



AGM 2025

CSSK

Castlemaine Steiner School & Kindergarten

28/05/2025 at 19:00 PM - 20:00 PM AEST

Minutes

1. Acknowledgement of Country

Nerrida welcomed everyone and made an acknowledgement of country noting that it was reconciliation week. Tonight we meet on Djaara country, land that was never ceded. First nations people have learnt and taught on these lands for thousands of years and we are privileged to continue to teach on these lands.

2. Opening Verse

Marian read the opening verse and school mission statement

3. Welcome, Attendance and Apologies

In attendance - Board members

- Amanda McDonald- Board member
- Anna Campbell - Board member
- Beatrice Varga - Secretary and Deputy Chair
- Marian Goodman - Board member
- Nanda Gasparini - Board Chair
- Nerrida Johnson - Principal
- Matt Holies - Treasurer
- **Company members:**
- Hayley Bridgwood - Deputy Principal
- Helen Ashwell Ní Mhairéid - Staff
- Ian Cuming
- Kirsty Pearse
- Marty Sharples
- Kyle Murphy
- Digby Brandenburg
- **Apologies**
- Steve Varga

- Campbell Townsend
- Yvette Muratti

4. Minutes of the meeting held on the 29th May 2024

Motion 2025-AGM-M04

That the minutes of the meeting held on 29th May 2024 are an accurate reflection of proceedings

Moved:

Motion moved by Marian Goodman

5. Reports

Motion 2025-AGM-M05

That the 2024 Financial report be accepted

Moved:

Moved Ian Cuming

5.1 Board Report

Nanda spoke to the Chair report outlining the strategic approach taken by the Board. She spoke to the meeting schedule, strategy approach and process for managing the Governance side of the schools effective running including the Finance and Education sub committee.

Nanda confirmed that she has been appointed as the Chair of the Board by the Board at the last meeting.

This year there are two vacant Board Director roles. Beatrice Varga and Marian Goodman have been appointed to these roles unopposed.

Key strategic plans are underway for various areas of the school.

The Board was saddened to accept Ian Cuming's resignation as Chair of the Board earlier in the year. We are grateful for his guidance and support during a period of consolidation for the school.

And a grateful welcome to Matt as the new Board Director for his expertise and acceptance as the role of Treasure.

A huge thank you goes out to all the staff at the school, many of which are here tonight. We are grateful for their dedication and continued work.

5.2 Principal Report

Nerrida talked to her report which was provided in the meeting briefing papers.

Quality of teaching was noted as a key strategic focus for the school with efforts invested in this over the last year. The national teaching shortage has impacted our teaching body, with a need for professional development and mentoring of teaching requiring Steiner training, this needs dedicated support from many teachers across the school.

The site and grounds requirements have taken on huge amounts of effort over the year and continue to be a huge role to ensure maintenance and ongoing care is in place. A key priority for the next 12 months is the development of a master plan.

Community development; dedicated efforts have been invested in bringing the community together on a regular basis to build a strong sense of a joined plan and clear direction for the future. The most recent success was the school fair.

Enrollments have continuously grown but maintaining that growth is requiring a lot of effort.

Marketing and communications is a key focus and rebranding will be a key goal over the next 12 months to support our work on consolidation of the school's vision for the future.

Acknowledgement was made to the collaborative approach taken by and among the teachers, and especially the support Nerrida gets from the leadership team.

And thank you to the Board for their dedicated care and clear Governance work.

5.3 Presentation on Finance papers tabled

Digby provided an overview of the finance papers tables in the AGM documents

The presentation highlighted that the school is solvent. The cash position has been slowly increasing following the downfall during the Covid-19 period.

Income 2024 vs 2023, increase in fees and enrollments increased the income during this period. A larger number of camps during 2024 rather than 2023 (a consolidation year) also resulted in further income.

Expenses - two significant changes including 1) the reclassification of teaching bands causing some changes in salaries 2) increase in class costs including materials, excursions etc

Profit and loss items to note: 1) Kinder renovation in 2023 was complete by 2024 2) increased long service requirements

End result is a profit of around 28k

Considerations for the future:

- increased staff costs
- increase in teacher salaries following recent changes in other stages and wage negotiations
- to note that fee increases have sat around 7% at CSSK, other school fee increases are much higher

5.4 Questions in relation to reports

NA

6. General Business

6.1 Appointment of auditors

Motion 2025-AGM-M06

To re-appoint Nexia Australia as Auditors for the 2025 /2026 School year until the 2026 AGM

Moved:

Motion moved by Hayley Bridgwood

6.2 Elected Director Positions

Motion 2025-AGM-M07

Motion to reelect Beatrice Varga and Marian Goodman to the two vacant Board positions is unopposed.

7. Close of Meeting