



Pembroke



2024

Annual Report

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Chair's Report

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

Introduction

In my first full calendar year as Chair of the School Board, it was truly an honour to be in the box seat for Pembroke's 50th Anniversary and the Centenary of King's College. The spirit of our beloved community shone through like never before, celebrating the legacies that have shaped who we are today. Together, we marked this landmark year in style, from the inspiring Commencement of Year Ceremony to a jam-packed Old Scholars' Week, to the magnificent 50 Years of Pembroke Black Tie Dinner, to a deeply nostalgic King's Week, and beyond. Throughout 2024, it was a privilege to connect with students, staff, parents and volunteers, both past and present, and so many other community members, each with their own unique role in the story of Pembroke.

Overview

2024 opened with our Commencement of Year Ceremony honouring student leaders and outstanding old scholars from the Class of 2023 and providing the perfect platform for the launch of our visionary Strategic Plan 2030 – Stronger Together. Another launch also generated much excitement with the School's new Instagram account allowing us to share our stories with our families and the wider community.

Our inaugural Pembroke Club Parent Welcome Cocktail Evening was a hit as hundreds of parents joined staff for an evening of fabulous entertainment and hospitality, further strengthening our bonds as a school that passionately upholds our partnership with families. In a similar vein, Field Days and a community gathering in the South East marked the start of a full suite of 2024 engagement events around the state, country, and overseas in South East Asia and the UK as we reconnect with community members globally. Add to this the sizeable number of local events marking Pembroke's 50th and King's 100th, on top of the always bursting 'regular' School calendar, and there was certainly never a dull moment.

In juggling these vital events and activities with the immense responsibilities that come with being Principal, Mark Staker's endless energy, presence and dexterity never cease to amaze. We commend him as he continues to honour his commitment to developing a school culture that values relationships and fosters personal excellence through continual improvement within a respectful and caring community.

The issue of respect came into full focus in August when the football 'fines' student behaviour matter emerged. There is still much healing, learning and work to be done, but the manner in which our community responded continues to light our way forwards. This includes interventions such as the Gender Equity Plan, the Pembroke Sport – Gender, Respect and Responsible Behaviour Taskforce and the Respectful Relationships Student Symposium. Led by student voice and agency, we look forward to seeing what we can achieve together, in schools and beyond.

In terms of campus renewal, it was a joy to open the transformed John Moody Centre, an incredible project which has given rise to the John Moody Dining Room for boarders and other guests, the King's Café for Middle School students and staff, and Yellow Submarine Too – a social enterprise café open to the public.

There was so much to celebrate in 2024, and I look forward to continuing to work with the Board, School leadership, staff, students, parents and all other community members as Pembroke advances into the next 50 years and beyond.

Strategic

Following the February launch of Pembroke's Strategic Plan 2030 – Stronger Together, the School hit the ground running, with several key initiatives taking shape across the year. Our Learning and Caring Framework began to come to life through rich ongoing staff collaboration including many who volunteered their time to provide insights, reflections and aspirations towards this touchstone document. Other strategic strides were achieved through partnering with The Ethics Centre and the Abraham Institute to help renew our Chapel Program, embarking on a Middle School curriculum and learning culture review, and initiating professional development improvements to support the reincarnation of the Pembroke Academy. We look forward to seeing continued progress across the four pillars in 2025 as we work towards our 2030 vision.

Projects

The Strategic Plan also houses initiatives for campus renewal and master planning, and 2024 saw significant developments in these spaces, most notably the reopening of the John Moody Centre which took place in Term 3. Community focused and aesthetically pleasing, the transformation maximises usage and flexibility in catering for our boarders, Middle School staff and students, School visitors, and in the case of Yellow Submarine Too, members of the public. We acknowledge our staff and our external partners for their foresight and expertise in delivering this vibrant project. Work on the adjoining landscaping accelerated in December, so too a number of other campus renewal projects including upgrading Turner House for boarding ahead of its reopening, and revitalising targeted classrooms across the Sub-Schools including ones in Junior School to support an additional class in Year 5 and Year 6.

Community

Our new 'Home of Archives' at 51 Park Road was a hive of activity in 2024 as members from right across our community reminisced and celebrated our double anniversary year by exploring the shared history of Pembroke, King's and Girton. Photographic and archival displays were presented at events both on and off campus, including a stunning trove of historic treasures at the King's Luncheon in September. In addition, we were delighted to release our 50th Anniversary commemorative book, *Stronger Together: 50 Years of Pembroke*, celebrating each year with a photographic 'flat lay' spread of images and artefacts relevant to the time. Of course, it was the in-person engagement with community members from all walks of life that truly made this a year to remember.

Staffing

Throughout the year, we farewelled some long-standing members of staff as they commenced retirement or set off on new challenges. This included Biology Laboratory Technician Kiah Krassay following 35 years of exemplary service, and History Faculty teaching stalwarts Sebastian Cielens and Malcolm Lindner.

Of course, we also recognised many continuing members of staff who've committed much of their professional lives to our School, led by Pembroke's longest-serving current staff member, Peter Sulicich. Our Building and Grounds Manager notched up a phenomenal 40 years at Pembroke in May, a remarkable feat by someone who has literally shaped the landscape of our School over the years.

Professional accolades were also shared at the end of the year with our inaugural Pembroke Staff Awards. Congratulations to the following exceptional staff: Rachel Dalton – Chris Blake Award for Initiative and Achievement; Alison Allan – Excellence in Teaching Award; Alice Duddy – Rising Star Teacher Award; Conor Kenneally – Trailblazer Award for Innovation; Jason Lentakis – Co-Curricular Contribution Award; Elizabeth Crowhurst – 'Above and Beyond' Exceptional Service Award; Alicia Clare – Outstanding Leadership Award.

Within the Pembroke Leadership Team, our previous Head of SACE, Michele McEvoy commenced in a newly created position as Dean of Learning Cultures and Innovation. We farewelled Carl Salt, Dean of Pembroke Academy, and welcomed long-serving Pembroke educator Simon Miller into a recalibrated role as Dean of Professional Growth and Development. We were also delighted to introduce Doug Fawcett as Head of Boarding, Vincent Ciccarello as Director of Development and Philanthropy, and Margarita Strouzas as Director of People and Culture following Tracy Hillier's departure. In addition, Business Manager Anita Sharma was elevated to the team in recognition of her valuable contributions and the role's significance in supporting Pembroke's ongoing organisational sustainability.

Vale

During 2024, we farewelled several significant members of the Pembroke community.

Former Chairman of the School Council, **Dr Tom W Turner** was Pembroke's second Chair, serving the School community with pride and distinction from 1980 to 1985. He also served on the Executive Committee 1981, was a Trustee for the School Council in 1979 and was a proud parent at the School. Tom became a Life Member of Pembroke School in 1986.

Our oldest living King's old collegian, **William (Bill) Nankivell** (1940) sadly passed away in June 2024, aged 100. We were so pleased to be able to celebrate his 100th birthday with him at the King's Luncheon in 2023.

Justice Malcolm Blue KC (1971) was a King's old collegian and past Pembroke parent. The School is particularly proud of Malcolm's immense contributions to the wider community throughout his distinguished legal career.

Datuk Wong Seng Chow (1958) was the father of old scholars Anne Wong (1984), Wong Yee Kong (1985), Peng Wong (1989) and Pembroke Old Scholars Association Past President Weng Wong (1997), and grandfather to current students Lucas and Abigail. Datuk Wong was highly regarded in law and politics in Malaysia.

Judith Morris (1948) was mother to old scholars Debbie Jeffries (1970), Caty Morris (1975) and Emmy Murphy (1977), and grandmother to Alexander Jeffries (1998) and Joanna Jeffries (2005). Judith lived a life of exceptional public service including as the first female Mayor of the then District Council of Kingscote, Kangaroo Island. She was very proud to return to her Girton reunions for as long as she was able.

Enrolments

Pembroke's enrolments remained strong in 2024, with in excess of 1,700 students from ELC - Year 12. In line with Strategic Plan initiatives, the Admissions Department implemented various improvements to systems and processes including heightened responsiveness to prospective families through now routine follow up. Another focus has been boldly telling our stories, and this has been supported by the launch of Instagram, regular in-house videos, digital marketing and other measures set out in Pembroke's new Marketing Strategy. Our emphasis on quality, inclusive co-education has been elevated, and we remain steadfast in our belief in the power of co-education, reinforced by collaboration with the student voice and an increasing awareness of the positive contribution of students to the future direction of Pembroke.

In 2025, the additional Year 5 class flowing into an additional Year 6 class from 2026 and the reopening of Turner House for boarding present new enrolment horizons. As such, activities will include further exploring the international student market, with plans for extensive admissions and community engagement in South East Asia.

Philanthropy

The support of our P&F and other generous donors helped open the doors to our new Middle School Café, Boarders' Dining Room and social enterprise Yellow Submarine Too Café, with more than \$500,000 donated by our incredible community. The P&F has since shifted focus to a fresh philanthropic mission: raising funds for new Junior School playgrounds and a covered outdoor learning area. Of course, we have big dreams for the Haslam Precinct, and we look forward to providing an update on our vision in the new year, with the knowledge that we need our community's support to help make these dreams become a reality. We are fortunate to have Vincent Ciccarello's counsel as our new Director of Development and Philanthropy alongside our devoted Foundation Board.

On a broader note, I take this opportunity to thank all of our donors and volunteers, whether it's donating money, time or expertise – your heartfelt contributions and your passion for Pembroke uphold a legacy of kindness and service. We hope our students of today and tomorrow not only benefit from this legacy but that they too go forth as its future custodians with a lifelong commitment to serving others.

Governance

At the June Board Dinner, four long-standing and valued School community members were conferred with Life Membership: Amanda Bouchier, Jane Miller, Rick Sarre and Luke Thomson.

In November 2024, a new School Constitution was adopted by Association members. The Constitution was updated to ensure best practice governance, compliance with legislative requirements, to assist in realising the Strategic Plan 2030 and to ensure the Board has the right balance of skills and expertise to operate effectively.

The Board collaborated closely with old scholars during the review of the School Constitution to ensure that the governance requirements for both organisations aligned. I wish to thank the Pembroke Old Scholars Association for its significant contribution to the successful update to the School Constitution and its alignment with the direction for old scholars.

During 2024, a review of Board-appointed Committees was undertaken with reference to the Strategic Plan 2030 with the following changes enacted. The Finance, Risk and Audit Committee was renamed the Finance Committee under the continued chairing of Andreas Clark, with Risk reassigned to a new committee. A new Risk and Compliance Committee was established, chaired by School Board member Ben Wilson, while the former Planning and Properties Committee was retitled the Building and Infrastructure Committee. To reflect the requirements of the new Constitution, a Nominations Committee was established to assist and advise the Board in relation to the composition of the Board. The Nominations Committee will review nominations before making recommendations to the Board on appropriate candidates for election to the School Board.

Current parent Albert Li joined the Foundation Board Committee in March 2024. Board member Melissa Cadzow was appointed both Deputy Chair and Chair of the Governance Committee following the retirement of Cathy Oster at the 2024 Annual General Meeting. Long-standing member of the Planning and Properties Committee, Eleanor Walters was elected to the Board at the 2024 AGM and took on the role as Chair of the Planning and Properties, now Building and Infrastructure Committee from myself. Julia Steele Scott retired from the School Board and stepped down as Chair but remained as a member of the Foundation Board Committee, with Board member Ali Michell appointed as Foundation Board Chair. In August, Nick Ross was farewelled from both the Foundation Board Committee and Investment Sub-Committee after more than a decade's service. In December, Anthony Carrocci retired from the Building and Infrastructure Committee after eight years of service.

In short, our 50th Anniversary was a successful year for Pembroke, bringing to fruition projects to celebrate and a vision for continued excellence and foresight – leading the way stronger together.



Chair of the School Board, Melissa Mellen and immediate past Board Chair, Jane Miller cut the ribbon at the opening of the transformed John Moody Centre.



Stronger Together: 50 Years of Pembroke is a visual journey through Pembroke's history, reflecting on the experiences shared by thousands of students from 1974 until now.

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Finance Report

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

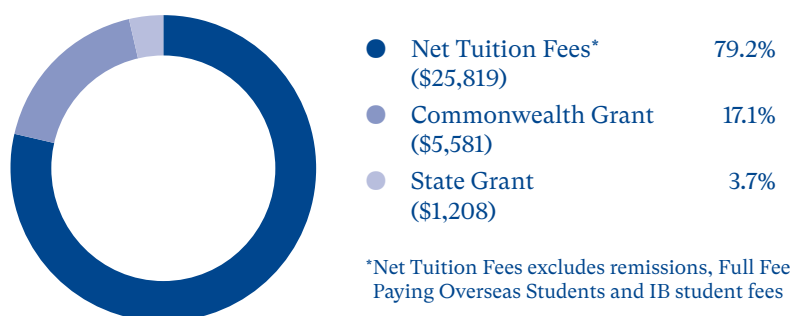
The School's external auditors, William Buck signed an unmodified audit report for the Annual Financial Statements for the year ended 31 December 2024. This is the third annual audit by William Buck and we thank and acknowledge them for their care and oversight as the School's auditors.

The School's finances and accounts are diligently administered by the Business Manager and Finance Team under the overall management of the Principal. The Finance Committee provides oversight and review, reporting directly to the School Board. I thank the Committee members for their time, commitment and ongoing support.

The year ended 31 December 2024 produced an operating surplus, prior to non-cash depreciation, of approximately \$2.0 million. However, once depreciation of \$4.1 million is recognised, the overall result for the School is a loss of \$2.1 million. This compares to an overall loss of approximately \$0.8 million for 2023. The weaker operating result reflects marginally lower student numbers, lower recurrent government grants and higher operating costs, particularly increased salaries and wage expenses reflective of the School Enterprise Bargaining agreement and overall increased cost pressures being felt across education and other sectors.

Total enrolments excluding the ELC were 1,675 students. This total includes 56 Full Fee Paying Overseas Students and 65 boarders.

Average Net Income Per Student 2024



Recurrent Commonwealth and State Government grants totalled approximately \$11 million (largely in line with 2023). The average recurrent income received per local day student from all sources was approximately \$32,600 per student (compared with \$30,704 in 2023). The break-up of that income per student was similar to prior years and comprised parent fees of 79%, Commonwealth Government recurrent grants down 1% to 17% in 2024 and State Government recurrent grants of approximately 4%. This is the third consecutive year of declining per capita government grants under the 'Capacity to Contribute' funding model that will continue until 2029. This is the key challenge ahead and the Board remains focused on improving operational results, thereby ensuring the School's long-term financial sustainability, by

- Addressing decreasing government funding support
- Containing salaries and operating costs
- Growing the enrolment pipeline in a competitive independent school sector

The Board and Finance Committee appreciate the significant work the Principal and Business Manager have done, and continue to do, in looking for opportunities to improve operational metrics while being mindful of not compromising the educational offering for which Pembroke is renowned and upon which our enrolments rely. This will be a process that takes time and is being carefully examined with a medium-term lens.

In 2024, the redevelopment of the former ground floor Technology Centre of the John Moody Centre, comprising the Middle School King's Café, John Moody Dining Room and Yellow Submarine Too social enterprise café was completed. Other projects included:

- Converting the former residence at 17 Holden Street into a dedicated Admissions Centre to support the School's enrolment management
- Refurbishing Turner House ready for its reopening for senior girl boarders in 2025
- The refurbishment and upgrade of two classrooms in each of the Junior, Middle and Senior Schools

In total, \$6.1 million was spent on buildings and ground projects. A further \$2.9 million was spent on acquiring 2A Holden Street plus replacement of plant, equipment, information technology and commercial vehicles.

At the end of 2024, the School had debt of approximately \$10.0 million (\$6.4 million in 2023) comprising a \$4.6 million short-term debt facility repaid in January 2025 plus a further \$5.4 million outstanding on the fixed-term SAFA loan taken out to help fund the Shipsters Building completed in 2019.

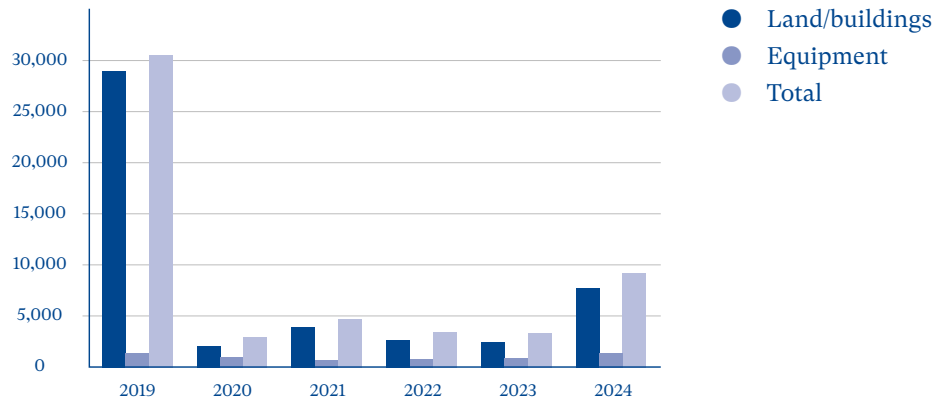
The School's operating margin fell from approximately 6% in 2023 to approximately 4% in 2024 for the reasons outlined above. Cash generated from operations is applied to both servicing debt and the ongoing reinvestment in the School's capital infrastructure, to benefit both current and future students.

During 2024, the School donated approximately \$333,000 to the Pembroke Endowment Fund, up from \$256,000 in 2023. This donation represents the admission fees paid on acceptance of a place at the School with invested professionally. The Endowment Fund in turn granted a total of \$60,000 to the School to support tuition fee bursaries and endowed prizes, up from \$50,000 the year prior.

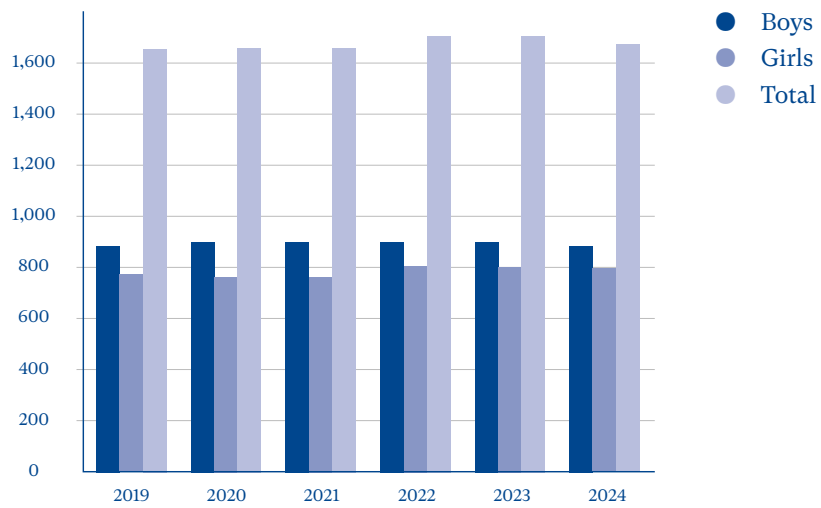
The Pembroke School Scholarship Fund granted approximately \$280,000 in scholarships for the year, only slightly down on 2023.

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

Capital Expenditure (\$'000) 2019-2024



Enrolment History 2019-2024





Louis (Year 6) plays french horn at Jazz Cabaret in 2024.



Maggie, Emma, Coral and Jemma (all Year 1) with Polly at the Middle School Pet Show Day in 2024.

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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 via the School's website: www.pembroke.sa.edu.au.

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](#).

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

	2024	2023
Teaching Staff FTE ⁽¹⁾	176.0	167.5
Non-teaching Staff FTE ⁽²⁾	92.3	91.6
Student/Teacher Ratio Primary ⁽¹⁾	11.2	11.2
Student/Teacher Ratio Secondary	9.2	9.9

(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 2024 (Terms 1-4)

Year	Total %
Reception	94.43
Year 1	94.26
Year 2	94.59
Year 3	93.51
Year 4	93.68
Year 5	93.18
Year 6	92.89
Year 7	92.84
Year 8	91.78
Year 9	89.95
Year 10	90.74
Year 11	92.54
Year 12	91.35
Total	91.99

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 Home Group 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. Various 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 2024	Total \$	Per Student \$
Australian Government recurrent funding	9,147,021	5,340
State/Territory Government recurrent funding	1,955,393	1,142
Fees, charges and parent contributions	44,800,667	26,153
Other private sources	1,397,357	816
Total gross income (excluding income from government capital grants)	57,300,438	33,217

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 186 potential SACE completers in our 2024 cohort (104 boys and 82 girls) and all students who were aiming to attain their SACE Certificate; one student is looking to achieve their SACE over two years. One student achieved the maximum ATAR of 99.95 and 33 subject Merits across 18 subjects were awarded.

For some students, SACE attainment was the main focus of their Year 12 studies that included VET certificates to achieve this goal. University studies, VET Certificates III and IB subjects contributed significantly to ATARs for several students.

28 Pembroke students completed one or more semesters of university studies, with four studying through the University of Adelaide's Headstart program, 20 studying through the Flinders University Extension Studies program and four in the UniSA Accelerate Program.

13 students completed a single IB subject in languages, Sports Exercise and Health Science, Environmental Systems and Societies, and Music, with one receiving an IB Merit. Some students required these results to generate an ATAR and the others used them to improve their existing ATAR, in some cases as a particularly valuable outcome as their language study also contributed to the Adjustment Factors in ATAR calculations.

International Baccalaureate (IB) Diploma

47 students achieved their Diploma with two students attaining a score of 45/45 with six Merits and an ATAR of 99.95. One student achieved the minimum number of total points but insufficient Higher Level points required to achieve their Diploma.

Vocational Education and Training (VET)

In 2024, 36 Pembroke students completed a Certificate III qualification, 33 in Year 12 and three in Year 11.

Further information is available on the School website in the [2024-2025 edition of Aim High: Stories of Excellence](#) publication.

8.2 Post-school destinations

Post-school destinations are provided in the [2024-2025 edition of Aim High: Stories of Excellence](#) publication.



Jack (Year 10) as Gomez Addams in the 2024 Middle School Musical of *The Addams Family*.



Group photo of students during the 2024 UK Cricket Tour.

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Foundation Report

Report by Ali Michell, Chair of Foundation Board Committee, and Julia Steele Scott, Retired Chair of Foundation Board Committee

The 50th Anniversary of Pembroke was a year of change for the Pembroke School Foundation. In May 2024, Julia Steele Scott stepped down from her role as Chair, however, she remains a valued member of the Foundation Board. I was honoured to be invited to replace Julia as Chair and have been warmly welcomed by the team. Vincent Ciccarello stepped off the Foundation Board into the position of Director of Development and Philanthropy (commencing April 2024) and we are thrilled to have him in this role.

At the beginning of Term 2, we celebrated the opening of the John Moody Dining Room for boarders and other guests, the King's Café and Yellow Submarine Too Café. Generously supported by a community Giving Day and ongoing fundraising efforts by our P&F Committee, the fabulous new facility was officially opened in September 2024 by Jane Miller (former Chair of the School Board) and Melissa Mellen (current Chair of the School Board). We thank the community for getting behind this exciting and much-needed facility.

The 50th Anniversary of Pembroke saw community engagement around Australia and overseas. We visited and re-engaged with members of the Pembroke community in Singapore, Kuala Lumpur, Hong Kong, London, Brisbane, Canberra, Sydney and Perth. The 100th Anniversary of King's College was marked with a week of celebrations in September providing a wonderful opportunity for engagement and re-engagement with many. We continue to host multiple events across the School and beyond, to which many of our community are invited and greatly enjoy attending.

In 2024 our fundraising efforts were focused on raising funds in support of the re-opening of Turner House which has been closed since the pandemic. Our sincere thanks to those who supported this appeal with a gift. Turner House will reopen in 2025 and provides an opportunity for the expansion of our Boarding community.

We have ambitious plans for the future – from raising greatly needed funds for our Indigenous Education Program, to laying the foundations for a major capital campaign for the Haslam Precinct. We look forward to sharing these plans with our community in the very near future.

In 2024, we received gifts from 421 donors. Gifts ranged from donations to the Building Fund supporting campus renewal and future building projects, Scholarships and our Indigenous Education Program, and as support for the Endowment Fund. We are thankful for every single gift, no matter the size.

Our Scholarships Program continues to thrive, and we are grateful to all those who have and continue to support this. We now offer several Scholarships made possible thanks to philanthropic giving and in 2024, five students in Years 11 and 12 were recipients of this incredible support. Scholarships supported entirely by philanthropic giving are the Pembroke Community Scholarship, the Margaret Sellars Scholarship, the Indulkaninna Foundation Scholarship and the Scholarship for Love of Learning in the IB.

We were delighted to facilitate two new prizes supported by philanthropy. The Legh and Helen Davis Prize for Excellence in Drama and Theatre, Years 10 - 12, and the DR Craddock Award for Art. Our thanks to both families for their generous gifts.

The five-year performance benchmark was 8.29%. For the same period, the Endowment Fund's portfolio returned 9.05% per annum and the Pembroke Public Ancillary Fund's portfolio returned 8.64% per annum. The Investment Advisors continue to report to the Investment Committee to ensure the investment portfolios are managed in accordance with the Foundation's Investment Strategy which is reviewed annually and includes a socially responsible Investment Policy.

Along with farewelling Vincent Ciccarello as a Foundation Board member, Nick Ross and Ben Wilson retired as Board members, and we welcomed Keng Lim and Albert Li. My sincere thanks are extended to Vince, Nick and Ben for their contribution to the Foundation Board.

We would particularly like to acknowledge the contribution of Nick Ross. Nick was appointed to the Foundation Board Committee in August 2014 (as well as the Investment Sub-Committee) and was instrumental in establishing and growing both the Pembroke Endowment and Pembroke Public Ancillary Funds. He is a long-standing member of the School community, both as a Class of 1974 old scholar of King's and Pembroke, and past parent of William (2019) and Sam (2022).

The Ross Family has been a generous donor to the School with gifts in support of the Shipsters Road Building Project and School Building Fund, and also in the establishment of the Ross Family (Leadership) Medal for an outstanding Year 12 student. As Chair and Director of the James and Diana Ramsay Foundation, Nick directed his annual Chair's Grant towards bursaries to assist the families of Pembroke students in financial need over six years. In addition, the James and Diana Ramsay Foundation has funded several Scholarships to allow deserving day and boarding students access to a Pembroke education.

Nick's personal philanthropy and advice while serving on the Foundation Board and Investment Sub-Committee have been instrumental in advancing the School's philanthropic and operational potential, and we will miss Nick's valuable experience and expertise.

Thank you to all of those who support the Pembroke School Foundation. We look forward to working with you in 2025.

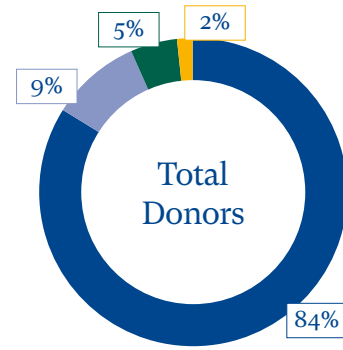
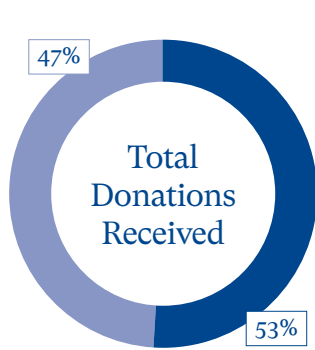
2024 Foundation Board

Mrs Ali Phillips (Chair from May 2024)
Mrs Julia Steele Scott (retired as Chair, May 2024)
Mr David Minns
Mr Nick Ross (retired August 2024)
Mr Jason Huang
Mr Mark Staker
Mr Keng Lim (appointed August 2024)
Mr Albert Li (appointed March 2024)
Mr Vincent Ciccarello (retired March 2024)
Mr Ben Wilson (retired August 2024)

Advisors

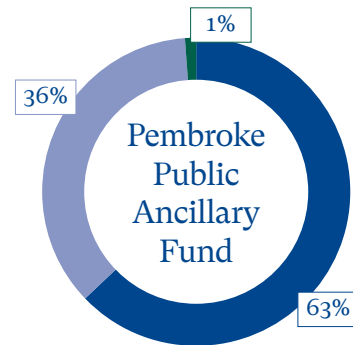
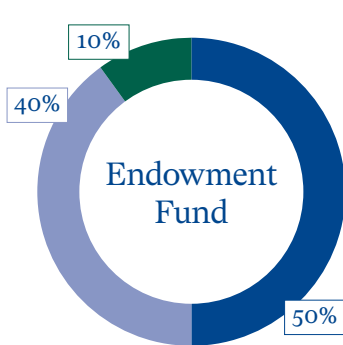
Director of Development and Philanthropy, Mr Vincent Ciccarello (from April 2024)
 Director of Indigenous Education and Community Engagement, Ms Amanda Bourchier
 Finance Manager, Mrs Angeline Naylor
 Philanthropy Manager, Mrs Catriona Neil-Dwyer

Donations and Donors in 2024



	Donations		Donors
● Pembroke Public Ancillary Fund	\$427,687	● Current Parents	353
● Pembroke Endowment Fund	\$373,880	● Other	36
Total	\$801,567	● Staff	22
		● Old Scholars	10
		Total	421

Fund Distributions in 2024



	Grants		Grants
● Principal's Hardship Bursaries	\$29,826	● Scholarships	\$279,120
● M Davey Bequest - Pembroke Academy	\$23,350	● Building Fund	\$162,817
● Prizes	\$6,050	● Library	\$4,175
Total	\$59,226	Total	\$446,112



Lester (Year 11), Amanda Bourchier, Vincent Ciccarello, Mark Staker and Jamie Goldsmith enjoy the Yunupingu Cup games during Reconciliation Week in 2024.



Pembroke parents enjoy the festivities at the inaugural Pembroke Club in 2024.

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Old Scholars Report

Report by Holly Jamieson-Loveday (1997), President of the Pembroke Old Scholars Association

This year, the Pembroke Old Scholars Association (POSA) embraced the spirit of community with even more fun, connection and meaningful memories. While we may not be the oldest Old Scholars Association in Adelaide, thanks to our vibrant alumni and ever-growing School, we're fast becoming one of the largest and most dynamic. Every new graduating class adds fresh energy to our ranks, making this community a place where lifelong friends, career support and unforgettable experiences come together.

In what is becoming an annual tradition, POSA took to the road this year for a national tour. I travelled with Principal Mark Staker, Director of Development and Philanthropy Vincent Ciccarello, and together with the addition of POSA's Vice President Philippa Hook (1958) and Secretary Rachel Bageas (1991), we headed to Brisbane, Perth, Canberra, Sydney and Melbourne. Each stop had its own unique flavour, with lively discussions, plenty of laughs and new memories. It is so pleasing to see so many people returning year after year, proving that no matter where you are, being an old scholar means you're always part of the Pembroke family.

Not to be outdone, our international alumni had an exciting year as well. With fantastic gatherings in Singapore, Malaysia, Hong Kong and London, we shared the Pembroke spirit around the world with the help of notable old scholar Amanda Bouchier (1979).

This year saw the launch of the first-ever Back-to-School Creative Workshops. These events allowed alumni to get hands-on, reconnect and explore their creative side. On the sports front, the Affiliated Clubs Event brought together people for a fun and competitive day of reconnecting, both on and off the field. We're looking forward to expanding our Affiliated Clubs soon and offering even more ways to stay involved.

This year's Generations Breakfast hosted families with multi-generational ties to the School, while the Pembroke Careers Breakfast offered golden networking opportunities for current students, recent graduates and seasoned alumni. These events are about more than just sharing a meal; they're about building connections, mentorship and support that will last a lifetime.

Our 10-, 20-, 30-, 40- and 50-Year Reunions were an incredible opportunity for alumni to come together, reflect and celebrate. Each reunion was a reminder that the Pembroke connection only grows stronger with time. The 1973 Girton Reunion was a particularly special gathering, celebrating the legacy of Girton and its lasting impact on the Pembroke community.

The celebration of the Centenary of King's, King's Week, did not disappoint. From the King's Chapel Service to the Back-to-School Assembly and the King's Luncheon, the week was full of cherished traditions, nostalgia and plenty of laughter. The opening of the John Moody Dining Room was a key highlight, unveiling a new chapter for the Pembroke community. The King's Assembly and special Archives visit were inspirational moments, reminding everyone of the School's enduring legacy. Special thanks go to Peta Harries for being such an amazing caretaker of our Archives.

Girton old scholars also enjoyed a memorable Girton Luncheon, where they celebrated the legacy of Girton and its unique place in the Pembroke story, with a special appearance of the Junior School Choir singing the almost impossible Girton Hymn.

This year, we took a moment to remember and honour those old scholars who are no longer with us. Each person left a lasting impact on our community, and we carry their memory forward in everything we do. Our thoughts are with their families and loved ones.

With a growing digital presence, POSA ensures that old scholars around the world stay connected with each other through Pembroke news and events. Whether through social media updates, online event recaps or professional opportunities, our online platforms help keep the Pembroke spirit alive no matter where life takes us. Please make sure to follow us on socials and LinkedIn.

For Pembroke leavers, graduation marks just the beginning of their journey with the old scholars. Every year, the POSA Committee personally handwrites individual cards to each leaver, congratulating them and offering encouragement as they begin their next chapter. Each graduate also receives their own blue 'P' cap, symbolising their new membership in the lifelong old scholars' community. It's a warm and heartfelt welcome to a network that will support them for years to come. I would like to personally welcome the leavers of 2024 to the Pembroke Old Scholars Association.

The Pembroke old scholars' community is about carrying forward our legacy with pride, kindness and a strong sense of belonging. Here's to another fantastic year ahead, filled with connection, celebration and continued growth – from Adelaide to every corner of the globe!



King's College old collegians view archive memories at the 100th Anniversary Lunch.



Old scholar Tania Sulan (1989) with her daughter Ellie (Year 8), and old scholar Alice Rolls (1995) with her daughters, Emily (Year 9) and Eliza (Year 7) at Generations Breakfast during Old Scholars Week in 2024.

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