



# CROMWELL COLLEGE

Within the University of Queensland

## ANNUAL REPORT 2019



## **Index**

	<b>Page</b>
Chairperson's Report	1
Principal's Report	3
Secretary's Report	6
Treasurer's Report	8

## **Appendix**

1. Cromwell College Students 2019

## **CHAIRPERSON'S REPORT 2019**

University college life gives students a unique experience of academic community living. At Cromwell we have a reputation for academic excellence, the “place to be” for students who are serious about their studies.

As a community, Cromwell College welcomes and supports a diverse group of people as students, not necessarily the greatest academics or the most accomplished sportspeople but those who would most benefit by the College experience. Bursary programs funded by the Foundation facilitate access to the College for students who would not otherwise be able to afford it. Nevertheless, our academic achievements remain high. The spirit of support and pride in the College is strongly evident throughout the student body but also in the staff and College leadership.

It is the Cromwell College belief that excellence in scholarship is not confined to academic achievement but also experience in a full range for sporting, cultural, social and spiritual activities. There are many activities for students to choose from as well as personal and academic support from a range of people within the College community and the community environment itself. A team of advisors, tutors and mentors provides personal and academic support to students. The Dean of Students position commencing at the beginning of 2019 has been very successful in adding depth to our student support.

Our strategy plan ensures the future sustainability of the College. it gives an intentional direction for the College and drives continual improvement in current activities and through the introduction of new initiatives. The immediate outcomes are in a more positive university experience for our students with over-all higher academic outcomes and a higher course retention rate than the general university student population.

The property plan remains active with continual upgrades. During 2019, we initiated plans for building extensions to accommodate the increasing administration and support services.

Cromwell has been involved in the setting up of the Residential Colleges Working Together Collaborative Group, guided by Anne Cross of the University Senate. It is hoped that this will lead to a closer relationship between the Colleges and the University.

Enrolments at the College remain at capacity and in fact during 2019 parts of Campus Lodge were used as extra corridors to cater for excess numbers. This is due to our reputation for catering for student needs and quality facilities and services.

While 2020 commences once again with a full college, we are aware of the environment in which we operate. University Colleges in general are being challenged by circumstance often beyond their control – in particular the economic climate, tertiary learning alternatives and changes in student preferences for accommodation. Changes to our client and physical environments will need to be responded to due to work commencing on the University of Queensland's Student Residence Project, located in Hood Street opposite the College. Construction will continue for two years before the residence will be open to students.

COCA – the Cromwell Old Collegians' Association – is increasing its connections with College alumni through more complete databases and the widening networks of personal contacts. It publishes the College's contact newsletter, COCA News. In addition to social functions, alumni are supporting current students through business breakfasts and as academic tutors.

The Foundation is operational under the leadership of Foundation chair Richard Shannon. Its major function is to provide bursaries to students. A program of activities is in place, creating

relationships with potential Foundation supporters. The annual Foundation Dinner has attracted interest from ex-students.

The Board of Governors have given of the time and diverse skills for the betterment of the College: Executive Committee, the Property Committee, the Finance Committee and the Foundation as well as personal activities. A major factor in the Board's effectiveness is the range of backgrounds, talents and interests bringing a multifaceted dimension to decision making. I thank them for their commitment to the College. Andrew Betts will resign from the Board as of the 2020 Annual General Meeting as he has left his position with the University of Queensland. He was our treasurer and representative from the University Senate and has been an active contributor to the Foundation.

The annual Board retreat was held in January. As previously, the Board used the time available for an in-depth examination of the governance of the College. On this occasion, the Board concentrated on an understanding of student mental health issues.

Our principal Mr Ross Switzer supported by his wife Jenny has led the College with enthusiasm and commitment.

I would also like to thank:

- The staff - the Deputy Principal, Dean of students and Business Manager; and people associated with college services – student advisors, housekeeping, buildings and maintenance, grounds, kitchen and administration.
- The Students' Association who have worked with the Principal and the Board of Governors in making this a great place.
- Those who have given financial support to Cromwell.

Finally, there is my thanks to God for the goodness he has shown our College and my prayers to him that his blessings will continue.

Dr Joe Goodall  
Chairperson



## PRINCIPAL'S REPORT

I have pleasure in presenting the Principal's Annual Report for Cromwell College 2019. I would like to acknowledge the many people who have combined effectively to make this year a positive one for Cromwell.

The Grade Point Average of 5.10 across our 263 students in 2019 is commendable given we impose no academic test at enrolment. Our retention rate of students is also significantly higher than that of the University. Eight students achieved the perfect score of 7.0 GPA. Growth of our targeted academic support programs continued within the College with around one hundred and ten tutorials offered each semester this year.



The community feel of Cromwell far outranks the physical aspects of the College, superb as they are. The ICC sporting and cultural competitions have seen high participation rates across the College, along with some strong results. Spiritual enquiry is growing through a combination of students' interest assisted by their preferred supporting organisation, Uni Impact. A blend of social activities allowed people to unwind.





The Student's Association Executive provided activities to engage the student body throughout the year. The Resident Assistants' (RA) group provided guidance, support and friendship in each of their corridors.



I am very proud of our staff team. Their knowledge and skills combined have led to some great initiatives and the further building of a great community spirit here at Cromwell.

The College is governed by a volunteer Board led by Chairman Dr Joe Goodall and Deputy Chair Dr Janet Porter. I thank the Board for its interest and support of both myself and the College.

Cromwell maintains a healthy relationship with the other nine residential colleges, the University and the sector nationally. The University Colleges Australia (Qld Chapter) meets monthly.

I represent the UQ Heads' of Colleges Chapter as Chair of the Inter College Council Cultural Committee (ICCC). I am a Member of the Australian Institute of Company Directors, the Australian Council for Educational Administration, and the Australian College of Education.

The College has seen an increased focus on alumni and the Foundation this year with a number of small events held.



Financially, Cromwell College returned a healthy operating surplus this year and carries no external debt. The College, including Campus Lodge, is fully occupied. Conference trade continues to provide a source of additional income in student vacation times. Student enrolment interest remained very strong and this year, Cromwell College received more applications than available places. This trend is not experienced at every UQ residential college. Our marketing plan and reputation across regional Australia is very effective.

There has been an extensive capital improvements program continued this year. Most recently, the bathrooms in the Dowling Building have been refurbished, completing the staged refurbishment throughout the College.

Sincere thanks again to all whom together make Cromwell a positive and unique environment for the 263 emerging adults who we are all so proud to serve

A handwritten signature in black ink, appearing to read 'R.A. Switzer', written in a cursive style.

**Mr R.A. Switzer, M.Ed. B.Ed.St. Dip.T. MACE, MACEL, MAICD  
PRINCIPAL / CEO**

## SECRETARY'S REPORT

Six general meetings of the Board were held during 2019. Those holding office during the year were as follows:

### TRUSTEES:

Chairperson: Dr J Goodall  
Treasurer: Mr A Betts  
Secretary: Mr B de Jong

### BOARD OF GOVERNORS:

The number of meetings attended is indicated in brackets.

**Ex officio:** The Principal, Mr R A Switzer

### Elected by the Uniting Church, Queensland Synod:

Ms D Abbey	(4 of 6)
Mr B B de Jong	(6 of 6)
Dr J Goodall	(6 of 6)
Rev P J Lockhart	(6 of 6)
Ms J Young	(6 of 6)

### Elected by the Board of Governors:

The Hon Justice J A Logan	(4 of 6)
Mr A E McChesney-Clark	(5 of 6)
Dr J Porter	(5 of 6)
Dr S Bade	(3 of 6)
Mr R Shannon	(6 of 6)
Mr A Betts	(1 of 3)

### Life Governors:

Mr M J C Head  
Mr B B de Jong

### Elected by Cromwell College Old Collegians' Association:

Ms J Landmark	(5 of 6)
Mr B Durance	(2 of 6)

### Appointed by the Senate of the University of Queensland:

Mr A Betts	(2 of 3)
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### Elected by Cromwell College Students' Association:

Ms S Crisp	(5 of 6)
Ms L Horneman- Wren	(6 of 6)

### Visitor to the College:

The Moderator of the Uniting Church, Queensland Synod: Rev D Baker



**OFFICERS AND COMMITTEES:**

At the 68<sup>th</sup> Annual General Meeting held on 13<sup>th</sup> March 2019, the following officers were elected:

Chairperson:	Dr J Goodall
Deputy Chairperson:	Dr J Porter
Secretary:	Mr B de Jong
Treasurer:	Mr A Betts

**Property Committee**

Six Property Committee meetings were held during the year.

Mr A E McChesney-Clark - Chairperson	(6 of 6)
Dr J Porter	(3 of 6)
Mr R A Switzer	(4 of 6)
Mr M Crome	(6 of 6)
Mr J March	(6 of 6)
Mr N Yarrow	(6 of 6)
Ms D Abbey	(2 of 6)
Ms S Crisp	(5 of 6)
Ms L Horneman - Wren	(1 of 6)

**Finance Committee**

Three Finance Committee meeting was held during the year.

Mr A Betts	(4 of 5)
Mr R A Switzer	(5 of 5)
Mr B de Jong	(3 of 5)
Mr M Crome	(3 of 5)
Mr J March	(5 of 5)
Ms J Young	(5 of 5)
Ms S Crisp	(1 of 5)
Ms L Horneman - Wren	(1 of 5)

**APPOINTMENTS:**

Bentleys was appointed as College Auditor.

**Short Statement**

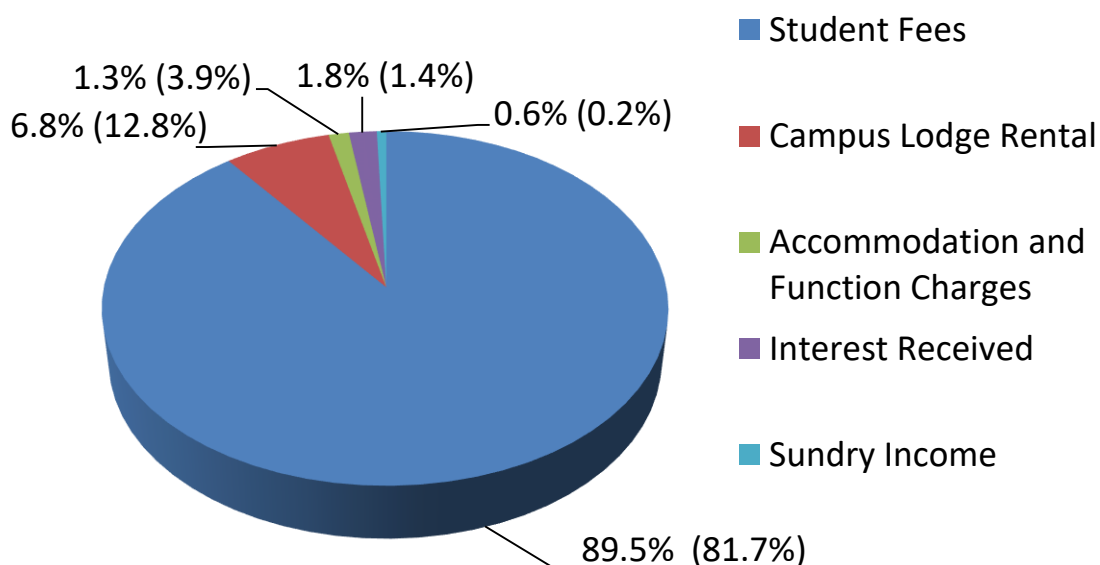
By any measure, 2019 was a tremendous year of achievements. Thanks to all who have made a contribution. Thanks to the Principal, Ross, his staff, the Board of Governors, the students and Cromwell supporters. By working as a team, much has been done.

**Ben de Jong**  
**Secretary**

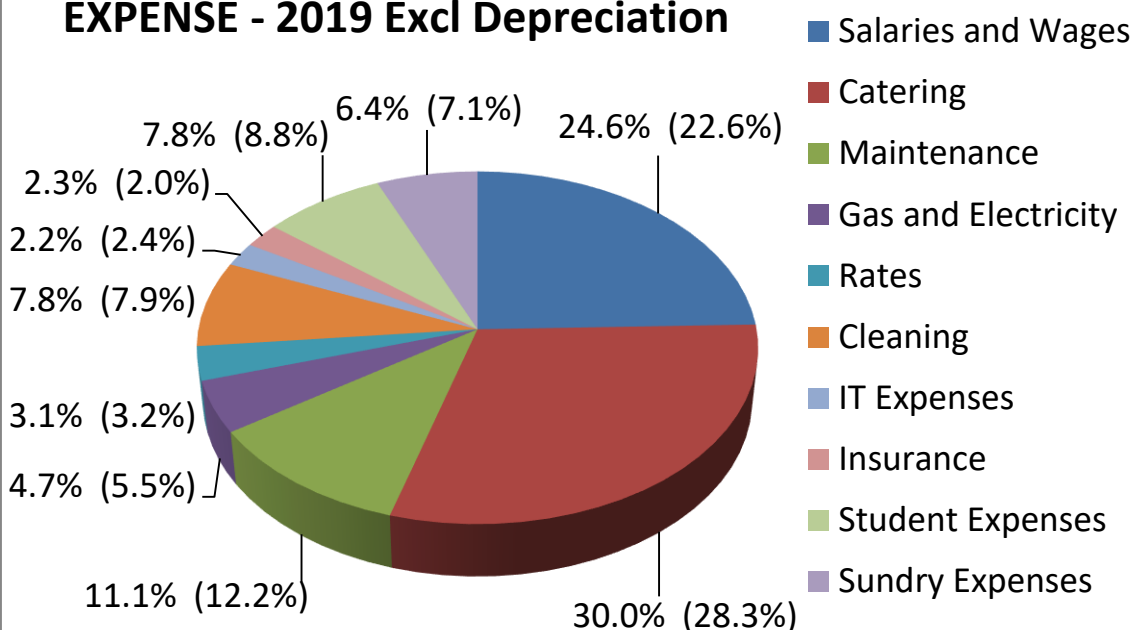
## TREASURER'S REPORT

During the year ended the 31<sup>st</sup> December 2019 the College continued to see strong demand for enrolments places at College, which resulted in an additional 14 students housed at our Campus Lodge campus. The additional College enrolments combined with an increase in the number of vacancies at Campus Lodge contributed to a small decrease in income of 1.6% year on year. The College achieved a healthy operating surplus of \$575,009 for the year (2018: \$880,868) despite an overall decrease in income and increases in catering costs and salary and wages as a result of initiatives to continuously improve levels of service to students.

### INCOME SOURCES - 2019



### EXPENSE - 2019 Excl Depreciation



Components of overall income and expense, in percentage terms, are shown in the following pie charts with previous year's percentages are shown in brackets.

Full details of income and expenditure can be found in the attached audited Financial Statements for the College.

The College continued to substantially reinvest in the College facilities by undertaking \$1.12M of capital expenditure during the year, which included refurbishment of some of the rooms in the Lockley building and an upgrade of the bathrooms in the Dowling building. This has seen the upgrade of all bathroom facilities in the College.

The College is in a sound financial position as at 31<sup>st</sup> December 2019 with net assets of \$16.93Million and generated cashflows from operations of \$1.17Million during the year, which enabled the College to fund its capital expenditure programme and increase cash reserves at year end to \$5.57Million.

**Andrew Betts**  
**Treasurer**

# Cromwell College - 2019

within the University of Queensland



**Back Row:** Hamish Williams, Jamisen Elliott, Thomas Bailey, Ethan Forge, Samuel Jillett, Pablo Buchanan, Marcus van Vuuren, Daniel Reed, Ryan Johnson, Filip Juricev-Martincev. **Fourteenth Row:** Nicholas Versic, Thomas Truebig, Declan Oag, Hugh Williamson, Luke Krenske, Zach Pregl, Dale Schlaphoff, Fraser Creighton, Lachlan Gabbett, Connor Shelton, Broderick McGillivray-Taylor, Joseph Noble, Rupert Evans, Matthew Bullock, Andrew Northcote. **Thirteenth Row:** Krystyn Huth, Emily Joyce, Adam Lee, Harry Meyers, Sam (Cheng) Zhang, Lachlan Hopgood, Daniel Parker, Ricman Statham, Dylan McArthur, Christopher Turnbull, Mitchell Taylor, Nicholas Brown, Isaac La Spina, Matthew Cook, Jack Matthews, Jacinta Thefts. **Twelfth Row:** Ezekiel Schuurs, Aiden Mayne, Kaleb Jaynes, Nathan Stevens, Joshua Eiser, Aidan Fong, Keith Cunningham, Rory Nicholls, Bailey Gray, Matthew Smith, Cooper Murray, Joshua Lai, Peter Mann, Dominic Graves, Stephan Barkhuizen, Connor Langley, Oliver Jeaffreson. **Eleventh Row:** Brooke Lavaring, Sophie Walker, Grace Guston, Christina Meelen, Isabelle Norris, Alexander Materazzo, Ishmun Akram, Bing Zhi Wu, Lucas Jones, Thomas Thompson, April Hesley, Lewahna Dale, Sophie Bates, Laura Johnston, Michelle Liberti, Anton Druschmann. **Tenth Row:** Finn Newsway, Abby Ryan, Cecile Wormington, Belinda White, Kate Williams, Thomas Atkinson, Samuel Luck, Sean Sutton, Morgan Goss, Leo Walz, Mikele Vasente, Cullam Wiseman, Shannon Gomez, Eva Freuden, Ruby Alcock, Annabelle Oakley, Matthew Duncan. **Ninth Row:** Claudia Kos, Emily Knox, Lauren Sprague, Lily Kenway, Caitlin De Paoli, Catherine Koper, Clare Johnston, Emily Brantz, Holly Bebedorff, Lize-Marie Dorgeloh, Madeline Parise, Erin Phillips, Jenna Breetzke, Zoe Aspinall, Emma Dann, Elouise Parker. **Eighth Row:** Louis Karan, Lucy Ribbe Kelso, Alexandra Mison, Marcus Traucnieks, Komei Jo, Nicholas Jin, Andrew Lu, Liam Henderson, Pedron Nunes, Wade Sullivan, Lachlan Woods, Aki Barry, Bona Obiri-Yeboah, Joshua Wellwood, Samantha Green, Susan Alex, Bradley Cronin. **Seventh Row:** Hannah Crittenden, Georgie Taylor, Karla Banks, Madeleine Dillon, Sophie Wright, Daanica DeWolfe, Kate Goodridge, Maddison Sherriff, Nina Jones, Geneva LeGrand, Kiara McIntyre, Ella Schulze, Annie van Lint, Ella Parvin, Hannah Adsett, Dinah Rajakaruna. **Sixth Row:** Spencer Jensen, Eilish Niemiec, Mia Croft, Sophie Hall, Rose Farmiloe, Meg Langton, Madeleine Jones, Kyle Bowe, Flynn Cassella, Joshua Rushton, Natalia Frick, Natalie Ferris, Ella Gammon, Megan Callaghan, Kasey Fullwood, Adelaide Murley, Joseph Novy. **Fifth Row:** Declan Reilly, Courtney Vogler, Nicola Chaney, Mia Payne, Sarah Mahony, Mikaela Merryppor, Emily DeBortoli, Isabella Wallis, Joelle Cullen, Natasha Dalton, Hannah Wynne, Lindy Roos, Emma Butler, Soul Naylor, Ted Butler, Mitchell Northcote. **Fourth Row:** Jake Bunnell, Tiana Sheehy, Anna Dallmann, Ioanna Vinaccia, Madeline Hardy, Ava De Nardi, Olivia Heppell, Chanele LeGrand, Matilda Giese, Ella Erikson, Tessa Erikson, Meghann Plant, Gabriela Thompson, Naomi Simpson, Olivia Fuller, Cassia Gullej, Jack French. **Third Row:** Abigail March, Mollie Graham, Emily Searle, Liss Lopachyik, Mikaela Allen, Jordan Byrne, Flynn McConnell, Callum Breetzke, Mark Land, James Porteous, Sidney Blake, Abigail Ward, Georgina Cunningham, Isla Paul, Simona Bajagi, Harry O'Connell. **Second Row:** Adam Wormington, Rebecca Grace, Isabelle Jeter, Samantha Crisp, Ally Molachino, Anna Murley, Patrick Morrison, Steven Laing, Dominic Retschlag, Ms. Krishna Stanton, Mr. Robin Vognreic, William Payne, Tori Elliot, Elly Donrow, Kimberley Gunther, Riley Rymes. **Front Row:** Jasmine Burr, Hannah Ames, Oran O'Sullivan, Trevor O'Connell, James Beve, Lillian Horneman-Wren, Mrs Jennifer Crome, Mr Michael Crome, Mr Ross Switzer, Mrs Jenny Switzer, "Ollie", Kaitlyn McNeil, Samuel Bebedorff, Oscar Crisp, Charlie Oliver, Chelsea Blauberg, Lily Dargusch-Haig. **Absent:** William Ambrose, Kade Bryant, Brooke Colledge, Nathan Cook, Abbey Croughan, Alanna Estathia, Benjamin Gibson, Matthew Griffiths, Thomas Hall, Tiernan Halpin, Shaun Huxley, Ben Johnson, Madeleine Jordan, Declan King, Finlay Kroon, Chelsea Larkin, Samuel Lindsay, Georgina Lister, Joseph McDonnell, Andrew McKewen, Molly Miles, Craig Moffatt, Joyce Mookhoek, Kelric Mullen, Annie Robbins, Chad Robertson, Mackenzie Salisbury, Mitchell Sauer, Nelson Sonntag, Kirsty Stocker, Matthew Taylor, Brendon Timmins, Jeffrey Van Niekerk, Timothy Zuyderwyk.