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## Report to the General Synod on the Operations and Finances of King's College for the Period Ending 31 December 2023

### The College

King's College is now in its 128<sup>th</sup> year of existence as an independent, day and boarding school in Auckland for boys in Years 9 to 13 and girls in Years 11 to 13.

The College roll at December 2023 was 1190, which is an increase of 26 from the same time in 2022.

### Governance

The governance of the College has had a number of changes since our last report at the end of 2021. Resignations included Mr Scott Johnson in September 2022, the Board Chair, Mr Simon Power, in December 2022, Mr Greg Lowe in March 2023 and Professor Prasanna Gai in October 2023.

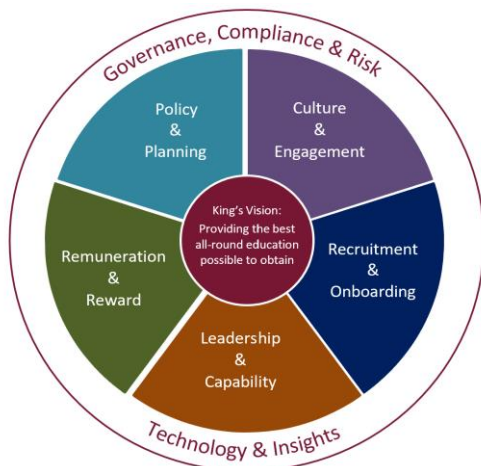
Joining the Board is Mrs Fiona Roydhouse in September 2022, Mrs Stacey Morrison in March 2023, Mr John Coop in April 2023 and Mr Tristram van der Meijden in November 2023.

Joining the Board of Trustees is Ms Vanessa Stoddart in June 2022 and Ms Shan Wilson in February 2023.

The Board of Governors still has three standing sub-committees: Property, Audit and Risk and People and Remuneration. These committees assist in streamlining and improving Board processes and decision-making, which has accelerated change in the College.

### Finances

The College remains in a sound position financially, with annual operating cash surpluses and no debt.



The College's annual operating cash surplus (EBIDA) in 2023 achieved \$4.7m.

The Performing Arts Centre is on track for completion February 2023, which is a great achievement to all who have been involved.

### Staffing

Overall, the College continues to attract a high standard of applicants for any vacancies that have arisen. Roll growth has meant several new staff needed to be appointed and changes to our House

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Managers and 24/7 Health Care Programme has seen more support staff appointed in this area. Covid brought New Zealanders home and many are attracted to teaching, making it easier to recruit great staff.

### **The People and Culture Focus 2023 – 2024**

The People and Culture team will focus on five key dimension; each dimension enhances employment experience, develops organisational culture and contributes to the overall King's vision. The foundational elements of technology, data insights, compliance and risk management wrap around these five dimensions.

#### **Policy and Planning**

Provide clear and concise road map for day-to-day people practices and processes.

#### **Culture and engagement**

Assist employees to build meaningful connections and create a healthy working environment for all employees.

#### **Recruitment and Onboarding**

Develop an EVP (employee value proposition) where quality talent is onboarded effectively and efficiently and candidates and employees feel valued.

#### **Leadership and Capability**

Develop capable and empowered leaders that continually build and support engaged teams.

#### **Remuneration and Reward**

Align reward and recognition with talent and delivery and develop reward systems and processes that are fair, transparent and robust.

#### **Technology and Insights**

Empower leadership decisions through creating meaningful, real time data analytics.

#### **Compliance and Risk**

Offer a safe environment for our students and employees through risk management and building safe practices.

#### **Academic Programme**

King's College has produced excellent results in 2023. The overall University Entrance pass rate was at 93%. This will rise as some students attend summer school to get over the line. In 2022 our UE pass rate was the highest in the country at 94%. Of note were the girls whose University Entrance pass rate was 99%.

Eight students gained an Outstanding Cambridge Learner Award, including two 'Top in the World' awards and two Top in NZ awards.

We gained 34 NCEA Scholarship, with Nick Stuart gaining a Top in NZ award for Scholarship statistics.

In the Cambridge pathway 58% of our results were a B grade or higher. In NCEA 48% of our grades were at Merit or Excellence level. We have seen an increase in students gaining admission to top universities around the world.

When you combine this with the busyness of an 'all rounded education' our students have performed exceedingly well.

Throughout 2024 we are continuing to progress the following educational innovations:

- Dealing with the changes to the NCEA curriculum. Level 1 changes start this year.
- Looking to improve our in-time reporting practices
- Lifting the engagement of students with a "Cs get degrees" mentality.

### **Chapel Life and Community Service, King's College 2023**

#### *Repair, Renew, Restore*

This year, the College's Chapel has centred on the, '*Repair, Renew, Restore*'. This came on the back on an incident when our prized, porcelain Christmas Angel, toppled off the Christmas tree and face-planted, head-first onto the tiles below, which has left our beloved 'Angel' head-less. Of course, accidents happen in life and no-one is immune to them, but in these kinds of incidents, our immediate response is to gather up the pieces and look for a way of repair... This incident brought to mind a beloved programme I've become glued to in recent times and that is '*The Repair Shop*', shown Friday nights on TV ONE. There is something very precious about watching people bring their much-loved possessions, often battered or broken - that carry generations of family history - being brought in, to be repaired, restored and renewed by the care of people who are master-crafts' people.

Time and again, I've listened in hushed reverence as people have brought their 'sacred' items, toys, mementos, furniture – as they share a very moving story of what they mean to those that bring them in. This is the theme that we've been exploring since the beginning of the year. In the wake of the last three years, there is a sense that our students, indeed our country, is somewhat in need of 'repair', especially in the light of the destructive cyclones that beset us at the beginning of the year. The loss of one of our great oaks right next to the Chapel has been a visual image of the kind of 'damage' many people have felt this year.

#### *Rebuilding The Team*

On this note, it's been heartening to have a full team to begin the year. Along with **Ms Teena Tamati** and myself, **Mr Antony Horacek-Glading** arrived at King's as an Old Collegian, after being HOD of Hard Tech at Rosehill College for a number of years. Prior to this he served as a Baptist minister in Ōtāhuhu, and so knows the neighbourhood well, still living locally in the area. He started this year sharing at our Sunday Chapels in Term One, on the need to find rest. Using Bilbo's refrain, '*I feel thin – like butter - spread over too much bread*', he reminded us that, in the light of 'rapid, uncertain and discontinuous change' we need to release the 'burdens' that each of us carry to the One that knows and cares for us more deeply than anyone. In Term 2, I had the opportunity to explore the gift of the Spirit and how the 'Spirit of God' comes to continue this

work of 'repair, renewal, and restoration.' Mr. Horacek-Glading rounded out the year's series of Sunday Chapels by continuing this theme, considering the biblical mandate to 'Care for God's Creation' and to serve as 'kaitiaki' or 'guardians' and 'stewards' of God's awesome natural world.

#### *The Sacristan Team*

The sense of 'team' that we enjoy in the Chapel, however, wouldn't be complete without mentioning, the incredible work done that is done by the Sacristan team. This year's Sacristan team have been made up of our four 'seniors', **William Meredith (Peart), Leala Willman (Marion Bruce), Sammi Shi (Taylor) and Matthew Chen (Averill)**. They help to provide oversight along with the Chaplaincy team, that include key aspects, including Community Service organisation and arranging some of the important fundraisers for charity, including the Ōtāhuhu Fun Day and the Runathon mid-year. The House Sacristan team have also played their part providing really valuable links to each House with updates on services, service opportunities and pastoral care to the students in the Houses. The House Sacristan team this year have been made up of, **Dillon Lane – (Greenbank), Scarlett Rose (Middlemore), Jaime Taylor – (Marsden), Hugo Dixon – (School), Kelly Su – (Marion Bruce House) Aidan Siu – (Major), Will Phillips – (Selwyn), Will Francis – (Peart) Anaru Nesbitt – (Averill), Phisher Zhai – (Taylor), Max Harvison – (St. John's) Alfie Taufua – (Parnell)**

One thing, that has been keeping me busy, aside from teaching and oversight of the Chapel, has been working on 'proofs' for the new King's College Foundation Service Book, which was conceived of back in 2021. The hours that have gone into this, has been countless, not just from me, but from a team of people including representatives of both the Māori Advisory Panel and Pasifika Advisory Panel. We look forward to seeing them added to our Chapel, once published and dedicated at the start of 2024.

Finally, what a privilege it has been to witness this work first-hand, with the repair and restoration of our Chapel organ. We are very grateful as a College for the support of Old Collegian, Mike Flanagan, who has helped with this and the meticulous and careful work of George Deans, organ builder and refurbisher. We look forward to having our magnificent Chapel Organ back in supreme working order at the beginning of Term 4, 2023.

Peace and grace,

#### **Community Service 2023**

The aim of 2023 has been to reignite the spark for Community Service as an integral component of life amongst our students at King's. The previous few years of Covid-19 has been disruptive, to say the least, and the need to rebuild relations with existing organizations, as well as forging new relationships moving forward, has been paramount.

I am delighted, despite a slow start, that we have been able to participate in several activities, including, an after-school care programme at the Ōtāhuhu Town Hall and Papatoetoe Intermediate, work at the Mangere Resettlement Centre as well as the Anglican Trust for Women and Children. This year has seen additionally many fundraising initiatives through Chaplaincy in conjunction with students, as well as part of our interhouse Community Service competition. Funds and resources have been raised for many worthy causes, including, flood relief for Auckland and The Hawkes' Bay, SPCA, ATWC, 'Jammies in June' for Middlemore Hospital, the Mangere Resettlement Centre with clothing and blanket drives, several other winter appeals as well as help with the organization and delivery of the Ōtāhuhu Fun Day.

Streamlining of our processes has also been important in 2023 and I would like to acknowledge the great effort from one of our Senior Sacristans, Matthew Chen, along with IT, for developing a more user-friendly interface for booking, tracking, notifications and synchronizing of students' attendance and hours. This will be fully integrated into our school records' program for the start of 2024. Students will still be able to access through Schoolbox to check on hours, their Community Service options and key one-off events throughout the year, but in addition, they will have added ease of updates, booking information, cancellations, and links, via our Facebook page which has proven a very efficient way of disseminating information.

As a Chaplaincy team we have been impressed with the ongoing and regular commitment of many of our students to this aspect of King's life. We acknowledge the huge demands that many students face as a normal part of college life, and it is outstanding to see the recognition by them that service is pivotal to the ethos of our special character. Many have found that when engaging in the lives of others and in hearing their stories, they experience something of another world outside their own and with this, it has for some, brought life changing transformation.

As this College year draws to its end, I look forward to engaging with many of the students again in Community Service next year, as well as welcoming a new generation of students signing up for 2024. For all those Year 13 students leaving, I wish you all the best for your future endeavors and ask you to remember the words of St Paul in Philippians 2:3-4:

*<sup>3</sup>Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, <sup>4</sup>not looking to your own interests but each of you to the interests of the others.*

My God's Blessing be with you and your families over the Christmas break and in the start of the New Year and all it has in store.

### **Overall Position**

Overall, King's College is in good heart with a sound financial position. There is increasing roll pressure this year, a full roll for 2024 and 2025 filling fast. We are already taking enrolments for 2026 and beyond.

We maintain a very good relationship with the church and enjoy our contacts with other church schools and representatives.

We look forward to continuing great progress in the years to come.

Simon Lamb  
**Headmaster**

21 February 2024