church Diocese of Sydney and its affiliated regions.*



## APPENDIX 7

### PROPOSED CO-DESIGNED LAYOUT OF THE JUNIOR COLLEGE

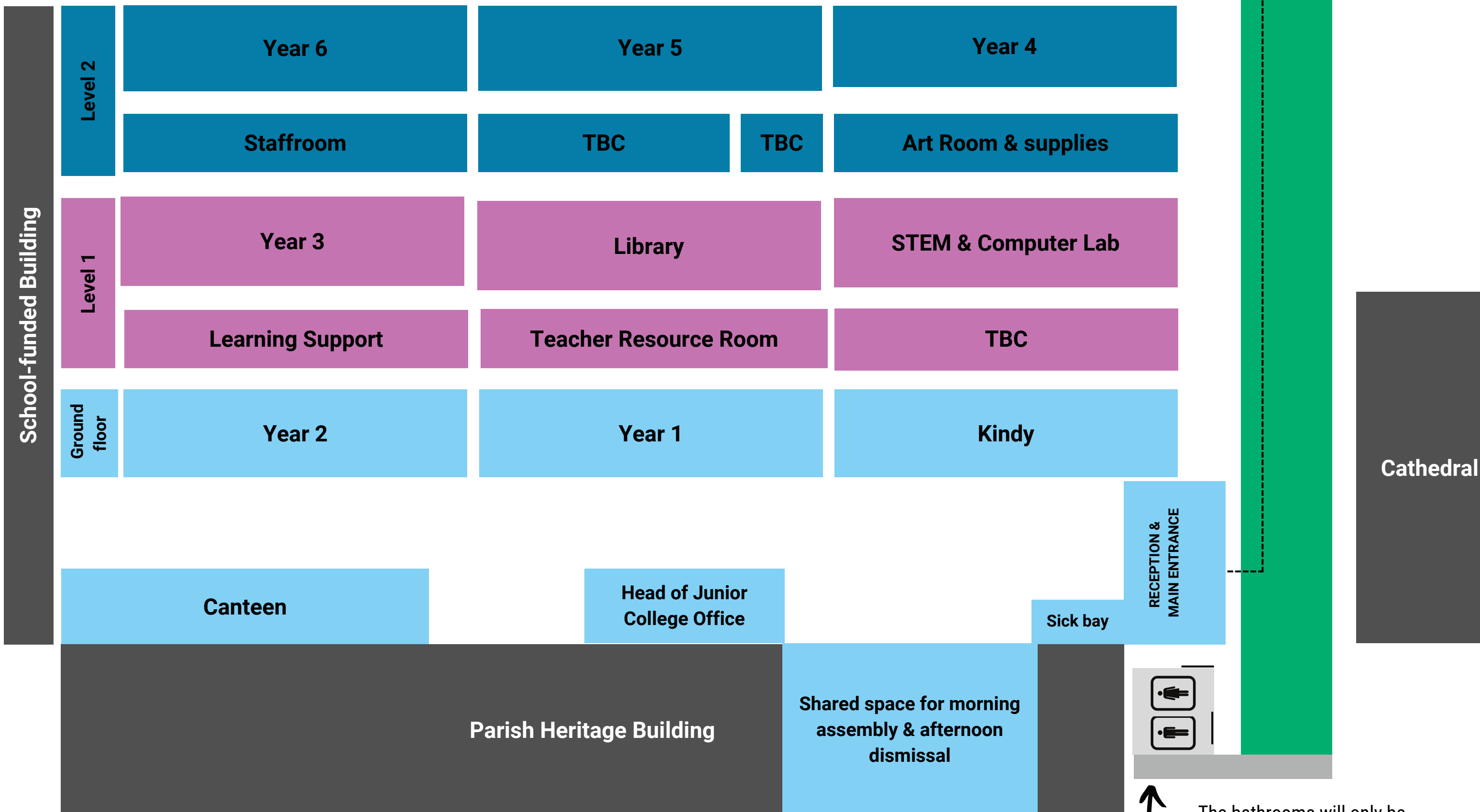
The following visual is the first draft layout of where the classes will be in the the School's funded building as co-designed by staff and discussed with the P&F representatives on the 1st of June 2023.



BAYVIEW STREET

Kiss & Ride Line

Proposed new School gate



Please note that the College will still be able to use part of the Heritage building.

The bathrooms will only be blocked off from the heritage building so that they can only be accessed by the College students.



## APPENDIX 8

# PARENT Q&A AND CONSULTATION PROCESS OUTCOMES REGARDING THE JUNIOR COLLEGE MOVE FROM THE HERITAGE BUILDING TO THE SCHOOL BUILDING - SENT ON 4TH OCTOBER 2023

## QUESTIONS REGARDING THE DECISION-MAKING PROCESS

- **What is the decision made by the Board?**

On the 1st of March 2023, the Board received a request from St Mary and St Mina's Parish Council for the Cathedral to occupy the Heritage building, which is one section of the premises used by the College. This decision requires the Junior College to move from the Heritage building to the School-funded building on the Parish site. **After thorough consultation, independent legal advice and feasibility studies, the Board has agreed to give back the Heritage building to the Parish and move the Junior Students to the school-funded building as the space is bigger and allows for refurbishments and improved learning to occur.**

- **How was this decision made?**

This decision was not taken lightly and it **included continuous communication and consultation with all parties;**

- The process has taken over 6 months;
- the process included consultation with all stakeholders including the P&F representatives;
- the Board sought and commissioned legal advice;
- the Board sought and commissioned an independent financial feasibility study;
- the Board has commenced the search for sites for the future of the Junior College.

- **How were parents included in this decision-making process?**

**Parents and the P&F committee were included in at least eight consultation points, including;**

- The Board wrote to all Primary campus parents in **March 2023; May 2023 and September 2023;**
- Each correspondence asked parents to submit any questions and concerns to which a previous Q&A and this Q&A have been compiled and sent to parents to respond to their questions and concerns openly;
- The Board **corresponded with the P&F on 27 April 2023 and met with them on 1 June 2023.** The P&F raised concerns and these were addressed as shown in Appendix 4;
- Upon request from a number of parents, a **meeting with all parents is scheduled for Tuesday 17th of October.**

- **Was legal advice sought during this process?**

**Yes, Legal advice was provided in** relation to whether the proposal had the potential to breach section 83C of the Education Act 1990 (NSW). The advice is subject to legal privilege. A copy of the legal brief was sent in the last communication to all parents.

- **Will the Board accommodate a face to face meeting with all parents?**

**Yes, a meeting is scheduled to take place on Tuesday 17 October 2023 at 6:00pm.** Parents will be asked to put forward their questions in advance to ensure they are all answered on the night. An earlier meeting was also proposed but the Board was advised that some families may be away during the school holidays.

- **Can we see the consultation process outcomes?**

**Yes, as communicated to all junior parents through Sentral on the 12th of September, please refer to Appendix 3 & 4 of for the consultation process and points raised by the Staff and P&F Representatives and their solutions.**

- **Does the Board have the support of the Board of Trustees for this move?**

Whilst the Board works in line with NESAs as an independent governing body for the Colleges, **the Board has consulted the Board of Trustees, who support the decision-making process and the outcomes reached,** please refer to Appendix 6 for an official statement from Rev Fr. Joshua Tadros, the Papal Legate.



## QUESTIONS REGARDING THE LOGISTICS & SPACE ASSOCIATED WITH THE MOVE

- **Is there a reduction in the floor space associated with the move?**

**No, in fact the new space is bigger.** Currently, most of the top two enclosed floors of the New Building are not being utilised. The Heritage Building inclusive of the toilet block is 769.87 metres squared. The New Building excluding the roof space is 886.83 metres squared. The College will continue to have access to the toilets in the Heritage Building and the College will continue to have access to the bottom floor of the Heritage Building for assemblies, liturgies, before school drop offs and after school pick-ups.

- **Are the children going to move into demountable?**

**No, the children will not be moving into demountable**, this was a suggestion by a concerned parent, but there is enough space in the Main School Building to accommodate all children.

- **Is the space going to be cut in half?**

**No, this is incorrect.** The Main School Building is bigger than the Parish Heritage Building and the College will still have access to some of the Heritage building for assemblies. In addition the existing hall downstairs will be turned into three classrooms, please see the drawing on page 6.

- **Is the learning environment going to be compromised?**

**No, in fact the new building is subject to improvements.** In addition to increased floor space the following is proposed:

- new playground surfacing
- new furniture
- the insertion of floating shelves in the library
- new entrance and reception
- modification of the toilet access
- increased playing area
- increased security to limit public access to the school
- increased storage.

- **Will the school still have access to parts of the Heritage Building?**

**Yes, The school will still have access to some parts of the Heritage building**, where a new hall will be created in the Heritage building that will accommodate for morning and afternoon assemblies.

- **Is there currently any room in the New School Building?**

**Yes, there is nearly two floors in the New School Building that are not being utilised at all and the Hall downstairs will be turned into three classrooms.** On the meeting with all parents on the 17th of October, we will take parents in the new building and show how it will be better utilised and what the move will look like.

- **How will we ensure no public access to the school?**

In collaboration with the Parish, a **new security access system is being installed** so that only staff can access the College premises.

- **How will the existing hall be used?**

**The existing hall downstairs will be split into three classes-** Kindy, year 1 and year 2. Sound proofing materials and glass partitions will be built in to ensure a suitable and safe learning environment. This provides the same space as the existing Kindy, year 1 and year 2 classes.

- **Will the wellbeing and learning of our Children be compromised again?**

We acknowledge that the arrangement over the past two years, whilst the senior campus was under construction, were not ideal, but through God's grace, the College continued to achieve remarkable results in the areas of curriculum, pastoral and sports. **This Board however, is ensuring that the learning and mental health of the students and teachers will not be compromised as better facilities will in fact be available in the New Building.** In addition, this process included staff consultation to ensure all their needs are addressed adequately prior to the move.

- **Will the students need to move out shortly?**

In collaboration with the staff at the College, a transition plan will be designed to ensure a smooth transition into the new building. **The students will move into the new building by the start of 2024.**





'May the Lord be with you and may you prosper'  
1 Chronicles 22:11



## QUESTIONS REGARDING THE FUTURE GROWTH OF THE COLLEGE

- **Has the Board considered paying the Church to rent the Heritage building?**

**Yes, the Board has considered this and a rental appraisal was conducted.** After the appraised figure was inserted into the financial feasibility study, it was found that this would hinder the College's future growth and its move to a new site and hence this option was not pursued.

- **Will this move hinder the College from growing?**

Currently the Senior campus is reaching full capacity, while the Junior campus can allow for an additional 30 spots in the current 1 stream. Following an independent feasibility study, the College is found to be in a suitable financial situation to explore expansion options. **The Board has therefore started the search for a new suitable site to accommodate the Junior College and potentially a K-12 campus.**

- **Is there a plan to purchase a new site for the College?**

As part of the independent financial feasibility study that was conducted, **the Board has explored the College's financial capacity to purchase a new site and has put this in the College's plans and commenced the search for a new site.** The Board of Trustees will be supporting the Board to increase the College's buying capability, but the College will be financing the new site.

- **Would a new site accommodate the Junior College alone or both the Junior and Senior College?**

Considering the Senior College is close to reaching full capacity, **it would be ideal to purchase a site that can accommodate for both our Junior and Senior Students.** However, the current priority is to accommodate for the Junior College.

- **Has a new College site been found?**

Whilst the Board has received numerous possibilities of sites and has commenced making some offers, **a suitable site has not been found as yet, but we are continuing the search** and will keep the parents updated when a suitable site has been found. If parents have seen any suitable sites, please advise Mr Francois David and he will advise the Board.

- **How will this affect our future relationship with the Church?**

In the words of our Lord and Saviour Jesus Christ, *"Every city or house divided against itself will not stand"* Matt 12:25. **Giving back the heritage building is a way to unite rather than divide, a way to show love rather than derision, a way to give back rather than constantly take.** We believe this process of collaboration with the Church has already improved our relationship with the Church and we pray that staff and parents showcase to the children that love and kindness is far greater than any other feat. *"But the greatest of these is love"* 1 Cor 13:13.

If you have any further comments or questions, please continue to send them through [this form](#) and please continue to pray for the College, for unity, wisdom, growth and prosperity.

Kind regards,

**The NSW Coptic Orthodox Board of Education and Mr Francois David**