



HELLENIC COMMUNITY
OF WESTERN AUSTRALIA INC.

ANNUAL REPORT 2017

ANNUAL GENERAL MEETING

22 APRIL 2018

Table of Contents

1.0	Committee of Management	2
2.0	Trustees	2
3.0	Saints Constantine and Helene	2
4.0	Definitions	2
5.0	Hellenic Community Management Committee Meetings	2
6.0	HCWA Sub-Committees and Support.....	3
	6.1 Saints Constantine and Helene.....	3
	6.2 Building and Maintenance.....	3
	6.3 Centre for Hellenic Studies	3
	6.4 Hellenic Community Greek Glendi Festival	3
	6.5 Strategic Planning and Redevelopment.....	3
	6.6 Sunday School.....	3
7.0	HCWA Publications.....	3
8.0	Notice to Members of Annual General Meeting.....	4
9.0	Minutes of Annual General Meeting: 30 April 2017.....	5
10.0	President's Report.....	19
11.0	St Andrew's Grammar Inc – St Andrew's Grammar Report.....	24
12.0	Hellenic Community Benevolent Association - Hellenic Community Aged Care Report	40
13.0	Motions to Amend Hellenic Community Constitution.....	42
14.0	Motions with notice	43

1.0 Committee of Management:

Executive:	
President	Savvas Papasavvas (re-elected 11 June 2017).
Vice President	Byron Spartalis (re-elected 11 June 2017).
Secretary	Pamela Lampropoulos (elected 11 June 2017). Jack John Hondros (ceased 11 June 2017).
Treasurer	Dimitrios Tsokos (elected 11 June 2017).

Committee:	
Peter Economis (ceased 11 June 2017).	Harry Navrozidis (elected 11 June 2017).
Kate Fatouros (elected 11 June 2017 resigned October 2017).	Paul Savvas (re-elected 11 June 2017).
Haralambos Bakaimis (elected 11 June 2017).	Garry Spartalis (appointed December 2017).
Fatios Gardounis (resigned April 2017).	Les Spartalis (re-elected 11 June 2017).
Vassilis Hatzidakis (elected 11 June 2017).	Michael Spartalis (re-elected 11 June 2017).
Theodore Mallias (ceased 11 June 2017).	Paras Vasilios (elected 11 June 2018).

2.0 Trustees:

Chairman:	
Peter Vlachou (elected May 2016).	Term ends 2020
Trustee:	
Peter Kalaf (elected April 2014).	Term ends 2018
Nicolette Litis (elected April 2014).	Term ends 2018
Loula Papandreou (elected April 2016).	Term ends 2020
Arthur Mistilis (elected April 2016).	Term ends 2020

3.0 Saints Constantine and Helene:

Parish Priest	Archimandrite Very Rev Father Elpidios Karalis
Assistant Priest	Rev Father Evan Battalis

4.0 Definitions:

HCWA	Hellenic Community of Western Australia Inc.
SAG	St. Andrew's Grammar Inc.
HCBA	Hellenic Community Benevolent Association Inc.

5.0 Hellenic Community Management Committee Meetings:

In 2017, the Committee of Management met on 13 occasions to conduct business of the Hellenic Community. These meetings were co-scheduled with a total of 10 meetings of Hellenic Community Benevolent Association Inc and 13 meetings of St Andrew's Grammar Inc.

Hellenic Community Committee Meetings: 2017		
10 January 2017	09 May 2017	12 September 2017
02 February 2017	19 June 2017	17 October 2017
14 February 2017	04 July 2017	14 November 2017
14 March 2017	08 August 2017	12 December 2017
11 April 2017		

6.0 Sub-Committees and Support:

6.1 Saints Constantine and Helene

Very Rev Elpidios Karalis	Nicolette Litis	Katerina Smith
Michael Christie	John V Metaxas	Byron Spartalis
Dimitri Gougoulis	Franki Papakonstantinou	Les Spartalis
Prokopis Koutlis	Con Tringas	

6.2 Building and Maintenance

Byron Spartalis	Paul Phillips
George Kallidis	John Metaxas (Hellenic Admin)

6.3 Centre for Hellenic Studies : Teaching Staff

P Christopoulos	G Lampropoulos	S Poloyannis
F Gerou	S Mylonas	K Reisis
F Giannaris	C Panovrakou	S Stamelos
O Kontorinis		

6.4 Hellenic Community Greek Glendi Festival

Joanne Fotakis	Vassilis Hatzidakis	Jamie Lynford	Jennifer Pidgeon
Socrates Bakaimis	Stan Kailis	Harry Navrozidis	Minas Samaras
Marcelle Anderson	Michael Karagiorgis	Catherine Papanastasiou	Nick Gile (Hellenic Admin)
Marie Delcos	Garyfalia Lampropoulos	Savvas Papasavvas	John Metaxas (Hellenic Admin)

6.5 Strategic Planning and Redevelopment

Steven Paradiss	Byron Spartalis	John Yiannakis
Michael Spartalis	Paul Phillips	John Metaxas

6.6 Sunday School

Father Elpidios	Katie Fatouras	Leah Tahos
Evelyn Palassis	Maria Gerou	Kathy Toufexis
Katherine Blythe	Amanda Kakulas	Anastasia Tahos - Assistant
Gina Delcos		

7.0 HCWA Publications:

Publications	Frequency	Editor
eNews	Weekly	Hellenic Admin
Condolence	As required	Hellenic Admin

Fifty two (weekly) eNews editions were published during 2017.

8.0 Notice to Members of Annual General Meeting - 22 April 2018



Hellenic Community of WA Inc. Notice of Annual General Meeting 2018

93th AGM of the Hellenic Community of Western Australia Inc.

Sunday, 22 April 2018, commencing at 2.30 pm
St Andrew's Grammar Gymnasium, Boddington Crt, Dianella

Important Notice to Members


- Apologies known in advance must be emailed to info@hcwa.org. All other apologies to be recorded on the day on the designated white board.
- The quorum will be determined by the number of financial members as at 21 March 2018.
- Pursuant to clause 17 of the Constitution, all notices for the amendment, alteration, abrogation or addition to the rules of the Association must be presented in writing to the Secretary at least 21 days prior to the Annual General Meeting. That is, notice must be received by **Sunday, 1 April 2018**.
- Pursuant to clause 6.14 of the Constitution, no motion will be put to any General Meeting unless a written notification has been given to the President or the Secretary at least 7 days before the Annual General Meeting. That is, motions must be received by **Sunday, 15 April 2018**.
- **Notices and motions pursuant to sections 17 and 6.14 can be emailed to info@hcwa.org.**
- A member who submits a motion will be given two minutes to present it to the meeting. Up to three members will be permitted to speak in support of the motion and up to three members against the motion.

Speakers will be given two minutes to present their arguments. Questions from the floor will be limited to one minute.
- Members are urged to **renew memberships prior to the date of the AGM** to avoid starting time delays.

Agenda

1. Welcome, Apologies and Respects.
2. Blessing of the Meeting.
3. Acceptance of the Minutes of the Annual General Meetings of 30 April 2017.
4. Annual Report
5. Receipt of the Financial Reports.
6. Motions with Notice
7. Proposed Amendments to the Constitution of the Hellenic Community of WA Inc.
8. Proposed Amendments to the Hellenic Community Benevolent Association Inc.
9. Proposed Amendments to the Constitution of St. Andrew's Grammar Inc.
10. Election of two Trustees.
11. Election of Election Committee.
12. General Business of which notice has been given.

9.0 Minutes of Annual General Meeting of 30 April 2017

		<p>Minutes of the Annual General Meeting Hellenic Community of Western Australia Inc 20 Parker Street, Northbridge.</p>
		30 April 2017
1.0 Commencement: 2.45 pm – Quorum:		
1.1	Savvas Papasavvas	We will commence at the meeting at 2.45 pm. Good afternoon and welcome to the Annual General Meeting of the Hellenic Community. On behalf of your committee, thank you for attending this meeting. You have received by email or post an agenda for the meeting today. The agenda is also on page three of the Annual Report. [Welcome repeated in Greek] I invite Father Elpidios to bless the meeting and ask you to remain standing following the blessing to pay respects to those members who have passed away since our last meeting. [Repeated in Greek]
1.2	Father Elpidios	Alla masi Christos Anesi
1.3	Savvas Papasavvas	Please remain standing for the members who have passed since our last meeting.
1.4	Savvas Papasavvas	Before I commence the meeting, I will introduce my committee: Vice President Byron Spartalis, Secretary Pam Lampropoulos, Treasurer Dmitrios Tsokos, committee members, Peter Economis, Jack Hondros, Paul Savvas, Les Spartalis, and Michael Spartalis.
2.0 Apologies		
2.1	Pamela Lampropoulos	Loula Papandreou and Paul Savvas. Any other apologies? Allan Cresswell, Jim Manifis, Tom Rombotis, Sylvia Gregory, and Tina Kyriakis.
3.0 Minutes of Annual General Meeting – 19 April 2015		
3.1	Savvas Papasavvas	[Repeated in Greek] At the AGM of 10 April 2016 there was discussion about the minutes included in the Annual Report for 2015. Sheryl Gourdis explained the minutes of the 2015 AGM, she prepared as Secretary, were not the minutes presented to the meeting. The AGM requested the minutes included in the report presented to the meeting not be accepted and Sheryl's minutes resubmitted to this meeting. The Hellenic Community Committee believes the members should decide whether the minutes of the 2015 AGM prepared by Sheryl Gourdis or the minutes prepared by Hellenic Admin should be adopted as the official record of proceedings. The two sets of minutes differ because the Hellenic Admin minutes do not include some comments. [Repeated in Greek].
3.2	Sheryl Gourdis	You cannot tender alternative set of minutes to those tendered by the then Secretary. You cannot tender minutes your Committee drew up as the minutes to be approved or not approved.
3.3	Pamela Lampropoulos	It was a resolution to vote at this meeting. Sheryl Gourdis' minutes comment on heckling from the meeting. The best thing we can do is to vote which ones we accept.
3.4	Sheryl Gourdis	If there is an amendment to the minutes to be made then you amend the original minutes. You don't create alternative minutes. It is the members who have to agree whether the minute is correct or not, not the Committee.
3.5	Gary Mitchell	My motion resolved the position last year. To have the two people get together and have the legal set of minutes accepted. You cannot have two sets of minutes. These are legal documents and the Secretary at the time signed them off legally. An alternative set of minutes presented by Hellenic Admin is just a policy. One set of documents.
3.6	Marguerita Maounis	In the constitution, the role of the Secretary, it states 5.3 of the

		constitution: the Secretary to attend all meetings of the committee and all general meetings of the community and keep the minutes of both and to sign the same together with the president. If we start changing things what is the point of having a constitution.
3.7	Pamela Lampropoulos	Can members look at the screen? We are asking you to support the omission of 7.5, 7.8, and 8.9.
3.8	Savvas Papasavvas	We have the motion moved by Pam Lampropoulos. Seconded by Maria Hatzidakis
3.12	<i>Motion:</i> <i>Passed</i>	Paragraphs 7.5, 7.8, and 8.9, are omitted from the minutes of the 2015 AGM prepared by Sheryl Gourdis. <i>Moved: Pamela Lampropoulos</i> <i>Second: Maria Hatzidakis</i>
3.9	John Metaxas	I have an objection because of wording is derogatory. Why would you put that in the historical record of the Hellenic Community?
3.10	Sheryl Gourdis	John Metaxas, the minutes were given to you. You ok'd these sections of the minutes, not as a member of the committee, as a person on Hellenic Administration. These minutes also went to the Chairman of Trustees who ok'd them before release. I sent you a number of copies, but you chose to alter them. You are not in a position to alter them. This is a factual account.
3.11	Gary Mitchell:	I am arguing against the motion. The correct procedure is to accept Sheryl's minutes because they are the legally correct one's and then amend them as is the right of the members. You cannot present an alternative set of minutes which is just a policy document. If they ask you to accept these minutes. You cannot do it.
3.13	<i>Motion:</i> <i>Passed</i>	The minutes of the 2015 AGM prepared by Sheryl Gourdis, with the omission of paragraphs 7.5, 7.8, and 8.9, are adopted as the record of the 2015 Annual General meeting of the Hellenic Community of Western Australia. <i>Moved: Pamela Lampropoulos</i> <i>Second: Maria Hatzidakis</i>
4.0 President's Report :		
4.1	Membership:	Membership increased in 2016. The increase was achieved in a non-election year. The member data base has been improved. Members can now view their membership record on the data base. The web address is < https://members.hcwa.org >. Members use their membership number and date of birth to view their details.
4.2	Church of Saints Constantine and Helene:	I would like to thank our Church Sub-Committee, John Stamatis, the Chanters, our Choir, and our Sunday school teachers who all ensure Sts Constantine and Helene is a special and secure place of Orthodox worship for our congregation. I also thank all our members and parishioners for supporting our Church, in so many ways every Sunday, on special days, at Easter, cake stalls or with other donations. I thank Reverend Father Elpidios for the excellent work he does for our Church and religion.
4.3	Easter:	Easter services were well attended in 2016 although inclement weather reduced Holy Friday evening attendance. The traditional Easter Saturday Resurrection Service was held in Russell Square. Our thanks again, to the City of Perth for sponsoring Easter services. In 2016, Father Elpidios was assisted by Father Evan Battalis, Dimitri Gougoulis, Costas Karalis, John Stamatis, Franki Papakonstantinou, George Anastasiadis, Marina Gougoulis, Evdokia Karelis, Albert Papalazaros, Vaia Papakonstantinou, Con Tringas, Les Spartalis, Byron Spartalis, Nicolette Litis, Prokopi Koutlis, George Koutlis, Michael Christie and Ekaterina Smith.
4.4	Sunday School:	The Hellenic Community and Father Elpidios promoted the Community Sunday school. Thanks to Father Elpidios and Sunday school volunteers: Evelyn Palassis, Amanda Kakulas, Leah Tahos, Maria Gerou, Gina Delcos, Katherine Blythe, Kate Fatouras, and Katina

		Toufexis.
4.5	Candle making:	Prokopi Koutlis again produced thousands of candles for the Church. Many thanks to Prokopi Koutlis for his ongoing strong support of our Community and Church.
4.6	Youth group:	For the first time in many years, a youth group of sixty 11-16 year old was formed in 2016. The group has organised social activities and hopes to attract additional participants. I would like to thank the coordinator of the youth group Anna Papadopoulos
4.7	Dance group:	Many thanks to the parents and children who attend the Hellenic Community dance group with teacher, Kalliopi Reisis, coordinators Konstantina Petridis and Anna Papadopoulos. Many thanks to Kalliopi, Kostantina, and Anna, for developing our dance group.
4.8	Cultural Display:	The Hellenic Community included a cultural display at the 2016 Glendi. Thank you to the volunteers who attended the display.
4.9	Greek Film Festival:	The festival held in November 2016 was a great success. The Cloudy Sunday film at Morley Cinema attracted 300 members.
4.10	Special Events:	The Hellenic Community hosted functions in 2016 for: <ul style="list-style-type: none"> • Voula Patoulidou, Greek Olympian and Vice Governor of Central Macedonia, Greece, in conjunction with the Pan Macedonian Association of WA. • Maria Maroulis, Greek singer.
4.11	Hellenic Community Greek Glendi 2016:	The 23 October 2016 Hellenic Community Glendi attracted the expected 20,000 plus visitors to Northbridge and Russell Square. Thank you Peter Economis, Eleni Evangel MLA, Despene Kalaf, Stell Limnios, Zak Chrisostomou, John Papachristos, Milena Djurasinovic, Lexine French, and George Karamintzas for their efforts in planning and coordinating the 2016 Glendi.
4.12	Saints Constantine and Helene Lunch:	Twelve St. Andrew's Grammar students performed an outstanding 'Ode of Remembrance' at the Saints Constantine and Helene day lunch. Students showed their singing, public speaking, and Modern Greek language skills before a large appreciative audience.
4.13	Stavrou Lunch:	Members and special guests, Antoinos Koliades, Consul of Greece, federal members of parliament Anne Aly and Tim Hammond, state members of parliament, Eleni Evangel, and Peter Katsambanis, and Lord Mayor of the City of Perth, Lisa Scaffidi attended a successful Stavrou lunch in the lower hall. Each special guest spoke briefly on the significance of the Holy Cross.
4.14	Christmas Family Function:	In November 2016, around 250 parents and children attended the Hellenic Community Family Christmas Celebration at the Hellenic Community Centre. Students of the Saturday School performed Christmas songs and St Andrews Grammar students recited poems in Greek and in English and sang traditional Greek carols (Κρητικά Κάλαντα) and the Greek Community Dance Group performed dances.
4.15	Community Centre:	The lower hall was repainted in 2016 and a kitchen upgrade commenced for the lower hall to remain a useable space for Community functions and Church hall. Revo Gym completed 30 months occupancy of a 3 year arrangement at end-2016. Noise issues are a continuing concern.
4.16	Associations:	Presidents of Greek Australian Associations met in 2016 to discuss the Macedonia and Cyprus issues and a composite calendar of association events and matters of mutual interest. This was successful because, for the first time, all the presidents had come together to discuss our problems and what we can do for the future of our community.
4.17	Saturday School Parents and Friends:	The Committee was formed in 2016 with inaugural President GiorgosTsitiridis and immediately set about supporting the Saturday school. Many thanks to Giorgos and his committee.
4.18	Hellenic Community Radio:	Thank you to Hellenic Community Radio presenters: Poppy Georganis, Saki Pilarinos, Tatiana Lavassa, Paula Tsakisiris, Louca Letsios, and Anna Smiloviits for presenting our weekly programs.

4.19	Weekly Electronic News:	Weekly eNews and advisory condolence notice emails continued during 2016. The eNews will be reformatted in 2017.
4.20	Hellenic Community Aged Care:	Hellenic Community Aged Care maintained a healthy financial surplus in 2016. Thanks to Tina Hoogenkamp and her staff.
4.21	St Andrew's Grammar:	Cash balances at year end exceeded funds required to make the first salary payment in 2017. This was a repeat of 2015, when the school was not required to draw down on its overdraft. Enrolments declined in 2016 compared to 2015. This is because of debt and the economic situation in WA and has happened to a lot of private schools. Thank you Paul Kotsoglo and the St Andrew's Grammar Board, to Simon Midson and the heads of schools, and the parents and students who supported our school in 2016.
4.22	Appreciation:	Your committee has ultimate responsibility to members to oversee the financial viability and ensure regulatory compliance of all Hellenic Community entities. My thanks to colleagues Byron Spartalis, Jack Hondros, Peter Economis, Despene Kalaf, Pam Lampropoulos, Theodore Mallias, Paul Savvas, Les Spartalis, Michael Spartalis, and Michail Petridis, for their support and commitment to serving our members. Thank you all who applied for membership to the Hellenic Community in 2016 and to all existing members who maintained their involvement with the Community. Our Community exists for its members. Please help us to build on the foundations of our forebears.
4.23	[In Greek]	I want to say a few words in Greek because I believe a majority of our members want us to speak Greek at the Annual General Meeting. <i>Church:</i> I will start with the Church, thanks to Father Elpidios and the Church Subcommittee who are doing their best for the Church and the Christian faith. There are around 20,000 Greeks, only three per cent go to Church. We need to try harder to get more people to Church. <i>Youth:</i> The Hellenic Community Committee is trying to support our youth. We have started by forming a group from age 11-16. Events are have been organised for this group of over 60 children. Thank you Anna-Lisa Papadopoulis for helping organizing these events. <i>Dance group:</i> The Dance group has increased its numbers. It is good to see new members every Saturday coming to learn traditional Greek dance. I thank all the volunteers who helped Peter Economis with the theGlendi. I thank Peter Economis once again for what he achieved. Volunteers in our Community are increasing. This is not easy in the current environment. The Hellenic Community proved it has volunteers through the Glendi and the Easter Glendi. The Greek Film Festival continued this year. I thank Bob Pearce who has done a lot to promote Greek culture through this festival. Other activities included bringing personalities from Greece. One who spoke at the opening of this gymnasium was Olympic gold medallist Voula Patoulidou. We hosted another event for members with Maria Marouli. It was wonderful to see more than 100 of our young people singing along with the Greek music and dancing. Don't forget, our youth is not close to us. I estimate we have lost 2-3 generations of our young people and if we continue in this way what is the future for our Community? The Saints Constantine and Helene lunch was a great success, thanks to all who supported the lunch. The Christmas Tree was attended by 150-200 families and children. The Saturday school is going well and improving with new students enrolling. Thank you to the

		<p>teachers who educate our children in the Greek language and culture. Another achievement was the meeting of association Presidents to design a strategy to help us present the Greek language and culture and a common future for our community. Radio continues to increase its listeners. I thank the presenters of all the programs. I also thank the members of the School Board and especially Board Chairperson, Paul Kotsoglo. My thanks also to the Committee of the Hellenic Community. We have been working as a team and this enabled us to offer more to Community members. Many thanks to you, because without you there is no Community. It is a pleasure to see new members joining our Community. Members coming to the Community, means we have a future. We have to concentrate on the youth. I hope with your support we can achieve this. Thank you all for coming today. This shows we can preserve our language and our culture.</p>
President's Report: Discussion		
4.24	Pam Lampropoulos:	Are there any questions on the President's report?
4.25	Gary Mitchell	<p>Our people want to 'angaliasi' (embrace) you and make you a hero as long as you reward their good faith and do everything properly. They will take you to the stars and they will keep you their forever. But it's a covenant of good faith. You've got to show them your not insecure, your strong and they will let you do anything. Where're all with you. We encourage you, be bold. We want you to take our Community up. I received a text from the Chairman of the School Board as of 31 December. It relates to the report of the School. Two questions. Number 1, you just said to me you had no part in preparing the report. I understand Simon prepared the report for you. That man would have prepared the report you needed here today. So you didn't need to step away from the protocol we always had. So please honour that from now on. When you step away from the constitution, the covenant you had you erode, because it gives us certainty. We know what you are doing and we can stand it, but you can't step away from the constitution because the certainty it gives us is a legal certainty as well. By stepping away from the constitution and making yourself acting Chairperson of the School, you have breached the school constitution. It's a problem because it creates legal issues for us. Potentially what you have done is created an illegal board and potentially what you have done is now cast dispersions over everything that Board has done which means the members will carry legal liability and the directors of the Board because you have acted wilfully will not be covered by director's liability. It's a problem because if you have actually spent anything, incurred any losses, or changed any employment contracts, we can be sued and in turn you can be sued. My question is, when you did that were you aware of what you were doing and the legal implications</p>
4.26	Savvas Papasavvas:	<p>Thank you Gary for the nice words you said about me. The School Board asked me to be the Acting Chairperson of the School Board because in three months we have elections. It was not good to appoint another chairperson of the School Board and the new committee to be elected, asking them to resign. For this reason I say to the members, after the elections I am going to resign as Acting Chairperson of the School Board.</p>
4.27	Gary Mitchell:	Savvas you had no authority to go in. You created a legal problem for us and for your Board.
4.28	Amanda Kailis:	<p>There is a constitution of the Hellenic Community, there is a constitution of St Andrews Grammar Inc. When the School Board meets it is obliged to elect by secret ballot a chairman from amongst its members. It was intended to not be connected with the cycle of the elections, and at present the school lacks a chairman who has been lawfully elected. The full board is obliged to elect someone from its members, but not the President of the Hellenic Community, the Archdiocese representative, or the consul representative. My questions first: When is Savvas going to</p>

		stand down and allow a lawfully elected chairman to be elected by the Board? The second question is a lot of the work of the Board has been good work and you mentioned the ATAR results in your report. One of the issues is modern Greek. At the end of 2016, the lawfully constituted School Board identified issues with ATAR, modern Greek, and other languages and a lot of work was done to lobby the government of the day. What has the School Board done to complete the work of the political lobbying and the submissions to the Scaling committee and the ATAR committee to ensure the scaling of the modern Greek was reviewed and what were the results of that review?
4.29	Savvas Papasavvas:	The members of the School Board asked me to be the Acting Chairperson until the elections. After the elections, may be a new committee is going to ask us to resign and we would resign. We have to respect the decision of the new committee. After the elections, I am going to resign. But also if you want us to obtain legal advice before the elections, I can get it and if the legal advice says it's against the constitution I will leave. We have continued the lobbying on scaling.
4.30	Manny Papadoulis:	Eighty per cent of students who attend St Andrew's Grammar are non-Greek. St Andrew's is an exceptionally good school, a fantastic school and has been completely underrated. It is a school that over the last five years, with the generosity of benefactors, has grown academically, has grown assets, has a beautiful community, has some fantastic teachers, some fantastic Greek speaking teachers. There was an email sent to all parents on the dismissal of the Board which upset a lot of non-Greek parents who said what is going on? I said I have no idea. They are fearful of further changes to the school. At the moment the school is in a very good spot. So what are your plans for the school over the next 12 months to two years? There are a lot of rumours going on around the school particularly with the non-Greeks, some are looking for other schools.
4.31	Pam Lampropoulos:	The Chairman has asked me to give you a brief answer. In June we have elections. There have been no decisions for any major changes.
4.32	Gary Mitchell [from the floor]:	Well why did you step in then?
5.0 Financial reports		
5.1	Dimitrios Tsokos	<p>I trust most people were able to take advantage of the financials we sent out a week before the Agm.</p> <p>For the Hellenic Community consolidated accounts for 2016: The revenue for all the entities was \$16,012,460 compared to 2015 of \$16,100,322. The expenditure for 2016 was \$15,624,933 compared to \$14,560,528. That left a surplus last year of \$387,527 and \$1,539,794 in 2015. There was a transfer to the maintenance reserve as is required by the constitution.</p> <p>For the Hellenic Community of WA, the Church and assets at Parker Street, the turnover was \$921,237 compared to \$996,893 in 2015. Expenditure for 2016 was \$1,003,970 compared to \$931,973. There was a deficit in 2016 of \$95,669 compared to a surplus of \$51,344 in 2015. There was an income decline in 2016 due to Church and other donations, hall and office hire while expenses increased for the installation of smoke detectors and renovations at the Community Centre.</p> <p>Aged care had turnover in 2016 of \$7,851,760 compared to 2015 of \$7,888,297. Expenditure for 2016 was \$7,439,106 compared to \$7,173,834 in 2015. The surplus last year was \$412,654 compared with \$714,463. The decline in income was due to lower rates of subsidies, interest, and retention income. Changes to commonwealth funding and lower occupancy were the main drivers of reduced grants and subsidy income. Salaries and wages, general and office (mainly workers</p>

		<p>compensation payments), and lease expenditure increased.</p> <p>For St Andrew's Grammar for last year turnover was \$7,316,844 compared to \$7,276,006 the year before. The expenditure for 2016 was \$7,269,348 compared with \$6,501,826. The surplus for 2016 was \$47,496 compared to 2015 of \$774,240. Income increased by \$40,778 in 2016 with increases in government capital grants, student fees, and resource levies. Expenditure increased in 2016 mainly due to salaries and wages, general and office expenditure, school funded and student funded, repairs and maintenance, and computer expenses.</p> <p>We have total cash balances of \$13,331,356 compared with \$10,045,626 in 2015. The bulk of those monies are deposits held by Hellenic Aged Care for resident accommodation bonds. That represents about 80%. In the case of the liabilities. The bulk of the liabilities are for the school which is just under \$3.2m and there is also an overdraft for \$221,000. Thank you.</p>
5.2	Damon Venoutsos:	<p>I refer to page 7 of the financial report. The trading surplus for the school \$47,496 versus last year \$774,240. The accompanying notes on page 8, I quote: "Expenditure increased by \$707,522 in 2016 mainly due to salaries and wages, general and office (debt write-off), school funded, student funded, teaching materials, repairs and maintenance, and computer expenses (software programs). This is very disconcerting to understand the financials are in such a dire strait. My question is, are there any supplementary notes, explanations on why we have increased expenditure of \$767,000 in one academic school year resulting in a \$47,000 surplus? A supplementary question to the Treasurer is your final comment: "matters must be addressed in 2017 to avoid a carryover into 2018". Tomorrow is 1 May, midway through the academic school year, what matters have been changed or are being addressed to ensure this is not to continue?"</p>
5.3	John Metaxas:	<p>Part of the increase in expenditure is the increase in provisions. The auditors wanted us to add provisions for long service leave and for annual leave to include superannuation provisions. There was also an increased write-off in bad debts of about \$80,000. That was a large portion of it. Salaries and wages increased, but the big problem was income. The income went down. What hurt most, a drop in student numbers and flat lining in state government revenue which only increased about 1 per cent. Commonwealth money was up around 3 per cent. One of the problems we have with the school, is irrespective of our income, the enterprise bargaining agreement increases teachers salaries in line with the state government increases plus 2.5 per cent. Every 1 per cent in salary increase is about \$50,000. Every 1 per cent increase in school fees is about \$20,000. We are always behind when we have increases in salaries and tuition fees.</p>
5.4	Damon Venoutsos:	<p>The income was thoroughly expected. I was discussing the expenditure increase of \$767,000. If we are making comment about expenditure. Is this in line with the budget set for the school? Is it in line with budget expectations or did we not meet our budget expectations and what are we doing to address this matter in 2017 so we don't see a repeat in 2018? If you don't have the resources, people who are walking now will keep walking very quickly and we will have a lot of empty buildings not students.</p>
5.5	John Metaxas:	<p>We kept to the budget. The School cash flow position was about the same as last year where we ended the year with positive funds to pay the first payroll in 2017 when normally we would dip into the overdraft. By the end of October we get no more funding for the school. From the end of October to early January you have to live off the income you have. We managed to survive because we had a positive cash position and we kept to our budget. This year, 2017, it is looking like we will end up with very little cash in the bank. 2018 on our projections is looking a</p>

		tough year depending on enrolments.
5.6	Gary Mitchell:	How many full paying students have we gained or lost since the beginning of this year? Can you give us the students we currently have?
5.7	John Metaxas:	We started with 455 and we might be down to about 440. We have lost about 15 net. Not bad if you compare us with a lot of the other private schools due the economic situation.
5.8	Pam Lampropoulos:	Can I have a mover to accept the financial report? Thank you, Con Tringas. Seconded, Mike Hatzidakis. Can we have a show of hand for a motion to accept the financial report? Against? The motion has been carried.
5.9	<i>Motion:</i> <i>Passed</i>	<i>The Financial report is accepted.</i> <i>Moved: Con Tringas.</i> <i>Second: Vassilis Hatzidakis.</i>
6.0 Minutes of Annual General Meeting – 10 April 2016		
6.1	Pam Lampropoulos:	Can we now go back to the minutes of 2016? Are there any questions on the minutes please?
6.2	Amanda Kailis:	I just received these minutes this afternoon. Since then we have been transacting business. I am not sure any one can accept them because we have not had time to read them. I suggest, to just table the minutes.
6.3	Pam Lampropoulos:	If the meeting is agreeable. Amanda are you to move a motion to table the minutes and resubmit them at the next Agm? Amanda has moved the motion. Do we have seconder for the motion. Maria Bacopanos seconds the motion.
6.4	<i>Motion:</i>	<i>To table the minutes of the 2016 Annual General Meeting and resubmit them at the next Annual General Meeting.</i> <i>Moved: Amanda Kailis.</i> <i>Second: Maria Bacopanos.</i>
6.5	Amanda Kailis:	It's a procedural issue. I did not get the minutes until this morning and I have not read them. I don't think any one of us can put our hands up to vote for the minutes if we have not read them.
6.6	John Metaxas:	The link was sent out at about 30'clock yesterday afternoon. People have had time to read them. In years gone by, we have had the minutes when people arrive at the meeting. Because of the size of these documents, we can only send out links.
6.7	Pam Lampropoulos:	Do you want to support Amanda's motion and table the minutes and revisit them next year? Can I have a show of hands in favour? Against? Amanda your motion has been defeated.
6.8	<i>Motion:</i> <i>Defeated</i>	<i>To table the minutes of the 2016 Annual General Meeting and resubmit them at the next Annual General Meeting.</i> <i>Moved: Amanda Kailis.</i> <i>Second: Maria Bacopanos.</i>
6.9	Savvas Papasavvas:	We have a motion. We voted about the motion from Amanda. It was put to the members and did not carry. [In Greek: Amanda put a motion for the minutes because the members have not read the minutes we cannot pass them. The minutes were sent out yesterday and all members who are truly interested and want to come here to attend the Agm and vote could have read them and either approve or reject them. This motion has been put and rejected and we can move to the next item.]
6.10	Pamela Lampropoulos:	Can I have the mover of a motion to approve the 2016 minutes please? Thank Mike Hatzidakis. A seconder; Con Tringas. A show of hands for the minutes to accepted. Against? The motion has been carried.
6.11	<i>Motion:</i> <i>Passed</i>	<i>The minutes of the 2016 Annual General Meeting are approved.</i> <i>Moved: Vassilis Hatzidakis</i> <i>Second: Con Tringas</i>
7.0 Motions with notice: No confidence		
7.1	Pamela Lampropoulos:	We are now going to deal with a motion put forward by one of the members who is also a trustee, Arthur Mistilis. Before we call on Arthur we need a clarification by John Metaxas.
7.2	John Metaxas:	There is a reference in Arthur's motion to an incorrect email in the

		<p>eNews about a motion passed at the last year Agm. Arthur checked to see whether it had been registered a corporate affairs and it had not. The problem was the motion passed at the last year Agm was a motion to amend my motion to allow members a vote once their membership had achieved 365 days. There was a motion moved to amend that motion and that motion should not have been allowed because the motion did not follow the normal constitutional requirement of being sent out to members 21 days in advance of the meeting. Nevertheless, the motion was passed and we recorded in the eNews that the motion had been passed. We should not have done that. It was an administrative error on the part of Hellenic Admin. I take full responsibility.</p>
7.3	Pamela Lampropoulos:	<p>I will read the motion. “ Notice of motion of no confidence in the President and the committee of management of Hellenic Community of Western Australia Inc (Hcwa) for a wilful disregard of the rules of the Hcwa constitution dated 1 May 2015 and 9 May 2016 filed in accordance with rule 6.14. The vote of no confidence arises from the following matters brought to the attention of the Trustees by members of Hcwa:</p> <ol style="list-style-type: none"> 1. Hcwa incorrectly advised members by eNews on 20 April 2016 that an amendment had been made to the constitution at the Agm on 10 April 2016 concerning members’ entitlement to vote. A review of the amended Hcwa constitution file at the Department of Commerce dated 9 May 2016 shows no such amendment was past at the Agm of 10 April 2016.” <p>“Hcwa incorrectly advised members by eNews on 20 April 2016 of their entitlement to vote which was based on incomplete advice. Hcwa committee of management have received advice from Jackson McDonald solicitors that does not accord with the advice contained in the eNews of 20 April 2016.</p> <ol style="list-style-type: none"> 2. The President incorrectly advised members that the AGM on 10 April 2016 could be terminated even though all the business of the meeting had not been attended to. <p>The HCWA AGM held on 10 April 2016 was abandoned before all matters on the agenda had been considered.</p> <p>In accordance with Rule 6.13. there is no provision to abandon an AGM but to adjourn it to a future date to transact the unfinished business.</p> <p>As a date at which the adjourned AGM is to be reconvened to deal with the unfinished business was not set the majority of the Notice of Motions that should have been considered at the AGM have effectively been abandoned.</p> <p>The President concedes in his letter of 16 August 2016 that he acted contrary to the Rules of the constitution as there is only power to adjourn the meeting not to abort it.</p> <p>The President in a later letter advised that he would not reconvene the AGM so that the outstanding business could be concluded and any outstanding business could be resubmitted for consideration to the 2017 AGM.</p> <p>The President has taken it upon himself to decide when Notices of Motions will be heard - if ever – a power which he does not have.</p> <p>The Trustees did afford the President and Committee of Management sufficient time and assistance since the 1 June 2016 to comply with the</p>

		<p>rules however the President and Committee of Management have taken no action to comply.</p> <p>These matters are canvassed in detail in the following exchange of correspondence between the Trustees of HCWA and the President of HCWA.”</p> <p>Chairman of Trustees letter of 1 June 2016; NOTES FOR MEETING of 27 July 2016; Notes OF Meeting 27 July 2016 issued on the 1 August 2016; HCWA President letter of the 16 August 2016; Chairman of Trustees letter of the 15 September 2016; HCWA President letter of the 12 December 2016; Meeting of the 12 December 2016 (notes not kept); Chairman of Trustees letter of the 17 January 2017; HCWA Presidents letter of the 23 January 2017; Notes of meeting of 23 January 2017, email of 24 January 2017 and the email of 10 March 2017 from HCWA Vice President to the HCWA COM.</p> <p>Copies of these papers have been made available to the members who brought the matters to the attention of the Trustees.</p> <p>In Summary The President of HCWA and the Committee of Management have acted contrary to the Rules of the HCWA constitution in that they have;</p> <p>1 Given incorrect information to members concerning the amendments which were carried at the AGM of 10 April 2016.</p> <p>Given incorrect information to members on members’ entitlement to vote. Taken it upon themselves to decide when or if ever Notices of Motions will be heard.</p> <p>The failure to comply with the Rules of the HCWA Constitution by the President and Committee of Management is endemic as it continues in the Notice to members of the AGM to be held on the 30 April 2017 where it states that: “the quorum will be determined by the number of financial members as at 7 April 2017....”</p> <p>There is no Rule that gives the President and Committee of Management the power to declare a date upon which a quorum will be determined and members who comply with Rules 3.6.1 and 3.7 may pay their membership fees on election day to enable them to vote at those elections.</p> <p>Proposer: Arthur Mistilis Secunder: Sylvia Tzortzis.</p> <p>I invite Arthur to the lectern.</p>
7.4	George Kailis [from the floor]:	Point of order. Because this is a vote of no confidence in the Chair, it’s normal to nominate someone else to chair.
7.5	Pam Lampropoulos:	That is very difficult because it’s not only the chair, it’s the committee and for that reason we won’t do that.
7.6	George Kailis [from the floor]:	So in that case. Given the committee considered this, what steps have you taken to ensure to meeting is chaired fairly.
7.7	Pam Lampropoulos:	The mover of the motion and the Chairman of Trustees agree they are happy have Savvas continue to chair the meeting.
7.8	Arthur Mistilis:	Do you have a quorum for this meeting?
7.9	John Metaxas [from the floor]:	Yes
7.10	Arthur Mistilis:	How many of those given these voting slips were admitted to membership in 2017?
7.12	John Metaxas [from the floor]	They had to pay 2016 and 2017.
7.13	Arthur Mistilis:	So those admitted to membership in 2017 weren’t given one of these?
7.14	John Metaxas [from the floor]:	That is correct.
7.15	Arthur Mistilis:	How many members who were admitted to membership for the first time

		in 2016 were given one of these cards?
7.16	John Metaxas [from the floor]:	I would have to go back into the system and check.
7.18	Savvas Papisavvas:	Arthur we have a quorum. The members who paid their membership are around 350. You can see from the numbers here we have a quorum.
7.19	Arthur Mistilis:	<p>This is the constitution signed by the President on 9 May lodged with the Department of Commerce and accepted by them. The rules of your association are in this document and we have been ruled for the last 90 years quite successfully. You're going to be told constitutions aren't clear, yet it's a document accepted by government. As the reason why it is not applied. The members were told last year the meeting will be terminated. Unfortunately there is nothing in the constitution to give that power. What you can do in the constitution is defer or adjourn the meeting. Now the President says I will take it as an adjournment and you can resubmit your notices of motion to the next Agm. There is no intention and no power for that in the constitution.</p> <p>Finally entitlements to vote. The constitution was amended in the 2015 Agm to avoid what people loosely refer to as branch stacking. That means, as of now, in the current constitution any one who joins for the first time in 2017 can't vote in 2017 and any who joins in 2016 for the first time, he or she can't vote in 2017. There is a legal ruling on this and there is a contentious matter that the rulings are in conflict. Have you been supplied with a copy of the legal ruling of membership entitlement to vote? No. When did you receive this notice of motion? Today? So you haven't had any opportunity to consider it. So my notice of motion is a vote of no confidence because these meetings, the Agms, degenerate into what's going on today and will continue to do so irrespective of what happens to the motion today. This will continue and continue until the committee of management with the exception of Byron Spartalis adhere to the constitution.</p>
7.20	Pam Lampropoulos:	We have allowed two minutes per speaker. Can I have a show of hands for those who want Arthur to speak longer, Yes? A show of hands No? Sorry Arthur.
7.21	Evan Kakulas:	Like everyone here, I cannot recall what happened at the meeting last years. There is a record, a video tape, of what happened. I am going to ask to play the video. Arthur if you are happy with that?
7.22	<i>Pam Lampropoulos [Procedural vote]: Passed.</i>	<i>Can I have a show of hands from those people who are happy to watch the video of the motion Savvas moved. Show of hands please. Ladies and gentlemen we want to show the motion Savvas moved. Do you agree, can you please put your hands up?</i>
7.23	[Vision is played on screen].	Savvas Papisavvas says: "Can I put a motion to leave the rest of the motions to the next year's general meeting and we know that in July we have to sit again to change the constitutions. My motion is to leave the next of the motions to the next year, may be extraordinary meeting. Ok Gary Mitchell seconds the motion. Who is for the motion? John, can you tell us the numbers. Ok I think the motion is passed"
7.24	Evan Kakulas:	Arthur in the light of the video and what the committee voted have you changed your position at all about what should have happened to the amendments raised at the last meeting?
7.25	Arthur Mistilis [from the floor]:	Inaudible....got no powers, when you do things without powers. The answer is the President and the committee acted outside the constitution.
7.26	Evan Kakulas:	<p>Having looked at the transcript of what transpired, this is what Savvas said:</p> <p style="padding-left: 40px;">If we continue to finish the motions it's going to take to be honest may be 1 hour and ½. Can I put a motion to leave the rest of the motions to the next year's general meeting and we know that in July we have to sit again to change the constitutions.</p> <p>The procedural motion put was the right motion. The rest of the motion was:</p>

		<p>My motion is to leave the next of the motions to the next year general meeting may be extraordinary meeting. Moved by Savvas seconded by Gary Mitchell and that was the right motion.</p> <p>Let's have a look at the constitution. I am going to talk on items 2 and 3. Item 1 was an administrative error. There was a committee 40 years ago to look at the constitution. It was Ken Michael, Peter Gregory, Theo Kakulas, the Bishop was present and that was when George Palassis was president. Dr Savvas was there. It got nowhere. When I was President, ably assisted by Sheryl, Gary, real good committee. We also had a committee. It was the late Barry Panos, Bartley Kakulas, John Yiannakis, John Metaxas, and Mick Manifis. In 2007 I am sad to say, 'mia dripa sti thalassa'. There is a current committee: Savvas Papasavvas, John Metaxas, Jim Tsokos, and John Yiannakis. The draft was circulated two weeks ago and the constitution needs amending. I can see no reason why it cannot be dealt with before the next elections. As some of the members suggested and the provisions for calling an extraordinary general meeting are contained in clauses 6.7 and 6.8. The Chairman has powers under clause 6.13 of the constitution to adjourn the meeting from time to time, but no business shall be transacted at any adjourned meeting other than adjourned business. Its volunteers that make the Community, they are doing their best, whether there're making "keria", whether its Peter doing the Glendi, there're doing a good job. So I would ask you not to support the motion.</p>
7.27	Sheryl Gourdis:	<p>Ladies and gentlemen the point being made is the motion was incorrect. The Chair of the meeting should have understood the constitution and the protocols surrounding the meeting and should have put a stop to the motion to postpone the constitutional changes until this Agm. The constitution is clear that we can adjourn, not postpone, adjourn, which means he had the obligation to call another meeting, but did not.</p>
7.28	Arthur Metaxas:	<p>My firm have given advice about the proper construction of clauses 3.6 and 3.7 of the constitution. The point made by the mover of the motion, when is somebody entitled to vote. We have considered this on the basis of clause 3.6.1 when it refers to a person having been a full and financial member in the membership year immediately preceding the election or general meeting in my opinion means, the person is a full member in the sense he is not an associate member. It does not mean you have to be a full member because that would make no sense and then the financial membership has to be for a full 12 months. This requires you to look at clause 3.4. Which says the membership fee falls due on 1st January in each year. That does not mean to be a full member in each year you have to be at the door on 1st of January with your membership fee otherwise if you pay on 2nd of January you were not a member for the full year. The advice we have given is if you pay at any time during the calendar year you are a member for that year. So if you attend at a general meeting or election in the following year then you are by payment of the membership fee for of the following year, entitled to vote at the election or annual general meeting. That advice is consistent with advice given by another solicitor Simon Millman. If anyone has a different opinion I am happy to consider it. For the moment I think that is the only sensible way to interpret the constitution. It would be an absurdity to think that people would have to pay their membership on the 1st of January. The constitution does not provide for part year membership. If you pay on the 1st of July in a given year that does not mean you're membership expires on the 30th of June in the following year. If you paid on the 1st of July you are a member to the 31st of December in the year of payment.</p>
7.29	Arthur Mistilis:	<p>Unfortunately the advice you have just got is incomplete. There is other advice in the hands of the committee of management and it is written, you have not seen it. They actually paid for it. It doesn't agree with that advice. The committee of management are not adhering to the rules of</p>

		the constitution. So you are voting here today, if you joined in 2016 your voting cannot be accepted today. Irrespective of what happens to this notice of no confidence, this is merely the beginning because you are going to find this going on at every Agm as it has been happening for the last ten years. Because the committee of management won't get real and get the constitution and abide by it.
7.30	Pam Lampropoulos:	I am now going to put the motion to a vote.
	<i>Motion:</i>	<i>What you will be voting on is: are you supporting the motion of no confidence in the President and the Committee. Can I have a show of hands of those who are supporting the motion please? Can I have a show of hand of people who are against the motion? The motion has been lost. Thank you.</i>
	<i>Defeated</i>	
8.0 Motions with notice: Life membership		
8.1	Pam Lampropoulos:	We have a motion for life memberships for John Stamatis, mover is Gary Mitchell. There are several movers. It is relating to John Stamatis, to life membership, with recognition of the years of continuous weekly and increasing dedicated service to our Church of Saints Constantine and Helene, in particular in the 'Psaltigo' and the choir.
8.2	<i>Motion:</i>	<i>After you happy for me to just put this to the vote? Can we have a show of hands? The motion is carried.</i>
	<i>Passed</i>	
9.0 Motions with notice: Benefactors		
9.1	Pam Lampropoulos:	We also have motion one of benefactors.
9.2	<i>Motion:</i>	<i>The members of the Hellenic Community of Western Australia on 30 April 2017 declare Mr Con Berbatis a Great Benefactor. This is in relation to Con's kind donation to the building where we are having this meeting today.</i>
	<i>Passed</i>	<i>Moved: Evan Kakulas. Second: John Metaxas. Can we have a show of hands? Motion is carried thank you.</i>
9.3	<i>Motion:</i>	<i>The members of the Hellenic Community of Western Australia on 30 April 2017 declare Mr. Kerry Harmanis a Great Benefactor.</i>
	<i>Passed</i>	<i>Moved: Evan Kakulas. Second: Jim Litis. Can I have a show of hands? Passed.</i>
9.4	<i>Motion:</i>	<i>The members of the Hellenic Community of Western Australia on 30 April 2017 declare Mr Jim Litis a Great Benefactor.</i>
	<i>Passed</i>	<i>Moved: Theodore Mallias. Second: Evan Kakulas. Show of hands? Passed.</i>
9.5	<i>Motion:</i>	<i>The members of the Hellenic Community of Western Australia on 30 April 2017 declare Mr Emanuel Petrelis a Greater Benefactor.</i>
	<i>Passed</i>	<i>Moved Theodore Mallias. Seconded Evan Kakulas. Show of hands. Carried.</i>
	Pam Lampropoulos:	Thank you very much. They will be given a certificates as per the constitution.
10.0 Motions with notice: St Andrew's Grammar - Science, technology, engineering, and mathematics building		
10.1	Pam Lampropoulos:	The annual general meeting of 30 April 2017 approves the construction of a science, technology, engineering, and mathematics building at Saint Andrews Grammar subject to the Hellenic Community committee receiving: <ol style="list-style-type: none"> 1. A costed detailed design of the building and plan of construction. 2. A plan of funding sources to finance construction of the building including all preliminary, consulting costs and ongoing servicing of any debt and building maintenance, and the Hellenic Community committee assesses the projects construction and financing will be financially viable and a minimal risk to the School and the Hellenic Community. Moved: Pamela Lampropoulos

		Second: Jim Tsokos.
10.2	Paul Afkos [from the floor]:	Can I move the motion be put?
10.3	Pam Lampropoulos:	Do I have a seconder to Paul Afkos motion? Damon Venoutsos. The motion is the motion be put. Can I have a show of hands? The motion is passed.
10.4	<i>Motion: [Procedural vote]: Passed</i>	<i>The motion is put.</i>
10.5	Pam Lampropoulos	I will put the motion. Who supports the motion? Please a show of hands
	<i>Motion: Passed</i>	The annual general meeting of 30 April 2017 approves the construction of a science, technology, engineering, and mathematics building at Saint Andrews Grammar subject to the Hellenic Community committee receiving: 1. A costed detailed design of the building and plan of construction. 2. A plan of funding sources to finance construction of the building including all preliminary, consulting costs and ongoing servicing of any debt and building maintenance, and the Hellenic Community committee assesses the projects construction and financing will be financially viable and a minimal risk to the School and the Hellenic Community. Moved: Pamela Lampropoulos Second: Jim Tsokos.
11.0 General business		
11.1	Amanda Kailis:	We have all received a draft constitution. The Associations Act 2015 has been in force for 18 months. We are a little slow in getting our new constitution compliant. I appreciate it is a draft. Who is on the subcommittee what legal input will there be? Every association is engaging lawyers to review it. What is the process for Community comment?
11.2	Savvas Papasavvas:	At the last Agm we decided to have a special committee to look at the new constitution and this subcommittee will work on the constitution, it will make the changes and send the changes to the members and we would like to see the comments of the members and we will organize an extraordinary general meeting to discuss the constitution. Gary Mitchell suggested names at the last Agm
11.3	John Metaxas:	To get this process started we had a small group just to get a document up and running. The process from here on, is to go back to Gary's motion at the last year Agm and have the group of people Gary suggested draft a constitution this Community committee agrees to be put to members. So far we have a working document for another group to look at and consult with members. That is as far as we have gone.
11.4	Maria Hatzidakis	Constantly a bunch of people don't stop. We want to talk as well. I am very disappointed.
11.5	Michael Hatsiyiannakis	We have the same arguments, the same four people all of the time. We come here to support the Committee. Can we be united?
11.6	Socrates Bakaimis:	At the last year Agm, at the end of the meeting, it was said there would be motions for changes to the constitution. I recall motions to remove the youth representative. I don't see that tabled today. There were 4, 5, or 6 motions from last year.
11.7	Savvas Papasavvas:	The Committee of the Hellenic Community after the elections must be concerned about this comment and youth at the Hellenic Community. [In Greek] We cannot always agree. We must respect those who have a different opinion. This is democracy. This meeting place was a gift to the School. We have so many members. Together with the Community we can develop the School to higher achievements. Thank you for your attendance.

Meeting closed: 5.10 pm

10.0 President's Report for 2017:

Membership

2017	2016	2015	2014	2013	2012	2011
871	1,113	1,090	939	531	743	231

There were 871 financial members at 31 December 2017. Of these 787 have email addresses, 84 do not have an email address, and 496 have dates of birth listed allowing them to view their membership screen on the database.

The web address is: <<https://members.hcwa.org>>. Members use their membership number and date of birth to view their details.

There are 1677 members on the register. These are members who have paid a membership in one or more of the past 5 years, but not financial in 2016 and in 2017. Of the members on the register, 868 do not have email addresses and must be contacted by post to their household. There are 746 members who receive the 'condolence' emails.

In the period ahead, we will investigate member support for including occupation and business data into the membership database. Each year the children of members graduate from educational institutions and seek employment. The Community could be a discreet intermediary in communicating the details of Greek professional, technical, and trade graduates to business owners.

Occupations and business information allows for more targeted promotion of events, Community and otherwise, of potential interest to defined groups of members. This could include informal networking events to encourage commerce between members and related businesses.

Church of Saints Constantine and Helene

Sacraments	2017	2016	2015	2014	2013	2012	2011
Baptisms (Adult)	6	2	4	10	4	7	7
Baptisms (Infant)	42	49	35	67	57	48	69
Chrismation	0	1	1	1			
Funerals	39	48	45	45	25	28	28
Weddings	19	17	18	16	22	18	25

Very Reverend Father Elpidios worked throughout 2017 for the benefit of the Church, congregation, and parishioners. Sincere thanks to Father Elpidios for his devotion and commitment to his ecclesiastical duties including the sacraments, teaching the Greek Orthodox Faith, and traditions of the Church.

The generally declining trend in services for baptisms, weddings, and funerals seems likely to continue. There is no factual information on the underlying causes. Parking is cited as a possible cause and is most likely having an impact. Other potential influences are the integration of Greeks into the mainstream community reflected in the far greater proportion of persons of Greek origin marrying non-Greeks. It seems some of these weddings will occur at Saints Constantine and Helene while others will be held at Churches of other denominations or with marriage celebrants. None of these influences will diminish. The decline in regular Church attendances across the denominations seems likely to lead to a decline in Church weddings and to baptism of infants.

Thank you to our Church Sub-Committee, John Stamatis, the Chanters, our Choir, and our Sunday school teachers who all ensure Sts Constantine and Helene is a special and secure place of Orthodox worship for our congregation. Our members and parishioners support our Church, every Sunday, on special days, at Easter, with cake stalls, other donations, and assisting Father Elpidios from time to time. Thank you all for being part of our Community and helping our Church.

Easter:

The Holy Friday Crucifixion Procession and the Holy Saturday Resurrection Service held in Russell Square were well attended in 2017.

Thank you again, City of Perth, for sponsoring the Holy Friday Crucifixion Procession and Holy Sunday Resurrection Service. Thanks also Father Piumatti at St Bigid's Church and to Mr Chad van Heemst at Vanguard Press for allowing our parishioners to use their parking facilities. Their support helps, our Community to celebrate this important religious event in accordance with our Greek Orthodox traditions.

In 2017, Father Elpidios was assisted by Father Evan Battalis, Dimitri Gougoulis, Costas Karalis, John Stamatis, Franki Papakonstantinou, George Anastasiadis, Marina Gougoulis, Evdokia Karelis, Albert Papalazaros, Vaia Papakonstantinou, Con Tringas, Les Spartalis, Byron Spartalis, Nicolette Litis, Prokopi Koutlis, George Koutlis, Michael Christie and Ekaterina Smith.

Sunday School:

The Hellenic Community and Father Elpidios promoted the Community Sunday school. Thanks to Father Elpidios and volunteers: Evelyn Palassis, Katherine Blythe, Gina Delcos, Katie Fatouras, Amanda Kakulas, Maria Gerou, Leah Tahos, Katina Toufexis, and Anastasia Tahos (Assitant).

Candle making:

Many thanks to Prokopi Koutlis for his ongoing strong support of our Community and candle making for our Church.

Connecting with members

Youth group:

A group of sixty 11-16 year olds was formed in 2016 and had its first meeting in 2017. The group's social activities in 2017 included ten pin bowling, 'horomania' at the Hellenic Club, and ice skating.

Planning for a 17-25 year old group was well underway in 2017. This group emerged from this planning as the Hellenic Young Adults Association.

Dance group:

Many thanks to the parents and children who attend the Hellenic Community dance group throughout 2017 and to teacher, Kalliopi Reisis.

Greek Film Festival:

The Rose of Smyrna screening in August 2017 attracted a large audience. Thank you to everyone for your support.

Special events:

In October 2017, Greek performers presented Nostalgia at the Hale School Auditorium. The one performance was a near sell out of seats. Thank you to all who supported the event.

Functions

Hellenic Community Greek Glendi 2017 Postponed:

The Hellenic Community had planned to hold a Glendi in Russell Square, Northbridge, in October 2017. The Hellenic community understood its 2016 Glendi subcommittee was making preparations for the event from the earlier months of 2017. In the period to May, no report on progress had been received. At its 19 May 2017 meeting, the Hellenic Community Committee received an oral report from committee member Peter Economis in the following terms:

- "The \$20,000 sponsorship offered by Hellenic Aged Care should be pursued to produce a breakeven for the 2016 Glendi.
- Sponsors so far are: City of Perth – possible \$25,000; Office of Multicultural Interests - \$5,000; Lotterywest – possible \$20,000; Community - \$26,000 if last year sponsorships are repeated.
- Sponsorships are required by 1 July 2017.
- All associations required to participate.
- Glendi announcements could not commence.
- Booking items.
- Sponsorship of \$150,000 required."

The Hellenic Community elections were held on 11 June 2017. The Hellenic Community wrote to the subcommittee on 28 June 2017 seeking advice on its intentions for overseeing the 2017 Glendi. A telephone call in response advised: the Glendi subcommittee would meet after one of its members returned from Greece in July 2017, eighty per cent of the work had been done, but if the Hellenic Community wanted to take over the event and start the work from the beginning they were welcome to do so. The Hellenic Community waited on the subcommittee's next meeting. In early August Hellenic Community representatives attended a meeting at Castellorizian House with 3 presidents of other associations to hear a proposal for an unnamed association to take over the Glendi. This meeting was followed on 7 August 2017 with Peter Economis from the 'new association' meeting with the Hellenic Community. At this meeting, Peter asked the Hellenic Community to pass the Glendi to the new association, advised an October Glendi was unlikely to proceed because sponsorships were not in place, a January 2018 Glendi could proceed if funding was

secured, and work to be done while he was overseas had not been done. The Hellenic Community Committee considered and rejected the proposal to transfer the Glendi. Furthermore it became aware the Perth Glendi Association of WA was incorporated on 19 July 2017.

March 2017 Members Lunch and Michelides Award:

Members and families attended the 12 March 2017 lunch at the Community Centre for the presentation by the Consul of Greece, Mr Antonios Koliadis, of the inaugural Michelides Award to Stephen Kikiros for his service to the Hellenic Community, over many years in the spirit of Peter Michelides, who served two terms as President: 1923-1925 and 1926-1941.

Post Easter Glendi at St Andrew's Grammar:

Over 250 members and families attended the lamb on the spit function at St Andrew's Grammar on Agio Thomas, Sunday 23 April 2017. This was the first of a planned annual post Easter event for members and families of the Hellenic Community. Many thanks to Chris Orkopoulos for coordinating the volunteers who roasted the lambs, the St Andrew's Saturday School Parents and Carer's Committee, and the St Andrew's Parents and Friends Association helping to serve the food and drinks.

Saint Constantine and Helene Lunch:

Following the Devine Liturgy a Hellenic Community and Castellorizian Association lunch was held in the Hellenic Community Centre to celebrate Saints Constantine and Helene day. Students from St Andrew's Grammar read passages relating to Saints Constantine and Helene.

Stavrou lunch:

The Stavrou Lunch on 17 September 2017 hosted special guests the Consul of Greece, Mr Antonios Koliadis and Bishop Nikandros. Families and friends supported the lunch and enjoyed the occasion.

Lord Byron 23 September 2017:

Bob Pearce presented an entertaining talk on "How Lord Byron saved Greece and how Greece saved Lord Byron" at Castellorizian House on 23 September 2017 with special guests from local government and other ethnic associations.

Northbridge properties

Church of Saints Constantine and Helene:

The Church is central to and an enduring manifestation of our Faith. It is pivotal to our Community and its objectives. If our Church is facing challenges from its physical environment and access by parishioners it must be a key concern of the Committee and the members. Finding a way to mitigate the challenges must have a strategic priority. Improving parishioner accessibility for regular services and sacraments, insulating the Church from the noise and congestion of the encroaching city requires the Hellenic Community to make some serious asset deployment choices to safeguard its future. We do not have and never have had the financial luxury of defending all current assets into perpetuity. For the sake of the Church, some rearrangement of assets will be required.

Community Centre:

The upgrade of the lower hall has to continue with a replacement of the carpet to make it more presentable for hiring. While there is some noise disturbance from the Revo gym, the frequency and level has been reduced by more effective insulation. While some may question the expenditure on an ageing asset, the reality for the present and immediate future is the hall will be the main venue of the Community. Members deserve to have a presentable facility for Community social events and for visitors to the Community.

Tower House:

Tower House remained vacant throughout 2017. Fencing the property to limit unauthorised access and vandalism was a major objective in advance of more extensive advertising. The heritage aspects of the property required City of Perth and heritage architect involvement in the fence design. This took some time throughout 2017. The colour bond fence separating Tower House from the property at 8 Parker Street presented another obstacle. A plan to reinforce the fence could not proceed because the fence was not erected on the boundary, but inside the Tower House boundary. Our solicitors received no response to requesting the owner of 8 Parker Street to relocate the fence to the boundary. The Hellenic Community initiated legal action and is waiting on a hearing.

Consul and Cooperation

Consul of Greece:

The Consul of Greece, Mr Antonios Koliadis maintained his strong support for the Hellenic Community throughout 2017 as a regular attendee at Hellenic Community and St Andrew's Grammar events and a member of the St Andrew's Grammar Board.

Associations:

Presidents of Greek Australian Associations met in 2017 to discuss the community issues including better coordination of social events and possible joint events. Presidents will continue to meet at least once per year, or as the need arises.

Thanks to Evan Kakulas, President of the Australian Hellenic Council, the President of the Pan Macedonian Association, Paul Afkos; the President of the Castellorizian Association, Allan Cresswell; the President of the Hellenic Association Club, Theo Sarris; the President of Alexander the Great, Tom Topalis; the President of the Evangelismos Community, Alex Lazidis; the President of the Cretan Brotherhood of WA, Mr Manoli Yeroyianakis; the President of the Greek RSL, Mr Bill Evangel, the President of the Florina Association, Gerry Toutountzis, and the President of Greek Senior Citizens Association, John Harrison.

Saturday School Parents and Carers Committee:

Thanks to President Giorgos Tsitiridis and his committee for supporting the Saturday school and for their help at the St Andrew's Post Easter Glendi.

Media**Hellenic Community Radio:**

Once again, many thanks to Hellenic Community Radio presenters: Poppy Georganis, Saki Pilarinos, Tatiana Lavassa, Paula Tsakisiris, Louca Letsios, and Anna Smiloviits for presenting our weekly programs.

Hellenic News:

Weekly eNews and advisory condolence notice emails continued during 2017. The eNews was reformatted in 2017. There were nearly 750 members receiving the condolence notice emails.

Website - hcwa.org:

The website was updated in 2017.

Hellenic Community Benevolent Association

Hellenic Community Aged Care generated a reduced surplus of \$99,982 in 2017. The decline in grants and subsidies was not offset by other increases in income resulting in 2017 in a decline in 2017 income compared to 2016. Occupancy in 2017 was marginally lower than 2016 implying the lower income was due entirely to declining grant and subsidy rates. Increased expenditure was due to salaries and wages. Other expenses combined, increased by a small percentage from 2016 to 2017. See section 12 for the Hellenic Community Benevolent Association and Hellenic Community Aged Care report.

St Andrew's Grammar

There was a loss of \$160,440 in 2017. Income decline from 2016 to 2017 reflecting the fall in AISWA gymnasium related funding. While AISWA grant funding declined. all non-AISWA income increased by \$42,547 between 2016 and 2017. Meanwhile, total expenditure increased by only \$8,333. The school was not required to draw down on its overdraft at any time in 2017. Enrolments declined in 2017 compared to 2016. This reflected in part, fee increases and general economic conditions, with fewer families having the resources for private school education. See section 11 below for a more detailed report on the school in 2017. Thanks to the St Andrew's Grammar Board, to Simon Midson and the heads of schools, and the parents and students who supported our school in 2017.

Hellenic Admin

Hellenic Admin provides administrative and financial reporting to the Hellenic Community Committee of Management and advises Hellenic Community Aged Care and Saint Andrew's Grammar. Hellenic Admin manages the information technology for all Community entities comprising communications, computer, and software support. Hellenic Admin costs are allocated between the Hellenic Community entities on a user pays or percentage basis.

Committee Operations

The committee is responsible to members for overseeing the financial viability and ensure regulatory compliance of all Hellenic Community entities. My thanks to colleagues Byron Spartalis, Pamela Lampropoulos, Dimitrios Tsokos, Lambi Bakaimis, Kate Fatouros, Vassilis Hatzidakis, Harry Navrozidis, Paul Savvas, Garry Spartalis, Les Spartalis, Michael Spartalis, and Paras Vasilio. My thanks also to the former committee members who served until the June elections: Peter Economis, Fotios Gardounis, Jack Hondros, and Theodore Mallias.

Appreciation

Thank you to all new and existing Hellenic Community members for your support in 2017. Our Community will enter its 95th year after September 2018. We have a proud history and many achievements. United and with our Community objectives to guide us, we can ensure our Community remains true to our heritage and the aspirations of our members.

Savvas Papasavvas
President

12.0 St. Andrew's Grammar 2017 - Annual Report

St. Andrew's Grammar 2017 Annual Report

School Context

St. Andrew's Grammar is a co-educational Kindergarten to Year 12 School in Dianella, Perth, run under the auspices of the Hellenic Community of Western Australia. Our mission is to provide a unique Orthodox Christian and Hellenic co-educational experience with a particular focus on academic excellence, Greek language and culture within a safe and caring learning environment. The School has been designed with two sub-schools of Primary (K-6) and Secondary (7-12) allowing for a seamless transition brought about through the structured curriculum and programme of pastoral care. Curriculum continuity, the Greek language and culture and educational leadership and management policy bind the two sub-schools to create a single entity that is St. Andrew's Grammar. The School aims is to achieve excellence in all areas of school endeavour. St. Andrew's Grammar also aims to develop in each child an understanding of our spiritual heritage and a respect for moral and ethical living. St. Andrew's concern is for the welfare and development of the "whole" child. In a well ordered and caring environment it aims to encourage its students to pursue and develop their intellectual, social, physical, creative and spiritual capacities.

St. Andrew's Grammar Board as at December 2017

Mr Paul Savvas	Chair, HCWA Representative
Mr Savvas Papasavvas	HCWA President
Mr Simon Midson	St. Andrew's Grammar Principal
Mr Antonios Koliadis	Greek Consul of WA
Dr Stanley Kailis	Greek Orthodox Archdiocese
Ms. Pamela Lampropoulos	HCWA Representative
Mr. Georgios Tsitiridis	HCWA Representative
Mr. John Zafiropoulos	HCWA Representative
Mr. Dimitrios Tsokos	HCWA Representative
Mr Tony Pickering	Parents and Friends President
Ms Irene Limnios	Parents and Friends Representative

St. Andrew's Grammar Finance Committee

Dimitrios Tsokos (Chair)	John Metaxas
Paul Savvas	Simon Midson
Savvas Papasavvas	

St. Andrew's Grammar Greek Studies Committee

Paul Savvas	Antonios Koliadis
Savvas Papasavvas	Simon Midson
Irene Limnios	Pavlos Iosifidis

St. Andrew's Grammar EBA Sub Committee

Paul Savvas	Simon Midson
Savvas Papasavvas	

Senior Management Staff

Principal	Simon Midson
Head of Secondary School	Leanne McTavish
Head of Primary	Wayne Cronin

Staff Demographics

During 2017, the St. Andrew's Grammar Staff included:

Teaching Staff	Female	Male
Full-time teaching staff	17	11
Part-time teaching staff	10	2
Full time Education Assistants	3	
Part time Primary Education Assistant	3	
Non-Teaching Staff		
Office Administration Full Time	2	
Office Administration Part-Time	2	
Finance Administration (Part-time)	2	
Canteen		
Canteen (Part time Casual)	2	
Laboratory Technician (Part-time)	2	

The staff retention rate for the 2017 school year was 82%

Staff Qualifications

Staff Name	Qualifications
Mrs Catherine Boutsis	Bachelor of Education
Mrs Anne Bauer	Cert III Early Learning, Diploma of Early Learning
Mrs Jacqueline Breach	Cert IV Community Services Work (Special Needs), Cert IV Education Support
Mrs Nicki Cahill	Cert III Education Support
Ms Amanda Carwell	Diploma of Financial Planning
Mrs Necole Chamberlain	Bachelor of Science, Diploma of Education
Mr Wayne Cronin	Certificate of Teaching, Diploma of Teaching, Bachelor of Education
Mr Miguel DeSousa	Bachelor of Technology (Journalism), Post Grad Dip. Politics and International Relations, Post Grad Dip Ed
Ms Amy Shanley	Bachelor of Business, Bachelor of Psychology
Mr Paul Donaldson	Bachelor of Science (Exercise and Health Science), Diploma of Education
Fr Elpidios Karalis	Bachelor of Business, Bachelor of Theology from St Andrew's Greek Orthodox Theological College, Master of Arts in Pastoral Ministry from St Andrew's Greek Orthodox Theological College, Dip Ed in Secondary Education from

	the Australian Catholic University (ACU).
Mrs Michelle Emmelheinz	Bachelor of Arts (Education)
Ms Rhoda Falas	Bachelor of Education (K-7)
Mr Tom Fortune	Bachelor of Science in Business Administration, Masters of Education (Special Education), Teaching Credential (California)
Ms Magda Hasapopoulos	Bachelor of Education (Primary)
Mrs Taryn Havas	Bachelor of Arts (Education), Bachelor of Education (Primary)
Ms Samantha Hunt	Bachelor of Arts (Visual Arts), Diploma of Education
Mrs Olimpia Hurtado	Cert III Education Assistant
Mr Pavlos Iosifidis	Bachelor of Education, Masters of Education, Post Graduate in Secondary Education
Ms Jodie Jongeling	Bachelor of Arts (English), Graduate Diploma of Education (Primary), Graduate Diploma of Science (Information Services),
Ms Alexandra Kane	Bachelor of Arts (English Major), Graduate Diploma of Education
Ms Maria Kassinas	Bachelor of Education (K-7), Masters of Education (Literacy and Numeracy)
Mrs Renae Lampropoulos	Certificate 3 Education Support
Mrs Leanne McTavish	Bachelor of Arts, Bachelor of Education
Ms Rebecca Trevisan	Bachelor of Education and Bachelor of Arts, Graduate Diploma of Primary Education
Ms Jessica Macer	Bachelor of Education (Early Childhood Studies)
Ms Riya Shah	Bachelor of Science in Mathematics with Business Management (First Class Honours). Post Graduate Certificate of Education in Secondary Mathematics with Qualified Teacher Status (Masters accredited)
Mrs Katina Maounis	Bachelor of Education (Year 1 - 10), Diploma of Teaching
Mr Andrew Martin	Bachelor of Science, Graduate Diploma of Education
Mrs Louise Nestoriades	Bachelor of Education (Secondary), Cert IV TAE, Cert IV TESOL
Mrs Betty Parissis	Bachelor of Education (Early Childhood Studies)
Mr Robert Persson	Bachelor of Education (Primary, K-7)
Ms Samantha Pitsonis	Bachelor of Education (Primary)
Mr Mano Psanoudakis	Bachelor of Education (Primary)
Mrs Alexandra Pynes	Bachelor of Education (Primary; Honours)
Ms Katerina Reklitis	Bachelor of Education

Mr Joseph Ricciardone	Bachelor of Education
Mr Laurie Scott	Bachelor of Arts, Graduate Diploma of Education
Mr Simon Midson	Bachelor of Arts, Bachelor of Education
Mrs Deanna Sinagra	Bachelor of Education (Primary)
Mrs Christine Smith	Cert IV Special Needs, British Sign Language Levels 1 & 2
Mrs Kim Tipper	Bachelor of Visual Arts, Diploma of Teaching Primary
Ms Stelliani Tzavellas	Bachelor of Education (Primary)
Mrs Julie Wall	Bachelor of Education (Honours)
Mrs Maria Williams	Bachelor of Economics, Graduate Diploma of Education
Mr Michael Yew	Bachelor of Science, Graduate Diploma of Education

Student Leaders Secondary

Head Boy	Dimitri Michael
Head Girl	Anna Tortzis
Deputy Head Boy	Alex Coraga
Deputy Head Girl	Leanne Won
Student Council Leaders	Alyssa Mo Komal Singh Vina Kwan Najuwa Bekhit
Arts Leader	Andjela Mijajolovic
Sports Leader	Emily Bird
Academic Leader	Paige Nott
Service Leaders	Leanni Nguyen Sian O'Keefe

House Captains

Poseidon	Leanne Won Andjela Mijajlovic	Demeter :	Jordan Ryan Emily Bird
Apollo	Kristin Tran Leanni Nguyen	Artemis:	Alex Corga Demetri Michael

Student Leaders Primary

Student Councillor	Amy Irekopolu
Student Councillor	Lazo Karpatsis

House Captains

Apollo	Melina Lampropoulos Eva Siamis	Artemis:	Leena Kheder Christo Karageorgiou
--------	-----------------------------------	----------	--------------------------------------

Demeter	Lucas Christopolous Kon Stergiou	Poseidon	Akis Sarantellou Emily Quach
---------	-------------------------------------	----------	---------------------------------

School Financials

- A deficit of \$160,440 in 2017 as compared to surplus of \$101,628 in 2016 reflecting lower (mainly capital) income..
- Net assets declined from \$4.49m in 2017 from \$4.65m in 2016.
- Earnings before interest, depreciation, and amortisation of 3.6 times interest repayments (compared to bank requirement of 1.75 times).
- \$48,619 in outstanding 2014, 2015, and 2016 fees were written-off in 2017. Other outstanding fees are being pursued.

ST ANDREWS GRAMMAR INC STATEMENT OF INCOME FOR THE YEAR ENDED 31 DECEMBER 2017

INCOME	2017	
	\$	
AISWA Funding	75,640	1.07%
Capital & Resources Levies	371,990	5.27%
Donations	32,150	0.46%
Fund Raising	8,824	0.12%
Grants	3,953,278	55.97%
Interest Received	1,661	0.02%
Administrative Income	54,507	0.77%
Fair/Functions/Activities	89,159	1.26%
School Fees (net)	2,345,003	33.20%
Canteen Sales	121,504	1.72%
Uniform Sales	9,391	0.13%
	7,063,107	100.1000%

School Enrolment

The total school enrolment from the beginning of 2017 was 445 students and the enrolment at the end of the year was 439 students. A table of historic enrolment data is below. The enrolment figures are as at 1st December for the specified year.

Year	KG-PP	Y01-Y06	Y07-Y12	Total
2010	70	202	207	479
2011	58	199	185	442
2012	71	189	188	448
2013	75	215	220	510
2014	72	212	206	490
2015	58	212	207	477
2016	62	199	197	458
2017	75	190	174	439

Annual Attendance Data (as a percentage)

PP: 90.71%
Y1: 88.32%
Y2: 93.37%
Y3: 91.63%
Y4: 93.20%
Y5: 94.23%
Y6: 95.32%
Y7: 93.41%
Y8: 96.20%
Y9: 94.75%
Y10: 93.46%
Y11: 93.14%
Y12: 93.73%

Management of Non-attendance by the School

Academic achievements

2017 WACE Analysis

In 2017 there were 28 Year 12 students of whom ten were male and 18 were female. There were no international students nor students with significant disabilities. Of the 28 students, 20 were ATAR students and the other 8 students studied General/VET courses.

Table 1 below, provides a comparison of various data highlights between Western Australian Schools and St Andrew's Grammar. Of note is that 18 independent schools in WA were not included in the State data as they had fewer than 20 WACE students. This was an increase from 2016, by four schools.

St Andrew's Grammar delivers particularly strong NAPLAN results. Fifty percent of our 2017 Year 12 cohort had attained in Year 9 the WACE required Literacy and Numeracy Standard, as compared to 32.8% of the Western Australian cohort.

Although 100% of our Year 12 students who were enrolled in Certificate II courses successfully completed those courses, our participation rate in VET is significantly lower than the State participation rate.

Table 1: State compared to St Andrew's WACE data

WACE Descriptor	Western Australia	St Andrew's Grammar
Year 12 students who undertook studies toward WACE	25 954	28
Percentage of eligible Year 12 students achieved a WACE.	91.1%	100%
Percentage of eligible Year 12 students who achieved an A grade in at least one course	41%	21.4%
Percentage of Year 12 students who sat 4 or more ATAR courses	57.4%	71.4%
Percentage of WACE eligible students who demonstrated all 3 numeracy, reading and writing standards through prequalification from Year 9 NAPLAN	32.8%	50%
Percentage of WACE eligible students who demonstrated all three numeracy, reading and writing standards by the end of Year 12	93.5%	100%
Percentage of Year 12 students who were enrolled in at least one VET qualification at Certificate II or higher	56.9%	28.5%
Percentage of students who successfully completed the VET qualification in which they were enrolled.	86 Western Australian schools achieved 100%	100%

Table 2: Graduation achievement (%) of nearby schools

School	Percentage of eligible school population to achieve WACE 2016	Percentage of eligible school population to achieve WACE 2017
Western Australia	91.9%	91.1%
St Andrew's Grammar	95.7	100
JSR	94.4	97.6
Mercy College	87.8	92.4
Servite College	96.6	94.6

Carmel School	100	97.4
Rehoboth	88.2	86.2
Morley Senior High School	94.2	84.6
Mount Lawley Senior College	95.8	92.5
Ballajura Community College	90.9	78.4
Chisholm Catholic College	97.1	97.3

Given that profound changes were made by SCSA to increase the rigour of WACE and therefore decrease across Western Australia WACE achievement, it is only appropriate to compare graduations rates from 2016 onwards. St Andrew's Grammar was one of 14 schools to achieve 100% WACE achievement in 2017.

Table 2 shows the WACE achievement of surrounding schools. In 2016, one international student was not able to meet the Literacy requirements and therefore did not achieve WACE.

General and VET Pathway

Year 12 students studying General courses were required to sit a SCSA constructed Externally Set Task. Teachers then had to use the SCSA marking keys. Selected student scripts and all marks and annotated marking keys were upload to SIRS for review. The aim of the Externally Set Task is to establish comparability of General courses grades and marks across all Western Australian school.

All of our General course teachers were reviewed favourably by this process. All teachers were deemed to be marking and grading appropriately against State norms.

Part of ST Andrew's Grammar success in the Externally Set Tasks (EST) was that the students were extremely well prepared, with preparation in some course starting in Year 11. All teachers provided students in their courses with several practice EST which were administered under test conditions.

The timing of the EST at St Andrew's Grammar was scheduled for the second week of suggested implementation. This allowed time for SCSA to ascertain the existence of and rectify any issues with the EST and avoid the 2016 errors.

In 2017, all students enrolled in a VET course successfully completed the course to gain their Certificate.

Median ATAR

The 2017 ATAR results were as expected. There were no surprises. The top ATAR was 97.4 and the lowest ATAR was 47.7. However, the difference between the State Median ATAR and the School Median ATAR (Table 3) has caused concern for many, particularly as it is this value which is reported in the media.

The School Median ATAR is not a valid measure of the 2017 performance, as there are a few significant differences between our population and the baseline population (as demonstrated in the following figures). Of note, there is a new large tail of lower scores (Figure 1 and Table 5) which creates a new bimodal distribution of scores. Of particular interest, the bottom 25th percentile of our school is equivalent to the 16th percentile of the State. This further demonstrates the vast over-representation of low ATAR scorers in our 2017 population.

Given the decreased VET enrolment and concurrent increase in the frequency of low ATAR scores, the likely cause is a possible mis-allocation of potential VET students to an inappropriate ATAR course. Given this new influx of low scorers, (and thus the new bimodal distribution of our population), a direct comparison to the baseline population (i.e. direct comparison of median scores) is not a statistically valid process, as our population no longer follow a normal distribution.

The upper end of our ATAR population's distribution is congruent with the States distribution, as illustrated by Table 4. Twenty-five percent of our population scored an ATAR above 90, which compares favourably with the State's 27.49%. This demonstrates an appropriate performance of the top 25% of our cohort.

Figure 1: Frequency distribution of ATAR scores in St Andrew's Grammar 2017 population demonstrating bimodal distribution.

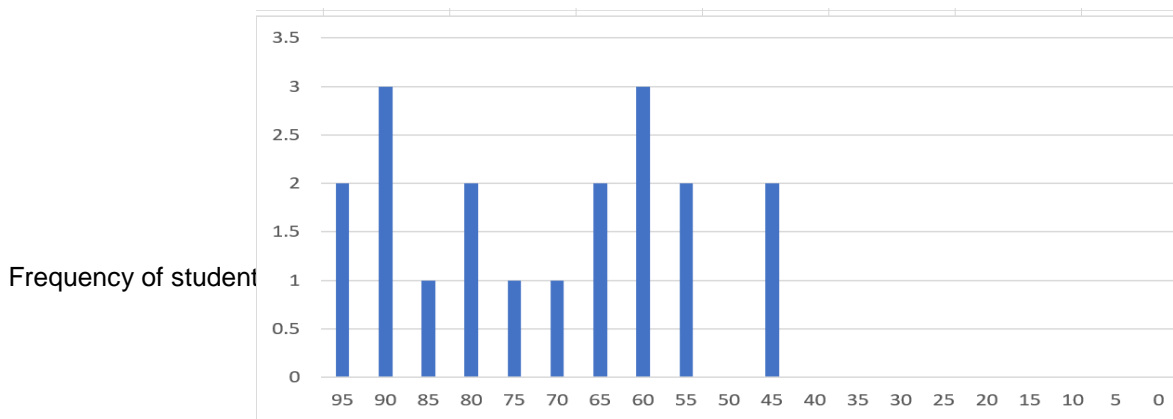


Table 3: ATAR in Rank Order for 2017 and 2016
Grouped ATAR Score (i.e. 90= ATAR of 90-95)

	2017	2016
	97.4	95.35
	97.35	95.35
	91.3	91.9
	90.6	85.75
	90.2	84.25
	85.3	83.8
	81.6	82.45
	81.55	80.25
	77.5	77.65
	73.1	74.6
	66.75	69.2
	65.35	69.1
	65.3	58.95
	64.9	57.95
	64.65	
	61.2	
	55.2	
	55.15	
	49.3	
	47.7	
No. SAG ATAR Students	20	14
School Average ATAR	73.07	79.04
State Average ATAR	77.5	Not available
School Median ATAR	69.95	81.35
State Median ATAR	81.8	80.85

Table 4: 2017 ATAR Distribution for WA ATAR Population and St Andrew's Grammar Population (above)

ATAR	State Cumulative Frequency %	SAG Cumulative Frequency %
97.4	7.17	5
97.35	7.35	10
90	27.49	25

Table 5: 2017 ATAR Distribution for WA ATAR Population and St Andrew's Grammar Population (below)

ATAR	State Frequency below%	SAG Frequency below %
61.25	16.17	25
55.25	10.70	20

Year 12 School Assessment Statistics

As all students enrolled in an ATAR course must sit the external examination, the examination is used to moderate the school based assessments. Table 7 provides information on the internal validity of school based assessments, when compared to the external examination and how the school based assessment has been moderated.

The difference between the Mean School Mark and the Mean Moderated School Mark gives an indication of how accurately a teacher is assessing within their course. A negative difference indicates that the school marks have been moderated down and that a teacher has been too lenient. A positive difference indicates that the school marks have been moderated upwards and the teacher has possibly been too stringent in their assessments.

Table 7 shows that for most courses delivered at St Andrew's Grammar, the teacher has assessed appropriately. Differences between +5 and -5 do not concern SCSA and are considered to be more than acceptable.

However, there are three ATAR course where there has been significant moderation of the school based mark: Chemistry, Physics and Physical Education Studies.

The Physical Education Studies results for St Andrew's Grammar are very interesting. Although the written component has been moderated down by 8.20, St Andrew's Grammar was moderated less than the State average of 9.20. Therefore, at St Andrew's Grammar Physical Education Studies has fared better than most schools and therefore will not come under SCSA's scrutiny.

Unfortunately, the same cannot be said for Chemistry. St Andrew's Grammar's Chemistry results have been moderated down by 16.54, which significantly exceeds the State moderation of -5.44. Again unfortunately, this appears to be a trend as the 2016 Chemistry results were also significantly moderated downwards by -9.5. The Chemistry Consultant at SCSA was contacted in January by the Academic Director to discuss these results.

SCSA indicated that the significant moderation may result in a review, which was dependent upon how many other schools were moderated more than St Andrew's Grammar.

Figure 3 also illustrates that the teacher was too lenient in his grading when compared to the State. The bottom four C grades were possibly too generous, as was one of the allocated B grades.

Table 7: School Based Course Assessment Moderation

Course	Number of students	Mean and SD of School mark 4	Mean and SD of moderated School mark 5	Mean and SD of moderated School mark (State level)	Difference between Mean 4 and Mean 5	State difference between Mean 4 and 5
Mathematics Applications	18	63.83 (11.05)	58.02 (11.06)	61.93 (14.69)	-5.81	-3.57
Biology	5	57.6 (9.39)	53.69 (9,29)	61.95 (12,57)	-3.91	-2.43
Chemistry	11	62.2 (14.32)	45.66 ((15.86)	58.42 (16.57)	-16.54	-5.44
Economics	7	57.86 (14.61)	57.40 (15,78)	59.7 (17.36)	-0.46	-2.84
English	19	58.11 (6.99)	58.91 (9.69)	59.79 (9.94)	+0.8	-1.33
Geography	7	60.71 (8.48)	61.27 (9.11)	59.21 (11.81)	+0.56	-3.11
Modern Greek	2	81.5	83.59	8359	+2.09	No data
Modern History	6	59.83 (7.73)	55.92 (7.13)	59.74 (10.94)	-3.91	-2.06
Human Biology	9	58.44 (11.74)	56.4 (12.38)	61.19 (13.47)	-2.04	-1.20
Mathematics Methods	4	75.25 (10.11)	76.11 (11.84)	70.11 (16.06)	+1.15	+2.76
PE Studies	7	57.86	49.66 (6.51)	54.98 (13.01)	-8.20	-9.29

		(9.78)				
Physics	5	68.8 (12.81)	56.85 (14.44)	58.81 (17.69)	-11.95	-4.65
Mathematics Specialist	3	71 (9.42)	68.67 (0.47)	64.77 (16.37)	-2.33	-1.68

To a lesser extent than Chemistry, Physics also shows the same trend. Physics was also a part of a Small Group Moderation Partnership, which was broken by SCSA as the results of both schools were so dissimilar.

The Academic Director has discussed with the teachers of these course the following strategies:

- The SCSA mandated necessity of using exactly the same assessments and marking keys when involved in a Small Group Moderation Partnership. By doing this, the partnership remains valid and there is less fluctuation in moderated results.
- The teacher needs to increase the rigour of their assessment items and marking keys. The teacher may need to rewrite all assessments, rather than repetitively using the same assessment item. The teacher has been directed to the SCSA website which provides sample assessment items and marking keys which indicate the rigour required.

Post School Destinations

Although St Andrew's Grammar in 2017 had a significant number of students with a low ATAR score, all of the students who applied for a University place were successful. A total of 19 students applied for a University place and all received an offer and have subsequently enrolled in a University course (Figure 2)

Figure 2: 2018 University Application Statistics extracted on 21 February 2018.

Number of students with an ATAR who applied	19
---	----

	CURTI N	ECU	Murdoc h	UWA	Total
Number of students with a first preference, (Includes students without an ATAR)	3	0	2	3	8
Number of students offered their first preference	5	2	6	6	19
Number of students who have enrolled	5	2	6	6	19
Number of students who have deferred	0	0	0	0	0

Students enrolled in a wide array of courses across all four tertiary institutions, as illustrated by Table 6 below. Five students enrolled in Learning Skills Programmes. These have become extremely competitive programmes in which to gain entry, due to the Federal Government's Tertiary Education Reforms.

Our lower end ATAR students were successful in their applications to these courses because they attempted ATAR courses in 2017, had experienced appropriate career guidance while at school and were able to access help from the School, to create competitive portfolio applications once the ATAR results were published on 17 December.

Table 6: 2018 Offers by Field of Education Statistics Extracted 21 February 2018

University	Primary Field of Education	Number of students
CURTIN	Natural and Physical Science	1
	Studies in Human Society	4
ECU	Learning Skills programmes	2
Murdoch University	Veterinary Science	1
	Political Science and Policy Studies	1
	Society and Culture	1
	Learning Skills Programmes	3
UWA	Natural and Physical Science	2
	Biological Science	2
	Engineering	1
	Management and Commerce	1

Actions Taken in 2018 to Improve ATAR Results

1. Year 10 students currently have semester examinations. However, the examination results have not historically been included on the School Semester Report. To facilitate more appropriate Year 11 course selection, the examination results will be included on both the Semester 1 and 2 reports. A guide will then be established by the HOLAs to determine a recommended Grade and Examination Mark for entry into each ATAR Year 11 course.
2. Interim Reports will be distributed to Year 11 and Year 12 students during Term 1. Parents and students will receive a formal notification of how well a student is progressing in each of their enrolled courses. The timing of this Interim Report will allow students to consider changing courses before the SCSA mandated deadlines.
3. All 2017 ATAR Year 12 teachers have been provided with detailed Maximising Feedback information, produced by SCSA for their course. This feedback illustrates the strengths and weaknesses in the 2017 cohort for each course. Teachers have been provided with professional development on how to use this information to guide their practice in 2018.
4. SCSA has reintroduced Consensus Moderation activities for 2018. Consensus moderation provides opportunities for teachers to build common understandings of the course standards that underpin comparability. Comparability between schools ensures fairness for all students. This year the following ATAR courses will be involved in Consensus Moderation: Chemistry, English, Mathematics Applications and Methods, Physical Education Studies.
5. In 2018 Retreat will refocus upon helping Year 12 students to set academic goals, improve study skills, stress and time management skills and how to focus on the job ahead.
6. The Academic Director will attend the SCSA 2018 School Leaders seminar which focuses on WACE and ATAR data. This information will then be shared with Year 11 and 12 teachers and will also be used to inform practice.
7. The Year 10 Course Selection Evening will be scheduled for Term 2 in 2018. The evening will be revamped so that both parents and students will be better equipped to make informed Year 11 course selections.
8. Guest speakers from all Universities will continue in 2018, to help students to make decisions regarding academic pathways.
9. Students in both Year 11 and 12 will now sit School Examinations in the morning and afternoon, to better reflect ATAR Examination timetables. In 2017, some St Andrew's students were distressed when they were informed that they had afternoon ATAR examinations, for the very first time. Our examination schedule will better reflect the actual ATAR examination schedule.
10. Study skills will become a focus throughout the year. The Academic Director will run study skill sessions during Long Form and Private Study periods.

11. A hard copy School Diary has been reintroduced. This diary will help students to become more responsible for their learning and organisation, while allowing the Academic Director to easily check on homework requirements being set.
12. Past students will be invited to address current Year 12 students about the lessons they have learned while at University.
13. The Academic Director will continue to track WACE achievement for students in Year 11 and 12. Parents and student will be formally contacted when a student's performance is cause for concern.
14. SCSA Year 12 Syllabus Audit will help to remind teachers of the need to stay on top of syllabi changes and mandated requirements.
15. The Academic Director provided a review of WACE and ATAR 2017 data to all secondary staff during the professional development days at the start of the school year. This review helped teacher to use the information available to improve the learning of their future students
16. Staff are required to review the Maximising Feedback documents provided by SCSA and to use that information to inform their practice in 2018.

NAPLAN Results 2017

Year 3	School Mean	State Mean	National Mean
Numeracy	411	402	409
Reading	431	420	426
Writing	458	410	414
Spelling	463	409	416
Grammar & Punctuation	439	429	439

Year 5

Numeracy	537	489	494
Reading	537	499	506
Writing	538	469	473
Spelling	570	498	501
Grammar & Punctuation	558	492	499

Year 7	School Mean	State Mean	National Mean
Numeracy	571	551	554
Reading	541	539	540
Writing	522	509	513
Spelling	589	547	550
Grammar & Punctuation	559	537	542

Year 9

Numeracy	634	595	592
Reading	607	583	581
Writing	591	556	552
Spelling	613	583	582
Grammar & Punctuation	588	572	574

Greek Studies

2017 was a year of further progress for the Greek Studies programme. The Greek Studies programme commences in Kindergarten and it is compulsory for all students to Year 10. With three teaching periods per week in Primary School and four periods per week in Secondary, St. Andrew's Grammar provides all students with the opportunity to learn the Greek language and deepen their understanding of Greek culture. In Year 11, students can select the Modern Greek WACE course and in Year 12 the ATAR course that contributes to their University entry. Some Universities in Western Australia offer a bonus of 10% bonus on the ATAR score for students who study a second language.

This year, we were privileged to host Lieutenant General Floros: Deputy Chief of the Hellenic National Defence General Staff. In April, the Hellenic Community of WA hosted a very successful Easter function on our school grounds.

In the Centre For Greek Language Examinations, fourteen St. Andrew's students excelled in this international recognition of Greek Language acquisition. St. Andrew's Grammar has continued to provide an after school Greek programme that enables students to study the Greek National Curriculum and also Greek History, Geography and Literature courses.

Year 8 student Marilena Sarantellou participated in an SBS languages competition involving over 20,000 students nationwide and Year 9 student Aristotelis Androutsos achieved third place in a National Greek Australian Cultural League Literary Competition.

St. Andrew's Grammar Greek Studies Staff

- Mr Pavlos Iosifidis: Greek Studies Coordinator and Modern Greek Language Teacher from Years 6-10 and Modern Greek WACE and ATAR courses in Years 11 and 12
- Mrs Katerina Reklitis: Modern Greek Language Teacher from Years 8-10 and Coordinator of Greek Assemblies and special events
- Mrs Katina Maounis: Modern Greek Language Teacher in Year 7 and Coordinator of Church visits
- Miss Magda Hasapopoulos: Modern Greek Language Teacher (Primary school) replaced in Term 3 by Ms. Eleni Dwyer-Kotsileou
- Ms Betty Parissis: Modern Greek Language Teacher (Pre-Primary and Primary school)
- Mrs Dimitra Rologas : Modern Greek Language Teacher (Kindergarten)
- Ms. Amalia Manouseli: Greek Government Seconded Teacher supporting Primary School Greek Studies classes

Co-Curricular After School Programme

- Mr Pavlos Iosifidis: Coordinator and Modern Greek Language Teacher (ATAR Level)
- Ms Evridiki Politi: Greek Language, History and Geography Teacher

The Teaching and Learning Programmes and Resources

The programming and lesson planning for Primary school classes followed the format outlined in the Australian National Curriculum for Modern Greek. In Secondary, there were various classes offered to the students with a good level of knowledge and skills gained from their previous years at the school. The programmes of these classes were designed using the standards of the Australian National Curriculum for Modern Greek Foundation to Year 10).

School assemblies – National and Religious Days

As is tradition at St. Andrew's Grammar, the Greek Studies teachers prepare assemblies for the following National celebrations and Religious Feast Days:

- The School Blessing at the beginning of the academic year
- Greek Independence Day and the Annunciation of Our Lady – March 25
- The Battle of Crete
- OXI Day – October 28

Participation in Competitions and Events

Speak Greek in March: From the beginning of March we supported the "Speak Greek in March" campaign. Our objective is to encourage and promote the speaking of Greek throughout the year.

CGL Exams: Nine students from St. Andrew's Grammar sat the 2017 Examinations of the Centre for Greek Language. All of our students achieved a Certificate of Attainment in the Greek Language at the "Excellent" or "Very Good" level. Once again this year, the great success has demonstrated that we are providing our students with a very high standard programme that leads them to excellent academic and language achievements.

Language Perfect World Championship: Our students in Years 4-6 competed in groups representing St. Andrew's in the Language Perfect World Competition in 2017 for the Modern Greek language.

AUSIT Competition: For the second year in a row, St. Andrew's Grammar hosted the W.A. Branch of the Australian Institute of Interpreters and Translators Awards (AUSIT) Ceremony. AUSIT is the national association for the translating and interpreting of language profession. Our School participated in this competition involving students in Greek Studies classes from Year 5 to Year 12. Over 100 people attended the event in the George and

Despina Berbatis Gymnasium and four of our Modern Greek students were among the award recipients. It was another great achievement for our students and a good promotion for St. Andrew's and the Modern Greek language.

Pan-Macedonian Competition: In 2017, all St. Andrew's Grammar students from Year 7 to Year 10 participated in this competition producing amazing work in three different categories: Literature, Art and E-presentations. The winners received prizes at the whole school assembly for the celebration of Greek National Day on the 28th of October.

ATAR Exams: Two students studied Modern Greek as one of their ATAR (Year 12) subjects and they sat the external oral and written examinations.

Centre for the Greek Language

The ***Centre for the Greek Language (CGL)*** Examinations were held at St. Andrew's Grammar in May 2017. We congratulate the following students on their outstanding achievements. This success has demonstrated that we are providing our students with the opportunity for academic success in the Greek Studies area.

Level A1 (for children 8-12)

STERGIOU Filippus Polykarpos

SIAMIS Eftihia

CRISTOPOULOS Lucas

LAMPROPOULOS Melina

Level A1 (for adolescents and adults)

THEODOSIADES Madalena

MIHALOPOULOS George

Level B1

MICHAEL Vanessa

VENOUTSOS Tessa

Level B2

SARANTELOU Maria-Eleni

Areas of Progress in 2017

Performing Arts has been a growth area at St. Andrew's in 2017. The main highlight was the incredible School Production 'My Big Fat Greek Wedding' performed by our students in the Andrew and Maria Petrelis Amphitheatre in March. Our students also performed an excerpt from the production at the North Perth Festival in Term 3, 2017.

The Sport programme has expanded further in 2017 with numerous impressive achievements. Our Senior Boys Volleyball Team won the National Greek Orthodox Schools Title in May and our Senior Girls Netball Team won the Spring Netball Competition at Noranda in November. Levels of participation, training and interest in sport at St. Andrew's have grown substantially in recent years.

At the start of Term 3 in 2017 the School hosted 15 Chinese background students on study tour for 5 weeks at St. Andrew's Grammar. These students adapted quickly to our school programme and ethos and they were warmly welcomed by students and staff. We are hoping to continue the international student study tours in 2018 as this initiative reflects our culturally diverse student population.

Parents and Friends President (2017 Report)

The President of the Parents and Friends Association, Mr Tony Pickering has provided the following report to the 2017 AGM of the P&F Association.

St. Andrew's Grammar P&F

AGM 2017

President's Report

As my time as Parents & Friends Association President draws to an end, I look back on the year and am amazed at how quickly it has come to an end. The role has been rewarding and while stressful at times, on the whole has been worth the effort.

Nothing can be achieved without a great committee, and I would like to take this opportunity to thank all of the 2017 committee members. This year has seen a lot of new parents join the Parents & Friends Association. I thank you all for your hard work during the year, with monthly meetings and various events to attend to, your dedication and support is much appreciated and what makes our Parents & Friends Association the organisation it is. I hope that you all consider staying on in the new year.

There has been some change this year, and none more so than seeing our Principal, Simon Midson, moving on to sunny Queensland. Since I started in the Parents & Friends Association several years ago, Simon has been to many, many meetings and been involved in many discussions and decisions that have benefited the school greatly. I guess dividing his time between Principal and Parent is not always an easy task but your manner has always been calm and supportive. In that time, we have worked together on many projects, it's always been a pleasant experience and ultimately the aim was for the benefit of the school. Thankyou Simon for all your hard work over the years and I wish you the very best in your future adventures in your new position.

As we did last year, the Parents & Friends Association agreed to try different approaches to events, namely our sausage sizzles for the relative sports days being free as well as primary discos. With varied success and response, the aim was to give something back to the parents.

The discos returned back to the school this year using the gym for the first time. As always, the children had a lot of fun and the gym is a great location for the event. I can see these discos getting bigger and better each year.

This year saw us without a major event, however next year there are two Glendis to partake in, these are significant events but will be great for the community and a fantastic opportunity to promote our School.

Looking back over the year, it seems we haven't achieved a lot, however I think in a year that has seen and is seeing some major changes, not only at the board level but in senior administration staff, that we have also created some stability and we leave our 2018 committee with a very healthy bank balance. It's not often the incoming committee has the opportunity to make significant improvements and/or contributions to the school.

With this, I conclude my time in this role and wish the incoming President and committee every success in 2018.



Tony Pickering

P&F President 2017

School Satisfaction

St. Andrew's Grammar receives many positive comments regarding the academic, pastoral care and Greek Studies aspects of our School. These compliments come from correspondence and verbally from parents and local community members to the Principal and school staff. The School displays strong community engagement with active involvement in the Greek Orthodox Church and Hellenic Community activities. Our Parents & Friends Association actively supports and promotes the positive developments in our School. The Parents & Friends meet monthly and provide regular feedback to the School.

12.0 Hellenic Community Benevolent Association (HCBA) - Hellenic Community Aged Care Report 2017

1.1 Aged care environment:

As predicted in my 2016, report changes in Commonwealth government for funding levels for clinical care of residents in residential aged care had an impact on Hellenic Aged Care grants and subsidies in 2017. Occupancy remained virtually unchanged in 2016 and 2017 implying the change in grants and subsidies was the main driver in the income decline. There were similar impacts across the residential aged care sector. The Stewart Brown Aged Care Financial Performance Survey, Residential Care report for December 2017 states:

“Consistent with our forecasting made earlier in the financial year, the financial performance for residential care has declined considerably for the six months ended 31 December 2017. This decline is directly attributable to the freeze on the COPE (Commonwealth Own Purpose Outlays: added) indexation for the 2018 financial year and the other amendments to ACFI effective from 1 January 2017. Residential care is undergoing structural changes from both a demographic and operational perspective as a result of increased funding and revenue pressures.”

The decline in income and increase in (primarily salaries and wages) costs resulted in a marked decline in the Hellenic Aged Care 2017 surplus compared to 2016.

1.2 Residents and care:

In 2017, there were 73 admissions with 31 permanent (30 in 2016) and 42 (including multiple) respite admissions (41 in 2016). Of the 31 permanent admissions (includes admissions from respite):

- 3 per cent were aged less than 70 years (7 per cent in 2016).
- 13 per cent were aged between 70 years and 80 years (23 per cent in 2016 and 30 per cent in 2015).
- 47 per cent between 80 years and 90 years (50 per cent in 2016 and 35 per cent in 2015).
- 37 per cent 90 years and over (20 per cent in 2016 and 35 per cent in 2015).

The 31 new permanent admissions during 2017 represented 34 per cent changeover of residents.

Average occupancy was 95 per cent in 2017 and in 2016 compared with 96 per cent in 2015.

There are 92 permanent places or 33,580 occupancy days in a year. Every 1 per cent change in occupancy is 335 occupancy days or around \$80,000 based on the average income per occupant per day. Room refurbishment and matching prospective resident care needs to vacancies impact occupancy rates. There is an opportunity to achieve some financial gains through occupancy

There were 3 Australian Aged Care Quality Agency on-site visits in 2017. In January, the Agency reviewed continuous improvement activities, management systems and organisational development systems, education and staff development in health and personal care of residents, resident skin care and continence management, and infection control. All outcomes were met. In April, the Agency reviewed continuous improvement activities, resident clinical care, pain management, and emotional support, and leisure interests and activities programs for residents. All outcomes were met. In September, the Agency reviewed continuous improvement activities, clinical care of residents, medication management and skin care, and regulatory compliance. All outcomes were met.

Agency auditors interview residents and staff and observe staff at work during their visits. They review documentation and expect to see work practices consistent with documented processes. Resident and staff interviews are confidential with assessors reporting overviews of comments received.

1.3 Human resources:

At 31 December 2017, Hellenic Community Aged Care had 124 employees (122 in 2016 and 121 in 2015). There are permanent full-time/part-time (74 per cent in 2017 and 69 per cent in 2016) and casual employees (26 per cent in 2017 and 31 per cent in 2016). There were 21 appointments in 2017 (13 in 2016 and 21 in 2015) and 19 departures in 2017 (12 in 2016 and 26 in 2015).

At year end 2017 (with 2016 and 2015 comparatives) the period of employment of staff was:

	2017	2016	2015
Less than one year	10	13	18
1 year - less than 3 years	21	24	28
3 years – less than 5 years	18	18	18
5 years – less than 7 years	9	8	18
7 years – less than 9 years	11	15	27
9 years plus	31	21	14

Staff turnover increased in 2017. Employees with less than one year of experience were a lesser proportion on total employees than in the preceding two years. The proportion of employees with more than 9 years experience has doubled since 2015. In 2017, all staff with 5 years or more service at Hellenic Age Care received a length of service certificate and gift to acknowledge their years of service at the facility.

Hellenic Community Aged Care has retained its diversity of cultural backgrounds across all staff classifications.

Total salaries and wages (excluding employee provisions) increased 3.4 per cent in 2017.

1.4 Workplace:

There were no worker's compensation claims in 2017 (one in 2016 and four in 2015). All prior claims have been settled.

There were 17 incidents involving staff during 2017. Nine resulted from resident aggression or resident behaviours; one involved a resident's family. There was one fall, and 4 contacts with facility or resident equipment, one muscle pain, and one gardening injury. Two incidents resulted in visits to a general practitioner; the rest resulted in an immediate return to work or first aid and a return to work. Staff worked a total nearly 160,500 hours during 2017. Over \$219,000 was expended on repairs and maintenance in 2017 compared to over \$208,000 in 2016.

1.5 Education and learning:

There was over \$44,000 expended on 1,799 hours in training for employees in 2017. There is compulsory training for all staff in fire safety, manual handling, infection control, and occupational health and safety. All staff are required to attend at least 4 additional education sessions per year. Dr Roger Warne, Consulting Geriatric Physician, Royal Perth Hospital, is Honorary Medical Director at Hellenic Community Aged Care.

1.6 Volunteers:

- **Board representation:**

The Hellenic Community Aged Care Subcommittee for 2016 comprised the Committee of Management of Hellenic Community Benevolent Association Inc.

- **Volunteers and support**

Many thanks to the Hellenic Womens' Association, the AHEPA Daughters of Penelope, Father Emmanuel, the Christian Ladies Union of Evangelismos, Father John and the St Nektarios Parish, and Central Philoptochos of St Tabitha for your ongoing support of our residents in 2017. Father Elpidios visited Hellenic Community Aged Care for blessings and Holy Communion. Many thanks to Thecla Papzoglou, Joy Lucas, Tony and Florence Elder, Saki Pilarinos, Arthur Phillips, and Hellenic Community Radio presenter Popi Georgianis for their support of our residents.

1.7 Facility Operations:

Thanks to all the Hellenic Community Aged Care staff for during 2017. Site care manager, Tina Hoogenkamp worked with Maria Papa and Yemesrach Asfaw in overseeing the day-to-day clinical and associated operations of the facility. Hellenic Admin continued to provide overall financial and human resources support.

Developing the in-house electronic recording system continued in 2017 with additional hard copy documents now completed electronically. Swipe card access was extended to all external access doors and to facility administration. The system records staff entering and leaving and permits access codes to be allocated to families. Shade sails were installed in internal courtyards and designs prepared for a portion of the main courtyard.

1.8 Period ahead:

Hellenic Community Aged Care buildings were extended in 2004-05 with the addition of 40 rooms and refurbishing of 20 existing rooms and in 2008-09 with the addition of 16 secure rooms and refurbishing of another 20 existing rooms. More than 10 years on, we can expect additional repairs and maintenance expenses for the building. Normal wear and tear has meant some wall cladding and vinyl flooring issues are emerging. Some plant and equipment and furniture and fittings upgrades will also be required in 2018 along with maintenance of bitumen car parks and driveways.

Savvas Papasavvas

Chairperson

April 2018

13.0 Motions to Amend the Hellenic Community Constitution:

Pursuant to clause 6.14 motions with notice:

Constitutional reviews

The following motion is proposed to revise the four existing constitutions namely:

1. The Hellenic Community Benevolent Association Constitution 1983
2. Constitution of St. Andrews Grammar Incorporated 2015
3. St Andrews Grammar School Foundation 2005
4. Constitution of " The Hellenic Community of Western Australia Incorporated " 2016

The above constitutions are out of date (eg Benevolent Association 1983) and need to be modernized and harmonized under the Constitution of " The Hellenic Community of Western Australia Incorporated " in order for the Hellenic Community of WA to efficiently manage the structures and processes of its assets and ensure members achieve the best outcomes for all concerned.

Motion to revise the constitutions:

"The AGM instructs the committee of the Hellenic Community of Western Australia to appoint a group of appropriately experienced members to review the constitutions of the HCWA and those associated with its large assets to ensure they comply with national, state and local government statutes and the efficient management of the Community. The Committee will set a budget and provide all assistance and access to information required for the constitution group to finalize and report revised Constitutions on or before February 2019 in order for them to be adopted in the next annual general meeting in 2019".

Proposer: Constantine G Berbatis

Seconder: Evan S Kakulas

Pursuant to Clause 17 "Alteration of Rules" the following motions for constitutional changes have been received:

Motion for Constitutional amendments to clarify membership and elections

Amend clause 3.6.1 to insert after "he/she" and before "has been a full.....": **"is not a person seeking membership for the first time,"**

Insert a new subclause 3.6.2A:

A person admitted to membership for the first time will be eligible to vote at an election or general meeting from their third year of membership.

Insert a new subclause 3.6.3A:

Any person who has been a financial member in one or more of the five years immediately preceding the calendar year of the election or general meeting, is entitled to vote at the election or general meeting if they pay outstanding membership fees for the year preceding the election or general meeting and are financial at the time of the election or general meeting.

Insert a new subclause 3.7A

A membership fee paid at any time within a calendar year, will be membership for the full calendar in which it is paid.

The clauses as proposed to be amended are as follows:

3.6 A person shall be eligible to vote if:

- 3.6.1 He/she is not a person seeking membership for the first time, has been a Full and financial member in the membership year immediately preceding the year of the election or general meeting, is able to demonstrate financial membership for the full twelve months of that previous year, and is a financial member at the time of the election or general meeting.
- 3.6.2 A person shall not be eligible to vote if he/she was admitted to membership for the first time in the calendar year of the election or general meeting.
- 3.6.2A A person admitted to membership for the first time will be eligible to vote at an election or general meeting from their third year of membership.
- 3.6.3 Any person making application for membership who has not been a financial member within the five years immediately preceding the calendar year of the election or general meeting shall be treated as a person seeking to membership for the first time.
- 3.6.3A Any person who has been a financial member in one or more of the five years immediately preceding the calendar year of the election or general meeting, is entitled to vote at the election or general meeting if they pay outstanding membership fees for the year preceding the election or general meeting and are financial at the time of the election or general meeting.

3.7 Financial members of the last financial year, who are able to demonstrate financial membership for the full twelve months of that previous year, are entitled to retain their membership up to the day before the elections and can pay their membership fees on election day to enable them to vote at those elections.

3.7A A membership fee paid at any time within a calendar year, will be membership for the full calendar in which it is paid.

Amend clause 4.1 by deleting “two” and inserting “three”

- 4.1 The management of the Community shall be vested in a Committee consisting of President, Vice President, Treasurer, Secretary and eight members whose term of office shall be from their election until the election of their successors. An election for the Committee of Management shall take place every ~~two~~ three years.

Proposer: Constantine G Berbatis

Secunder: Evan S Kakulas

14.0 Motions with Notice:

In accordance with rule 6.14 of the the Constitution of the Hellenic Association of Western Australia Inc, I give notice of the following motion to be put to the Annual General Meeting to be held on 22 April 2018.

That the Election Committee and the Management Committee of the Hellenic Community of Western Australia Inc (**HCWA**) engage the Western Australian Electoral Commission to conduct the 2019 elections for the Management Committee and office bearers, namely the President, Vice President, Secretary and Treasurer of the HCWA.

Proposer: Amanda Kailis

Secunder: Manuel Papadoulis