



ANNUAL REPORT 2020



UNIVERSITY OF DIVINITY

Annual Report

For the year ended 31 December 2020

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DISCLOSURE INDEX

The annual report of the University of Divinity is prepared in accordance with:

AASB	Australian Accounting Standards Board
ETRA	Education and Training Reform Act 2006
FMA	Financial Management Act 1994
FRD	Financial Reporting Directions
SD	Standing Directions 2018 Under the Financial Management Act 1994

Item No.	Source	Summary of Reporting Requirement	Page Number
REPORT OF OPERATIONS			
CHARTER AND PURPOSE			
1.	FRD 22H 5.4 a	Manner of establishment and the relevant Minister	12; 99
2.	FRD 22H 5.4 b 5.5	Purpose, functions, powers and duties linked to a summary of activities, programs and achievements	8-18
3.	FRD 22H 5.4 c	Nature and range of services provided including communities served	39-58
MANAGEMENT AND STRUCTURE			
4.	FRD 22H 5.4 d 5.6	Organisational chart detailing members of the governing board, Audit Committee, CEO, senior officers and their responsibilities	20-27; 35
FINANCIAL AND OTHER INFORMATION			
5.	FRD 03A	Accounting for Dividends	n/a
6.	FRD 07B	Early adoption of authoritative accounting pronouncements	n/a
7.	FRD 10A	Disclosure Index	3-5
8.	FRD 17B	Wage inflation and discount rates for employee benefits	84
9.	FRD 22H 5.11 c	Operational and budgetary objectives, performance against objectives and achievements	16-18; 29-30
10.	FRD 22H 5.10	Occupational health and safety statement including performance indicators, performance against those indicators.	35-36
11.	FRD 22H 5.8	Workforce data for current and previous reporting period, including a statement on the application of employment and conduct principles and that employees have been correctly classified in the workforce data collections	47-49
12.	FRD 22H 5.11 a	Summary of the financial results, with comparative information for the preceding four reporting periods	29-30
13.	FRD 22H 5.11 b	Summary of significant changes in financial position	30
14.	FRD 22H 5.7	Key initiatives and projects, including significant changes in key initiatives and projects from previous years and expectations for the future	16-18
15.	FRD 22H 5.11 d	Post-balance sheet date events likely to significantly affect subsequent reporting periods	100
16.	FRD 22H 5.18 a	Summary of application and operation of the <i>Freedom of Information Act 1982</i>	36
17.	FRD 22H 5.18 b	Statement of compliance with building and maintenance provisions of the <i>Building Act 1993</i>	37



Item No.	Source	Summary of Reporting Requirement	Page Number
18.	FRD 22H 5.12	The report of operations shall provide a discussion and analysis of the entity's operating results and financial position and include details about significant factors that affect the entity's performance	28-30
19.	FRD 22H 5.9	University workforce inclusion policy (where a University has one), including a measurable target and report on the progress towards the target	n/a
20.	FRD 22H 5.16	Schedule of any government advertising campaign in excess of \$100,000 (exclusive of GST)	n/a
21.	FRD 22H 5.18 e	Statement, where applicable, on the implementation and compliance with the National Competition Policy, including compliance with the requirements of <u>Victoria's Competitive Neutrality Policy</u> and any subsequent reform	38
22.	FRD 22H 5.18 c	Summary of application and operation of the <i>Public Interest Disclosures Act 2012</i> including disclosures required by the Act	36
23.	FRD 22H 5.18 h	Summary of Environmental Performance	34
24.	FRD 22H 5.13 5.14 5.15	Consultants: Report of Operations must include a statement disclosing each of the following: 1. Total number of consultancies of \$10,000 or more (excluding GST) 2. Location (e.g. website) of where the schedule with the below details of the consultancies over \$10,000 has been made publicly available <ul style="list-style-type: none"> • Consultant engaged • Brief summary of project • Total project fees approved (excluding GST) • Expenditure for reporting period (excluding GST) • Any future expenditure committed to the consultant for the project 3. Total number of consultancies individually valued at less than \$10,000 and the total expenditure for the reporting period	31
25.	FRD 22H 5.19	List of other information available on request from the Accountable Officer, and which must be retained by the Accountable Officer.	37
26.	FRD 22H 5.17	An entity shall disclose the following in the report of operations: a. Total entity ICT Business as Usual (BAU) expenditure for the full 12-month reporting period; and b. Total entity ICT Non-Business as Usual expenditure for the full 12-month reporting period; and provide a breakdown for: i Operational expenditure (OPEX); and ii Capital expenditure (CAPEX).	31
27.	FRD 25D	Local Jobs First	38
28.	AASB 16	Leases	84-85
29.	FRD 119A	Transfers through contributed capital	n/a
30.	SD 3.7.1	The Responsible Body must ensure that the Agency applies the Victorian Government Risk Management Framework.	37
31.	SD 5.2.1(a)	The Accountable Officer must implement and maintain a process to ensure the Annual Report is prepared in accordance with the FMA, the Standing Directions, the Instructions, applicable Australian Accounting Standards and Financial Reporting Directions.	78; 106
32.	SD 5.2.3	The report of operations must be signed and dated by a member of the Responsible Body.	6

Item No.	Source	Summary of Reporting Requirement	Page Number
FINANCIAL REPORT			
FINANCIAL STATEMENTS REQUIRED UNDER STANDING DIRECTIONS / FINANCIAL MANAGEMENT ACT 1984			
33.	SD 5.2.2(a), 5.2.2(b) & FMA s49	The financial statements must contain such information as required by the Minister and be prepared in a manner and form approved by the Minister. They must be signed and dated by the Accountable Officer, CFO (subject to 5.2.2) and a member of the Responsible Body, in a manner approved by the Minister, stating whether, in their opinion the financial statements: <ul style="list-style-type: none"> • present fairly the financial transactions during reporting period and the financial position at end of the period; and • have been prepared in accordance with applicable requirements in the FMA, the Directions, the Financial Reporting Directions and Australian Accounting Standards. 	106
34.	FRD 30D	Rounding of Amounts	73
35.	SD 3.2.1.1(c)	The Responsible Body must establish an Audit Committee to: <ul style="list-style-type: none"> • review annual financial statements and make a recommendation to the Responsible Body as to whether to authorise the statements before they are released to Parliament by the Responsible Minister 	34-35
OTHER REQUIREMENTS AS PER FINANCIAL REPORTING DIRECTIONS IN NOTES TO THE FINANCIAL STATEMENTS			
36.	FRD 11A	Disclosure of ex-gratia payments	n/a
37.	FRD 21C	Disclosures of Responsible Persons, Executive Officer and Other Personnel (contractors with significant management responsibilities) in the Financial Report	99-100
38.	FRD 102A	Inventories	n/a
39.	FRD 103H	Non-financial physical assets	75; 93
40.	FRD 105B	Borrowing costs	n/a
41.	FRD 106B	Impairment of assets	79
42.	FRD 107B	Investment properties	n/a
43.	FRD 109A	Intangible assets	75; 83; 94
44.	FRD 110A	Cashflow statements	77
45.	FRD 112D	Defined benefit superannuation obligations	n/a
46.	FRD 113A	Investment in subsidiaries, jointly controlled entities and associates	n/a
47.	FRD 120N	Accounting and reporting pronouncements applicable to the reporting period	78-87
COMPLIANCE WITH OTHER LEGISLATION, SUBORDINATE INSTRUMENTS AND POLICIES			
48.	ETRA s3.2.8	Statement about compulsory non-academic fees, subscriptions and charges payable in 2020	33
49.	PAEC	Financial and other information relating to the University's international operations	n/a
50.	University Commercial Activity Guidelines	<ul style="list-style-type: none"> • Summary of the university commercial activities • If the university has a controlled entity, include the accounts of that entity in the university's Annual Report 	n/a





Wednesday, 10 March 2021

Minister for Training and Skills and Minister for Higher Education
2 Treasury Place
East Melbourne, Victoria 3002

Dear Minister

In accordance with the requirements of regulations under the Financial Management Act 1994, I am pleased to submit for your information and presentation to Parliament, the University of Divinity Annual Report for the year ending 31 December 2020.

The Annual Report was approved by the University of Divinity Council on 10 March 2021.

Yours sincerely

A handwritten signature in black ink, appearing to read "Graeme".

Dr Graeme L Blackman AO FTSE FAICD
Chancellor



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SECTION A

The University



CHANCELLOR STATEMENT

2020 has been an extraordinary year for the University of Divinity, as it has been for human life in every part of the globe. I wish to pay tribute to the staff and students of the University for their resilience and commitment to the University's mission in difficult circumstances, for their courage in continuing to pursue education, research and community engagement, and for their dedication to the service of others.

The University displayed a remarkable ability to continue operations within the terms of the *University of Divinity Act 1910* and its associated statutory and regulatory obligations despite the disruption of the global pandemic.

This is evident in the University's financial performance, achieving a balanced outcome, and in its enrolments, maintained slightly above 2019 levels.

Moreover, the University made significant strategic progress during the year, thanks to the leadership of the Vice-Chancellor and the University Executive in developing and commencing implementation of a renewed Strategic Plan.

During the year the University entered into new partnerships with Wollaston College, the theological college of the Anglican Diocese of Perth, and with the Christian Research Association, the latter to provide support for human research ethics approvals.

The University's partnership with Jesuit College of Spirituality concluded at the end of 2020; the University will continue to deliver its awards in spiritual direction and spirituality at its other Colleges. I thank the College for its contribution to the University since 2016.

During the year the Revd Dr Andrew Menzies resigned as a member of the University Council. I thank him for his service to the University as a Council member since 2010 and especially for his leadership and support as the University's inaugural Deputy Chancellor since 2012. I congratulate Emeritus Professor Gabrielle McMullen AM on her appointment as Deputy Chancellor, and welcome to the Council three new members: Terry McCredden, Janette Phelan, and the Revd Carolyn Francis. I look forward to their contributions.

Dr Graeme Blackman AO FTSE FAICD

CHANCELLOR

10 March 2021



VICE-CHANCELLOR STATEMENT



In 2020 the University completed its 110th year of operation as a higher education provider, continuing to fulfil its century-old mission of delivering Australian theology degrees which resource people for the service of others.

In 2020 the University was recognised for the third year in a row as having the most positive student experience of any University in Australia, as evidenced in the 2019 Student Experience Survey. Some 93% of undergraduates and 88% of postgraduates gave a positive rating to their overall educational experience, well above the rest of the sector.

These results highlight the passion and engagement of the University's staff in providing a challenging and deeply engaging learning experience for our students.

2020 saw increased engagement between the Victorian Government and the Victorian universities, manifested in the Victorian Vice-Chancellors' Committee's weekly meetings with the Department of Education and Training. I thank the Victorian Government, Minister Tierney, and the Department for their support, especially through the Victorian Higher Education Support Investment Fund and the International Student Emergency Relief Fund.

The University Executive, comprised of the College Principals, also met weekly throughout the year to coordinate the University's pandemic response across Australia and to maintain continuity as far as possible for our staff and students. I thank the Principals for their support, especially in the collaborative development of the renewed Strategic Plan. I also thank Bernadette O'Connor and the team at Management Governance Australia for their facilitation of the strategic planning process.

While some initiatives were put on hold, major strategic achievements in 2020 include:

- Growth of the Indigenous Theologies program, to deliver education and research by and for Aboriginal people and Torres Strait Islanders
- Development of new awards in Professional Supervision to promote integrity in ministry and support transformational leadership
- Creation of a new Undergraduate Certificate in Divinity, providing for short courses
- Establishment of a Taskforce to develop a vision for future University Library resources
- Being the lead institution on an Australian Research Council grant for the first time
- Entering into a long-term lease agreement for St Paschal's in Box Hill, realising a 25-year old dream to create a permanent home for the University

During the year the University Council unanimously resolved to reappoint Dr Blackman as the University's Chancellor for a further three-year term from 2021 to 2023. I congratulate the Chancellor on his reappointment and thank him for his exceptional leadership and support over the past decade.

Professor Peter Sherlock

VICE-CHANCELLOR

10 March 2021



COVID-19 RESPONSE

The rapid emergence of the COVID-19 pandemic in the first quarter of 2020 and the public health restrictions necessary to its control have had an unprecedented impact on higher education in Australia and around the world.

From the outset the University's response was guided by two priorities:

- a) to safeguard the health of its members and the general public, and
- b) to ensure continuity of its educational mission, especially for students.

The University of Divinity was insulated from the initial impact on the Australian university sector, due to a relatively low number of international students and the University's practice of charging the same affordable fees to both domestic and international students. This protected the University and some of its Colleges from the very significant financial pressures of reduced international student income, and meant a relatively small number of redundancies in comparison to the wider tertiary sector.

In March 2020 the University and its Colleges transitioned all students to online study. This included a "pause week" to allow staff time to adjust educational delivery from onsite to online learning, and to transition to work from home. These arrangements remained in place throughout the year for the Colleges based in Victoria, while some return to onsite work or study was possible from mid-2020 for Colleges in New South Wales and South Australia.

Almost 2% of students withdrew from study in 2020 due to the extra economic, educational, health or personal pressures created by the pandemic environment. Early indications from student evaluation surveys indicate, however, a high degree of engagement with and appreciation for the necessarily rapid shift to online learning.

Initiatives to support the University's response to the pandemic in 2020 included:

- giving an extra week for completion of assessment tasks at the end of first semester
- rearrangement of units with ministry and clinical onsite placements
- acquisition of videoconferencing licences for all University staff
- creation of "click and collect" library services and acquisition of extra resources for the University's digital Library Hub
- a fully-funded extension of six months to the candidature of all higher degree by research students, taken up by 83% of eligible students
- direct financial support to international students in need, co-funded by the Victorian Government's International Student Emergency Relief Fund
- decision to maintain 2021 tuition fees at 2020 levels to reduce the financial burden on students impacted by the pandemic
- weekly meetings of the University Executive and of the Academic Deans, to provide immediate, coordinated responses to the crisis and to offer mutual support
- creation and maintenance of COVID Safe Plans for the University and each College
- transition of all University meetings to online
- transition of the March and December Graduation Ceremonies and the annual Research and Teaching Conferences to online events
- voluntary reduction of the Vice-Chancellor's salary by 20%

The University of Divinity's vision, to address the issues of the contemporary world through critical engagement with Christian theological traditions, had particular resonance in 2020. A wide range of online conversations and forums were held during the year to reflect theologically on how the pandemic has disrupted health, social relationships, economic behaviours and political arrangements. Collected and published on the University's website under the theme of "COVID Revelations", these conversations addressed topics such as:

- Indigenous responses to the pandemic
- the impact on religious ministry and leadership
- the impact on the aged care sector, especially in relation to spiritual care
- faith-based responses to plague and pestilence in scripture and history.

The long-term impact of the pandemic is likely to include changed enrolment patterns in 2021 and beyond in theology and ministry subjects. This will include significant growth in blended learning which combines online and onsite delivery in new ways. Like other organisations the University will also need to re-evaluate work practices, and consider changes to its business model as future economic circumstances become clearer for the University's partners and Australian society. Throughout, the University's research and educational priorities will continue to adjust to ensure a robust response to the pandemic and to support economic, social and spiritual recovery.




ABOUT THE UNIVERSITY

The University of Divinity delivers awards in divinity and its associated disciplines, defined by the *University of Divinity Act 1910* as ‘studies in religion and ministry practice directly related to Divinity in its contemporary, historical, social and cultural contexts’.

The University promotes the highest standards of scholarship in theology, philosophy and ministry and aims to address issues of the contemporary world. The University has successfully pursued and achieved these aims for more than a century, delivering world-standard research and educating tens of thousands of graduates for ministry, work and service in a wide range of contexts around the globe.

The University of Divinity is constituted by the *University of Divinity Act 1910* of the Parliament of Victoria. Under the Act, the University of Divinity is accountable to the Minister for Training and Skills and Minister for Higher Education, the Hon Gayle Tierney MP.

Section 4 of the Act establishes the objectives of the University:

- 
- (a) the pursuit of the highest standards in teaching and research in Divinity and associated disciplines;
 - (b) the offering to scholars and students of Divinity the opportunity to anchor faith in understanding, and in a spirit of dialogue to engage with society;
 - (c) to respect, encourage, challenge and inform students who come to the University to learn;
 - (d) to respond to the academic needs of the churches, and to promote their integrity;
 - (e) to address issues from a sound and reasoned theological viewpoint and to offer society opportunities for dialogue with traditions and values that have been refined over centuries;
 - (f) to aid, by research and other appropriate means, the advancement and development of knowledge and its practical application to the churches, wider academic and community life, and public policy;
 - (g) to confer degrees, diplomas and certificates and other awards in Divinity and associated disciplines.

The Act establishes the University’s governance:

- The University Council is the governing authority of the University, empowered to confer degrees and award diplomas and certificates in Divinity and its associated disciplines and to pursue the objects of the Act.
- The Academic Board oversees academic programs and ensures the quality of all courses of study.
- The Vice-Chancellor is the chief executive officer of the University, accountable to the University Council.

A Collegiate University

The University's collegiate system forms one of the world's most significant and enduring ecumenical collaborations, embracing Catholic, Protestant and Orthodox traditions. Together, the Colleges of the University serve a diverse range of multicultural communities in Victoria, across Australia and around the world, equipping graduates to serve others.

Under Section 23 of the Act and rules set out in Regulation 3: Colleges, the Council may authorise a Collegiate Agreement with an institution which thereby becomes a College of the University. The Collegiate Agreement establishes a contractual relationship between that College and the University. Through this relationship, academic staff and students of the College become members of the University, and the College may apply to the Academic Board for accreditation to offer awards of the University.

Each College is a unique learning community, supported by one or more churches or religious orders. The University signs a Compact with each College and its respective partners to express the common mission of the parties. The Compact fosters engagement between all the supporters of a College, including the University.

Through the collegiate system, the University of Divinity partners with over thirty churches, religious orders and faith-based agencies. These provide material support to the University in two principal ways: appointing members of the University Council; and resourcing the University's Colleges through provision of land, property, staff and funds. In return, the University delivers education and research which support the mission of its partners.

Six partners appoint members of the University Council under the Act:

- Anglican Church of Australia (Province of Victoria)
- Baptist Union of Victoria
- Churches of Christ in Victoria and Tasmania
- Lutheran Church of Australia
- Roman Catholic Church in Victoria
- Uniting Church in Australia (Synod of Victoria and Tasmania).

Australian Lutheran College

- Lutheran Church of Australia

Catholic Theological College

- Australian Region of Salvatorians (Society of the Divine Saviour)
- Catholic Archdiocese of Hobart
- Catholic Archdiocese of Melbourne
- Catholic Diocese of Ballarat
- Catholic Diocese of Sale
- Catholic Diocese of Sandhurst
- Conventual Franciscan Friars (Australia)
- Dominican Friars (Australia, New Zealand, Solomon Islands, Papua New Guinea)
- Missionaries of God's Love Priests and Brothers



- Missionary Oblates of Mary Immaculate (Australia)
- Salesians of Don Bosco (Australia-Pacific)
- Society of Jesus: Australian Province

Eva Burrows College

- The Salvation Army Australia

Jesuit College of Spirituality

- Society of Jesus: Australian Province

Morling College

- Association of Baptist Churches in New South Wales and Australian Capital Territory

Pilgrim Theological College

- Uniting Church in Australia (Synod of Victoria and Tasmania)

St Athanasius College

- Coptic Orthodox Diocese of Melbourne and Affiliated Regions

Stirling Theological College

- Churches of Christ in Victoria and Tasmania

Trinity College Theological School

- Anglican Diocese of Ballarat
- Anglican Diocese of Bendigo
- Anglican Diocese of Gippsland
- Anglican Diocese of Melbourne
- Anglican Diocese of Wangaratta

Whitley College

- Baptist Union of Victoria

Yarra Theological Union

- Blessed Sacrament Congregation: Province of the Holy Spirit
- The Carmelites: Province of Our Lady Help of Christians
- The Congregation of the Passion
- Franciscan Friars: Province of the Holy Spirit
- Missionaries of the Sacred Heart Australia
- The Redemptorists of Australia and New Zealand
- Society of the Catholic Apostolate (Pallotines): Australian Region
- Society of the Divine Word: Australian Province



VISION AND MISSION

Vision Together we empower our learning community to address the issues of the contemporary world through critical engagement with Christian theological traditions.

Mission We fulfil our vision through:

- excellence in learning, teaching, and research,
- growth of our resources and capacity, and
- engagement with the churches and community in Australia and internationally.

Graduate Attributes

The University of Divinity has five Graduate Attributes which shape all courses of study and establish the University's aspirations for each of its graduates:

Learn Graduates are equipped for critical study, especially of Christian texts and traditions.

Articulate Graduates articulate theological insight and reflection.

Communicate Graduates communicate informed views through structured argument.

Engage Graduates engage with diverse views, contexts and traditions.

Serve Graduates are prepared for the service of others.



STRATEGIC PLAN 2025

In 2015 the University adopted a ten-year Strategic Plan with five aims. For 2020 the University Council approved and funded ten goals targeting the three activity areas of the University's Mission statement: Excellence, Growth and Engagement.

The detailed report below shows that progress on the Strategic Plan in 2020 was strong across most goals, although some activities were curtailed out of necessity due to COVID-19.

From December 2019 to October 2020 the University engaged in a renewal of the Strategic Plan. Facilitated by Bernadette O'Connor of Management Governance Australia, this process was led by the University Executive, a committee of the Council comprised of the College Principals and chaired by the Vice-Chancellor. The Strategic Plan was the focus of the University's Leadership Retreat in May 2020.

In October 2020 the University Council approved a new version of the Strategic Plan developed and recommended by the University Executive. Features of the renewed plan include:

- Recommitment to the University's Vision, Mission and Strategic Aims 2025
- Creation of ten principles to guide decisions and actions
- Reorganisation of activities into twenty-one goals across five areas (Education, Research, Governance and Relationships, People and Resources, University-Wide Goals)
- Creation of specific targets for 2025 for each goal.

The Council resolved to dissolve the Strategic Planning Committee, and to transfer responsibility for delivery of the Strategic Plan to the University Executive. This deepens the integral relationship between the University Council and the University's Colleges, and represents a major step towards delivery of strategic aims 1 and 5 for 2025.

Strategic Aims 2025

In 2025 the University of Divinity, a collegiate University, will be:

- 1) an ecumenical community of scholars with a shared commitment to the University's Vision and Mission
- 2) delivering research and other evidence-based resources for agencies, church, community, government, academy and media
- 3) formed of people, partnerships and structures that communicate with, challenge, and transform twenty-first century societies
- 4) flexible, agile and visionary in its activities, producing sustainable programs
- 5) engaged with the Strategic Plan and able to demonstrate that its goals are being achieved.

EXCELLENCE

1. **Academic Resources:** To provide well-resourced and integrated academic systems that enable learning excellence.

Outcomes in 2020:

- responding successfully to major increase in uptake of online tools due to pandemic, including increase in training
- major upgrade of Learning Management System
- establishment of new IT team for 2021

2. **Gender and Theology:** To be a centre of excellence in feminist theological scholarship and in mentoring academics so as to challenge and transform patriarchal structures and assumptions in the academy, church, and wider world.

Outcomes in 2020:

- completion of two essay collections and delivery of three units in feminist theologies
- roll out of pilot mentoring program
- delivery of new online seminar series “Horizons”
- award of inaugural Janette Gray RSM PhD Scholarship

3. **Library Resources:** To support the development and growth of quality theological education, scholarship and research by the provision of outstanding library resources through a collaborative network of libraries.

Outcomes in 2020:

- responding successfully to major increase in uptake of digital Library Hub and associated training needs
- establishment of Library Taskforce to lead consultation on future of University library resources

4. **Research and Research Training:** To enhance the quality of the research culture, including increases in output, engagement, income, and training in the lead up to ERA 2023 and EI 2024.

Outcomes in 2020:

- commencement of School of Graduate Research
- development of new research goals in Strategic Plan
- establishment of Research Strategy Committee from 2021

GROWTH

5. **Counselling:** To create and deliver high quality, industry-recognised and professionally accredited degrees in Counselling.

Outcomes in 2020:

- successful commencement of the Advanced Diploma in Counselling
- reevaluation of program governance and funding



6. **Enrolment Growth:** To promote the University as the Australian provider of choice for theological education, to resource a holistic approach to services offered to students, and to achieve long-term financial sustainability for the University and its Colleges.

Outcomes in 2020:

- completion of pilot marketing programs for one College and for the School of Graduate Research
- development of new education goals in Strategic Plan including creation of new awards to reach emerging needs

ENGAGEMENT

7. **Indigenous Theologies:** To support Aboriginal people and Torres Strait Islanders to engage in theological education, scholarship and research.

Outcomes in 2020:

- appointment of inaugural Vice-Chancellor's Fellow in Indigenous Theologies
- onsite delivery of Indigenous Theologies program with NAIITS in Melbourne in January 2020
- decision to establish and fund an Indigenous Studies Centre from 2021

8. **Changing Culture: Responding to the Royal Commission:** To resource the churches and religious orders and Australian community to make effective and comprehensive responses to the findings of the *Royal Commission into Institutional Responses to Child Sexual Abuse*.

Outcomes in 2020:

- completion of introduction of new Code of Conduct for all University members
- transformation of existing programs in Supervision into a single University-wide program in Professional Supervision from 2021

9. **Human Ageing:** To provide and disseminate a holistic understanding of human ageing through a focus on theology, spirituality, pastoral care and ethics.

Outcomes in 2020:

- implementation of two projects on spiritual care in aged care facilities
- development of new research project on spiritual care for aged persons in CALD communities

10. **Climate Change and Sustainability:** To reduce the environmental impact of University activities and, through theological scholarship, to contribute to the prevention of climate change and the sustainability of life on Earth.

Outcomes in 2020:

- Commencement of the pilot project was deferred to 2021 due to the pandemic.



SECTION B

Governance



Figure 1: University Organisational Chart

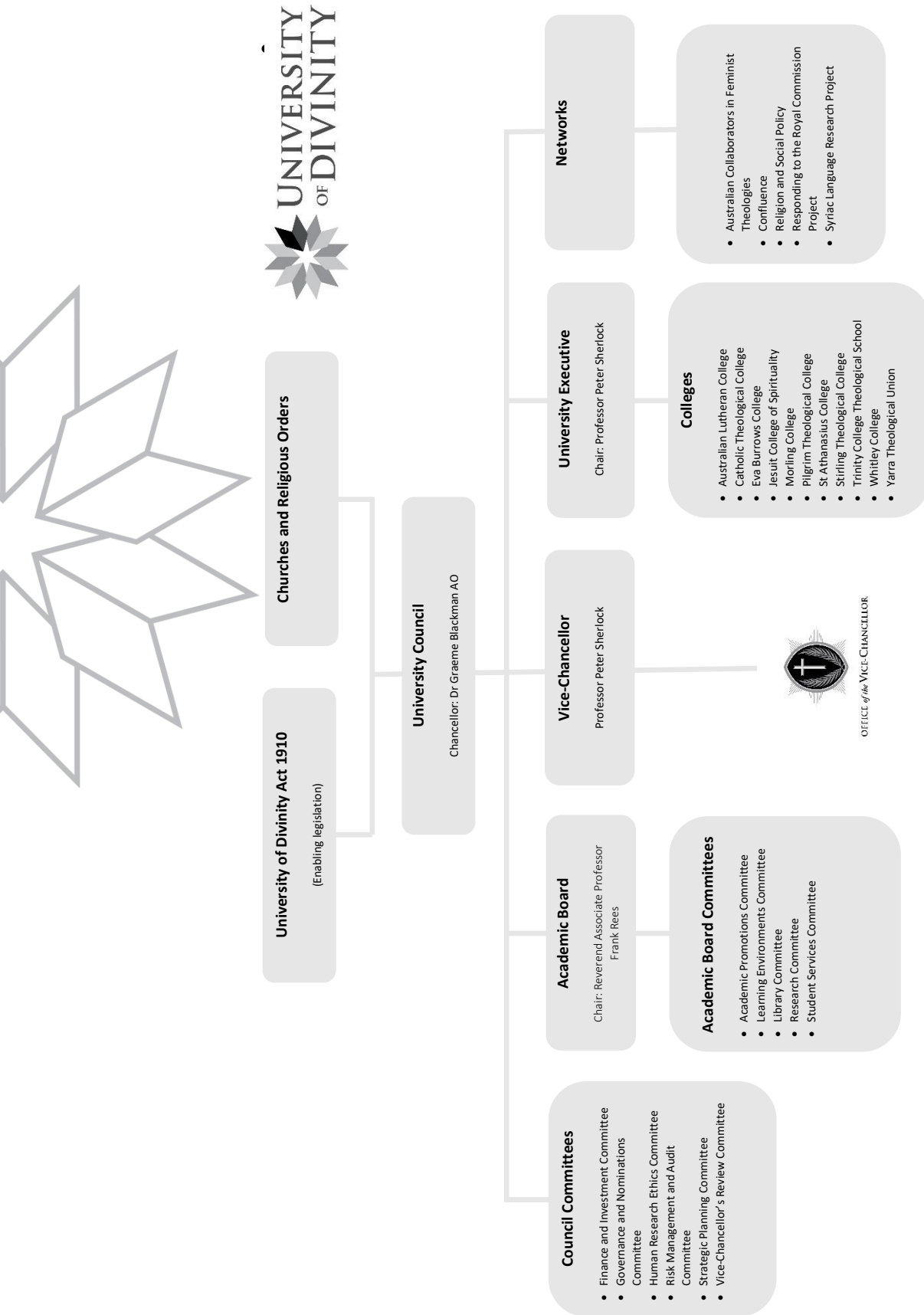


Figure 2: Council and Committee Organisation Structure

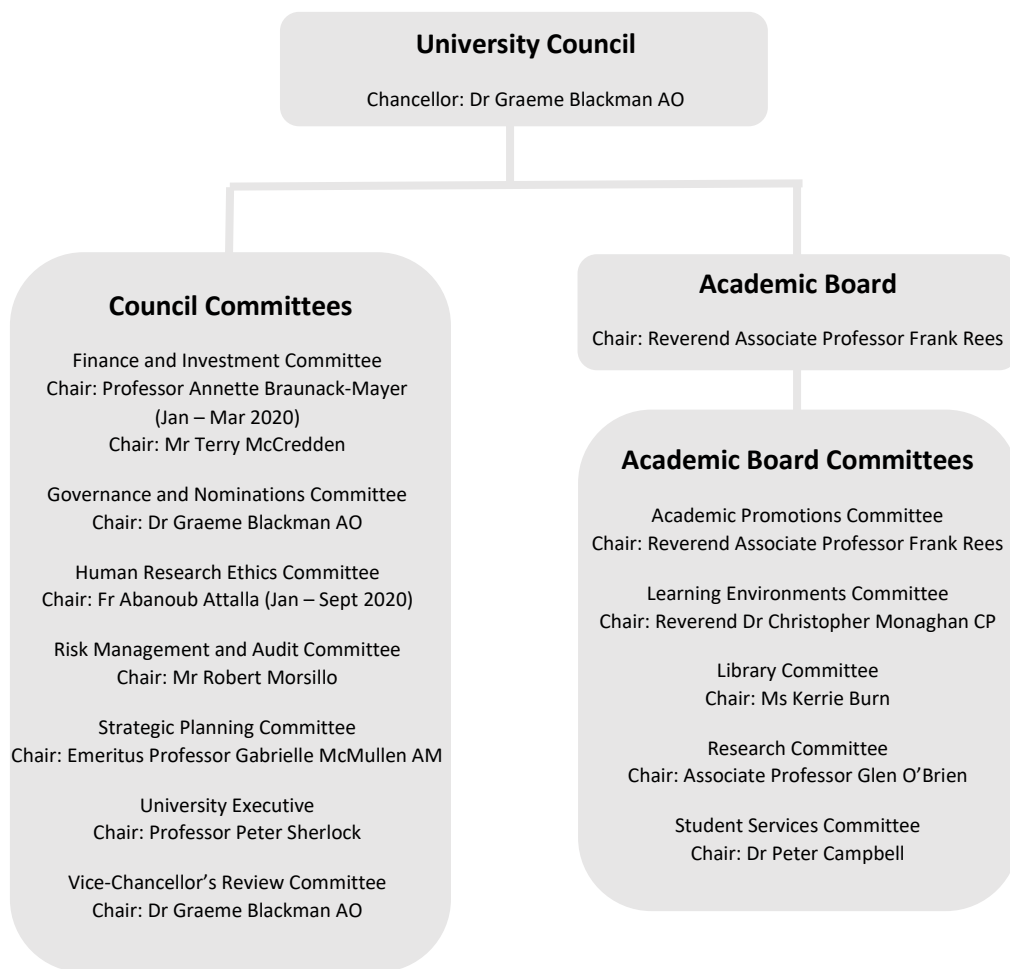
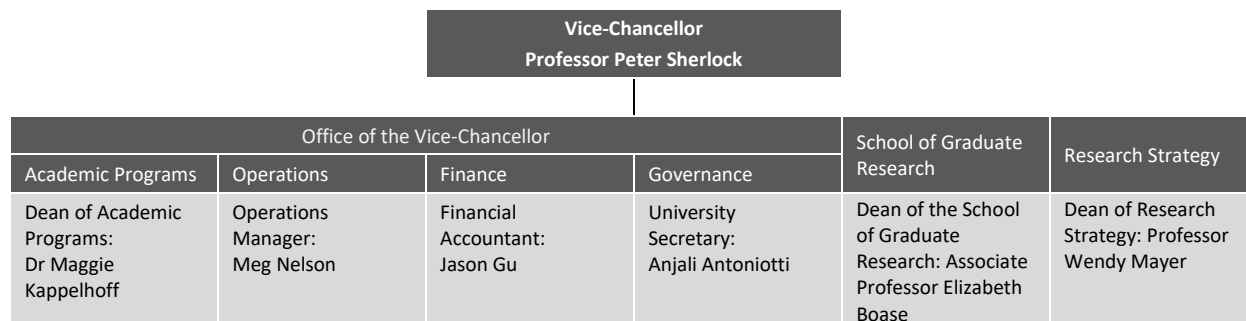


Figure 3: University and Office of the Vice-Chancellor Senior Officers



THE UNIVERSITY COUNCIL

The Council is the governing body of the University of Divinity. The responsibilities, functions and powers of the Council are prescribed under Section 6 of the Act. The Chancellor is the Chair of the Council. The Council has seven committees established under Regulation 1: General Provisions to assist in discharging its responsibilities, which include a mixture of internal and external members.

2020 Highlights

- Reappointment of the Chancellor, Dr Graeme Blackman, for a further term of three years concluding 31 December 2023
- Appointment of Emeritus Professor Gabrielle McMullen as Deputy Chancellor
- Approval of an extraordinary six-month extension (with Research Fee Scholarship) to all HDR students, in recognition of the impact of COVID-19 on their studies
- Establishment of the Undergraduate Certificate in Divinity to commence in 2021
- Approval of ongoing funding for two staff in Indigenous Studies from 2021
- Approval of a new structure for Professional Supervision awards and funding for a Program Coordinator to facilitate these
- Renewal of the University's Strategic Plan 2025
- Approval of the 2021 Budget and Business Plan
- Execution of a lease of part of the St Paschal's property in Box Hill, to provide a permanent home for University activities from 2021, and approval of capital works
- Restructure of the Council Committees to improve engagement with Colleges and to focus Committees on the University's Strategic Plan
- Engagement of the Christian Research Association to provide Human Research Ethics review, approval and training services to the University, replacing the University's Human Research Ethics Committee from 2021

Membership of the Council

The membership of the Council is determined by Sections 7 and 8 of the Act. The Council commenced the year with 14 members and 2 vacancies, and completed the year with 15 members and 1 vacancy. In 2020, Council farewelled Deputy Chancellor Reverend Dr Andrew Menzies, who resigned in March. Three new appointments were made: Mr Terry McCredden and Ms Janette Phelan, external members appointed by the Churches of Christ; and Reverend Carolyn Francis, external member appointed by the Baptist Union of Victoria.

At the end of 2020 there are 13 external and 2 internal members. The Council retains gender balance among its membership, ending the year with 8 women and 7 men.

Eight meetings of the Council were held in 2020. From April, all meetings were held via videoconference due to COVID-19 restrictions, as was the annual Leadership Retreat for Council members, College Principals and the OVC Senior Management Team. In addition, Council members attended the onsite graduation ceremony in Perth in February and joined online graduation ceremonies in March and December.

Figure 4: 2020 Membership of the University Council

Full Name	Position	Date of first appointment (total years)	Term of current appointment	Appointing body	MP or MLA	Expertise			Relevant qualifications and experience
						Financial	Commercial	Higher Ed	
1 Dr Graeme Leslie Blackman AO FTSE FAICD	Chancellor	1989 (30)	3 years ending 31 Dec 2020	External, appointed by the Anglican Church	No	Yes	Yes	Yes	BSc, BD, MTheol, PhD; Chairman, National Stem Cell Foundation of Australia; Chairman, Leading Age Services Australia; Council Member, Trinity College University of Melbourne
2 Revd Dr Andrew Frank Menzies	Deputy Chancellor	6 May 2010 (9)	Resigned with effect from 11 March 2020	Internal (staff), appointed by the Churches of Christ	No	No	No	Yes	BA, BMin, MMin, DMin; Principal, Stirling Theological College; Member, Stirling Theological College Board; Director, Initiate Australia
3 Emeritus Professor Gabrielle Lucy McMullen AM	Deputy Chancellor with effect from 12 March 2020	10 Mar 2016 (3)	3 years ending 31 Dec 2020	External, appointed by the Roman Catholic Church	No	No	No	Yes	BSc(Hons), PhD; Fellow of the Royal Australian Chemical Institute; Chair, Australian Catholic Council for Pastoral Research; President, Australian Association of von Humboldt Fellows; Member, Divine Word University Council; Chair, Diocese of Sale Catholic Education
4 Professor Peter David Sherlock	Vice-Chancellor	16 Apr 2012 (7)	5 years ending 31 Dec 2021	Internal (staff)	No	No	No	Yes	BA(Hons), MA, DPhil; Trustee, St Paul's Cathedral Music Foundation; Chair, Council of Deans of Theology; Treasurer, Australian and New Zealand Association of Medieval and Early Modern Studies
5 Revd Associate Professor Frank Rees	Chair of the Academic Board	1 Jan 2017 (3)	3 years ending 31 Dec 2022	Internal (staff)	No	No	No	Yes	BA (Hons), MA, BD (Hons), MTheol (Hons), DipEd, PhD, CertGIA; Chair of the Baptist World Alliance Commission on Baptist Doctrine and Christian Unity (2016-20); Executive Member, Theological Education Committee, Asia Pacific Baptist Federation; Trustee, The Gospel Hall Trust; Proprietor, Frankly Consulting Services
6 Dr Jeanette Baird	Council	1 Jan 2018 (2)	3 years ending 31 Dec 2020	External, appointed by Council	No	No	No	Yes	BA (Hons), BLitt, MBA, PhD; Technical Adviser, Dept of Higher Education, PNG; Honorary Senior Fellow, LH Martin Institute, University of Melbourne; Member, Asia Pacific Quality Register Council; Member, Editorial Board <i>Journal of Higher Education Policy and Management</i>
7 Professor Annette Braunaack-Mayer	Council	1 Jan 2017 (3)	3 years ending 31 Dec 2022	External, appointed by the Lutheran Church of Australia	No	Yes	No	Yes	BMedSc (Hons), PhD (Bioethics); Head, School of Health and Society, University of Wollongong; Member, Adelaide College of Divinity Board; Chair, Bellberry Human Research Ethics Committee
8 Mr Nicholas James Fels	Council	27 Apr 2016 (3)	3 years ending 31 Dec 2021	External, appointed by Council	No	Yes	Yes	No	MBA, Corporate Directors Diploma, GIA(Cert); MAICD; Director – Bell Asset Management Ltd
9 Revd Carolyn Francis	Council	30 Jun 2020 (0)	31 Dec 2021	External, appointed by the Baptist Union of Victoria	No	No	No	No	BA (Hons), MTS

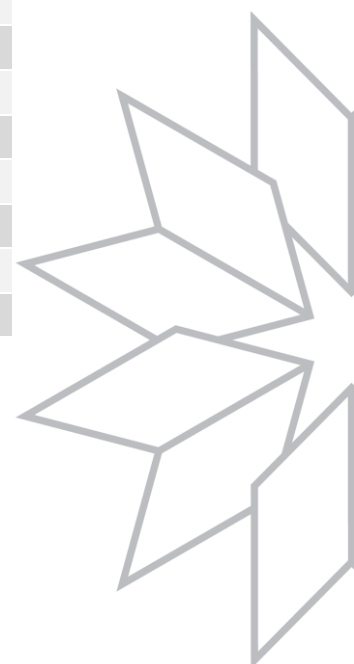




10	Revd Dr Avril Hannah-Jones	Council	22 Dec 2015 (4)	3 years ending 31 Dec 2021	External, appointed by the Uniting Church	No	No	No	No	BA(Hons), LLB(Hons), BTheol, MDiv, AdvDipMin, PhD
11	Emeritus Professor Annemarie Jean Hunt OAM	Council	30 Apr 2015 (4)	3 years ending 31 Dec 2021	External, appointed by the Roman Catholic Church	No	No	No	Yes	DipEd, BSc, BEd, BTheol, MSc(Educ), MA(Theol), DTheol; Emeritus Professor, Australian Catholic University
12	Mr Terry McCredden	Council	1 Jan 2020 (1)	1 year ending 31 Dec 2020	External, appointed by the Churches of Christ	No	Yes	Yes	No	B.Com (Hon); University of Melbourne Advanced Management Program; Wharton School of Business - University of Pennsylvania Leadership Program; London Business School, Management Program; Director, MLC Super; Chair, Infradebt Ltd; Director, U Ethical Ltd; Director, 3MBS; Chair, Northern Community Careworks Ltd; Chair, Leadership Group Northern Community Church of Christ
13	Revd Dr Robert (Bob) Bradley Mitchell AM	Council	1 Oct 2018 (1)	3 years ending 31 Dec 2020	External, appointed by the Anglican Church	No	Yes	Yes	No	LLB, MPhil, GradDipTax, GradDipTheol, MThSt, PhD; legal practitioner; Member, Australian Institute of Company Directors; CEO, Anglican Overseas Aid; Deacon and Priest in the Anglican Church of Australia
14	Revd Robert John Morsillo	Council	28 Apr 2010 (9)	3 years ending 31 Dec 2020	External, appointed by the Baptist Union of Victoria	No	Yes	Yes	Yes	BSc, BD, GradDipComDev, DipPubPol, MA(Comms); Director, Infoexchange; Senior Advisor, Digital Inclusion, Telstra
15	Ms Janette Phelan	Council	29 May 2020 (0)	31 Dec 2021	External, appointed by the Churches of Christ	No	No	No	No	BA, DipEd, GradCertGiftedEd, GradDipPsych; Co-Director and Psychologist, Uplift Centre Pty Ltd; Board member, Learning for Life Arethusa College (Special Assistance School); Chair & Board member, Joint Churches Domestic Violence Prevention Project; Member, Churches of Christ Vic/Tas Ethics Committee.
16	Professor Natalie Sims	Council	1 May 2018 (1)	3 years ending 31 Dec 2020	External, appointed by the Uniting Church	No	No	No	Yes	BSc(Hons), PhD; Deputy Director, St Vincent's Institute of Medical Research; Unit Head, Bone Cell Biology and Disease Unit; Professorial Fellow at the University of Melbourne; Member, NHMRC Project Grand Review Panel; President-Elect, Australian and New Zealand Bone and Mineral Society (ANZBMS); Member, National Health and Medical Research Council (NHMRC) Career Development Award Review Panel; Editorial Board and Senior Editor, <i>Bone</i> ; Editor, <i>Journal of Biological Chemistry</i> ; Associate Editor, <i>Journal of Bone and Mineral Research</i> ; Associate Editor, <i>Endocrine Reviews</i> .

Figure 5: 2020 University Council Meeting Attendance

Members 2020	Meetings Attended	Meetings Eligible
Graeme Blackman (Chancellor)	8	8
Andrew Menzies (Deputy Chancellor)	2	2
Gabrielle McMullen (Deputy Chancellor)	7	8
Peter Sherlock (Vice-Chancellor)	8	8
Frank Rees (Chair of Academic Board)	8	8
Jeanette Baird	8	8
Annette Braunack-Mayer	6	8
Nick Fels	8	8
Carolyn Francis	3	3
Avril Hannah-Jones	7	8
Anne Hunt	8	8
Terry McCredden	8	8
Robert Mitchell	8	8
Robert Morsillo	8	8
Janette Phelan	4	4
Natalie Sims	8	8



ACADEMIC BOARD

The Academic Board is appointed under the *University of Divinity Act 1910* and Regulation 2: Academic Board. As set out under Section 20A of the Act, it advises the Council on academic programs and courses of study and other academic affairs of the University.

In 2020 the membership of the Academic Board was:

- the Chair
- the Academic Dean of each College of the University
- the Dean of Academic Programs
- the Dean of the School of Graduate Research
- two elected students (one coursework, one research)
- the Chair of the Library Committee
- one member appointed by the Academic Board for the purpose of ensuring it has adequate diversity and expertise for the discharge of its responsibilities

The Chair of the Academic Board is employed in a 0.4 FTE position.

The Board's work has been informed by the duties of the Academic Board as set out in Regulation 2: Academic Board. In 2020, the Academic Board was supported by five committees to fulfil its responsibilities.

Due to COVID-19 restrictions, 2020 has been an extraordinary year for the University in which the Academic Board's top priority has been to ensure that students were able to transition to remote learning with minimal disruption to their education. This has largely been achieved. The Academic Board has also made important decisions to facilitate award completion for the students of Jesuit College of Spirituality after JCS leaves the University at the end of 2020.

As part of the University's broader research governance restructure, the Academic Board has resolved to discontinue the Research Committee from 1 January 2021 and to establish a School of Graduate Research Committee. The SGR Committee will be smaller and more agile, and able to respond efficiently to day-to-day matters around candidature and examinations.

2020 Highlights:

- Award of University Medals to Reverend Dr Jacob Joseph (PhD 2020) and Dr Daryl Barclay (PhD 2020)
- Approval of online-only delivery and adjustment of Academic Calendar due to COVID-19 restrictions
- Presentations of annual reports from the Chairs of the Academic Board's committees
- Guest presenters on: the Code of Conduct; educational innovation in Indigenous Theologies; and the proposed establishment of an Indigenous Studies Centre
- Workshop on moderation of grades, to support consistent standards in the Colleges
- Revision of Regulation 2 and Schedule of Academic Delegations
- Initial review of Academic Board Charter
- Renewal of the University Style Guide
- Major course modifications to Professional Supervision Awards and reshaping of the Supervision program

- Appointment and completion of Course Development Panel for the Undergraduate Certificate in Divinity
- Implementation of recommendations from the 2019 course reviews (Diplomas and Advanced Diplomas, and Bachelor Degrees)
- Course reviews for Spirituality and Spiritual Direction and Pastoral Care awards
- Participation in a benchmarking exercise with Charles Sturt University and other University providers on grade distributions, providing a baseline for measuring improvement to the University's grading of assessment
- Approval of teach-out provisions and reassignment of units formerly taught by Jesuit College of Spirituality
- Certification of compliance with the Australian Code for the Responsible Conduct of Research

Figure 6: 2020 Academic Board Meeting Attendance

*Attendance record includes where an authorised deputy attended on behalf of the member.

Full Name	Meetings Attended	Meetings Eligible	Notes
Associate Professor Frank Rees	6	6	Chair
Dr Maggie Kappelhoff	6	6	Dean of Academic Programs
Associate Professor Liz Boase	6	6	Dean of the School of Graduate Research
Dr Stephen Haar	4	6	Australian Lutheran College
Dr Rosemary Canavan	6	6	Catholic Theological College
Lt Col Dr Terry Grey	6	6	Eva Burrows College
Dr Micheàl Loughnane	3	6	Jesuit College of Spirituality
Professor David Starling	5	6	Morling College
Associate Professor Katharine Massam	6	6	Pilgrim Theological College
Professor John McDowell	6	6	St Athanasius College
Dr John Capper	6	6	Stirling Theological College
Dr Gary Heard	6	6	Trinity College Theological School
Dr Anne Mallaby	2	3	Whitley College
Major Dr David Janssen	3	3	Whitley College
Dr Ross Fishburn	6	6	Yarra Theological Union
Mr Shady Nessim	0	6	Student (Coursework)
Ms Leonie Bird	5	6	Student (Research)
Ms Kerrie Burn	6	6	Chair of Library Committee
Associate Professor Glen O'Brien	5	6	Academic Board Appointee



FINANCIAL PERFORMANCE

The financial strategy of the University is contained in the Council's annual Budget and Business Plan which supports the Strategic Plan 2025. In 2020 the University achieved a balanced result for the year, with total comprehensive income of \$28k, less than 1% of total revenue. The operating result was a small deficit of \$21k, against a budget deficit of \$31k, effectively a balanced result for the year. This is an outstanding outcome in a year of global economic stress, attributable to:

- support provided by the Commonwealth and Victorian Governments for business operations, including payroll tax relief and exemption from regulatory fees
- continued strength in income from donations and philanthropic grants
- improvements to the management of the University's investments, including transfers from cash to growth funds
- continued financial support for research and research training which delivers outcomes for the University's partners
- significant controls on employment costs, including one redundancy during 2020 due to the pandemic
- reduced expenditure in operational costs due to event cancellation and work from home arrangements, which offset the cost of the shift to online work and study

The most significant factor for the University's financial performance remains student enrolments. While the University was relatively insulated from the extreme financial pressures experienced by many universities due to the impact of the pandemic on international student enrolments, there was a drop in enrolments of approximately 2% during the year leading to a final result consistent with 2019 enrolments. Enrolment growth remains a high strategic priority for the University.

The University Council's Finance and Investment Committee prepares and monitors the budget and oversees the financial administration of the University, supported by the Vice-Chancellor and Finance team in the Office of the Vice-Chancellor. Mr Terry McCredden commenced a term as Chair of the Finance and Investments Committee on 11 March 2020. During 2020 Mr Damien Arnold resigned as Chief Financial Officer to take up a new role at Stirling Theological College. After consultation with the Committee, the Vice-Chancellor resolved to conclude the role of CFO and to replace it with the role of Financial Controller, to which Mr Jason Gu was appointed.

The Committee met seven times during 2020. This included one meeting with the auditors together with the Risk Management and Audit Committee to review the 2019 financial statements. During the year the Committee made significant progress towards revision of the University's *Investment Policy*. The Council, acting on the Committee's advice, agreed during 2020 to make two significant changes to the University's business model.

First was the signing of a long-term lease with the Order of Franciscan Friars Minor for part of the St Paschal's precinct in Box Hill commencing 1 October 2020, together with authorisation of property renovation works. This decision will impact the University's depreciation, amortisation and capital budgets for many years. St Paschal's represents an exciting opportunity for the University. Increased costs will initially be supported by the University's Building Fund, established in 2001, with further income generation required for future years from events, sub-tenancies, and enrolment growth.

The second change was approval (after consultation with the University's external auditor) of a new accounting treatment for scholarships for higher degree by research students, whether funded by the Commonwealth Government, by industry partners, or through donations. This means that the University accounts for the full value of a scholarship at the time of award, with changes to the scholarships reserves used in prior years. The new method provides for a more sustainable use of the University's research training income, ensuring that income is fully awarded for the benefit of research students within a year of receipt.

The outcome of the new accounting treatment is a negative impact on the University's profit and loss statement of \$155,576, being the amount of difference between the Research Training Program income and scholarships expenditure. On the 2020 balance sheet, the Government Scholarships Grants Reserve has been decreased by \$896,072 to a balance of zero, which offsets the commitment (liability) to scholarship recipients. As at 31 December 2020, the total balance of the commitment (liability) is \$1,201,066, represented by Current Liability of \$608,004 for HDR scholarships to be distributed in 2021, and Non-Current Liability of \$593,062 for HDR Scholarships to be distributed in 2022-2026.

Figure 7: 2020 Financial Results

	2020 (\$)	2019 (\$)	2018 (\$)	2017 (\$)	2016 (\$)
Revenue from Continuing Operations					
Australian Government grants	1,528,570	1,594,122	1,577,235	1,513,740	1,523,820
FEE-HELP	5,363,391	4,800,112	5,399,571	5,184,399	4,850,025
Fees and charges	5,114,309	4,831,994	5,044,971	4,310,892	4,295,794
Investment income	74,275	130,160	134,946	133,039	118,473
Research and Development income	2,424,315	2,780,011	2,645,182	2,578,352	3,591,373
Other revenue	493,071	430,648	484,150	357,012	139,475
Total revenue	14,997,931	14,567,048	15,226,055	14,077,443	14,518,960
Expenses from Continuing Operations					
Employee benefits and on-costs	2,342,551	2,614,152	2,354,254	2,078,165	1,839,876
Depreciation and amortisation	119,131	80,524	56,654	58,027	77,672
Repairs and maintenance	20,203	9,569	26,815	20,653	11,134
Direct education expenses	11,516,474	10,794,303	11,465,056	10,591,056	11,407,581
Other expenses	1,021,433	1,111,594	914,816	879,404	733,967
Total expenses	15,019,792	14,610,141	14,817,595	13,627,305	14,070,229
Operating result	(21,861)	(43,094)	408,460	450,138	448,731
Change in fair value of investments	50,605	186,730	(27,814)	66,215	37,943
Total comprehensive income attributable to members of the University of Divinity	28,744	143,636	380,646	516,353	486,674

Figure 8: Balance Sheet comparison 2016-2020

	2020 (\$)	2019 (\$)	2018 (\$)	2017 (\$)	2016 (\$)
Assets					
Current Assets					
Cash and Cash Equivalents	2,297,427	4,714,364	4,829,670	4,647,909	4,215,963
Receivables	362,752	153,359	142,592	45,024	56,511
Other financial assets	85,801	80,902	61,068	61,661	36,700
Total current assets	2,745,980	4,948,625	5,033,330	4,754,594	4,309,174
Non-current Assets					
Other financial assets	3,663,479	1,205,450	1,008,318	1,016,887	929,791
Property, Plant and Equipment	236,706	216,592	239,198	237,147	238,758
Right of use assets	1,991,571	146,357	-	-	-
Intangibles	165	1,165	3,402	10,861	23,808
Total non-current assets	5,891,921	1,569,564	1,250,918	1,264,895	1,192,357
Total assets	8,637,901	6,518,189	6,284,248	6,019,489	5,501,531
Liabilities					
Current Liabilities					
Trade and other payables	828,529	140,664	104,262	242,826	192,209
Provisions	296,306	261,614	378,290	359,643	377,856
Borrowings	67,051	26,088	-	-	-
Other current liabilities	24,096	65,880	37,104	50,813	72,891
Total current liabilities	1,215,982	494,246	519,656	653,282	642,956
Non-current Liabilities					
Trade and other payables	593,062	-	-	-	-
Provisions	71,501	33,729	44,094	26,355	35,075
Borrowings	1,949,335	126,080	-	-	-
Total non-current liabilities	2,613,898	159,809	44,094	26,355	35,075
Total liabilities	3,829,880	654,055	563,750	679,637	678,031
Net assets	4,808,021	5,864,134	5,720,498	5,339,852	4,823,498
Equity					
Reserves	5,245,971	5,698,789	4,664,554	4,403,146	3,629,431
Retained surplus	(437,950)	165,345	1,055,944	936,706	1,194,067
Total equity	4,808,021	5,864,134	5,720,498	5,339,852	4,823,498

The University is tax exempt under the *Income Tax Assessment Act 1997*.

Superannuation Liabilities

Staff employed by the Office of the Vice-Chancellor are covered by the superannuation scheme of their choice.

In 2020, the University made contributions at the level of 15% of gross salary for employees under the *Higher Education Industry – General Staff Award* and at 9.5% for employees under the *Higher Education Industry – Academic Staff Award* except where an individual employment agreement provided for a variation. The total cost to the University for superannuation during 2020 was \$242,635.

Consultancy

The following consultancy with a cost of greater than \$10,000 was engaged during 2020.

Figure 9: 2020 Consultancy Engaged

Consultant	Purpose of Consultancy	Start Date	End Date	Expenditure in 2019 (\$)	Future Expenditure (\$)
Management Governance Australia	Human Resources support and leadership development	1 Jan 2020	31 Dec 2020	\$22,400	\$0

The University engaged in seven other consultancies during 2020, none of which had a cost greater than \$10,000. The total cost to the University of Consultancy Fees was \$49,276.

Information and Communication Technology

For the 2020 reporting period, the University had a total Information and Communication Technology (ICT) expenditure of \$328,554 with the details shown below:

Figure 10: 2020 ICT Expenditure

Business As Usual ICT Expenditure (Total) (\$)	Non-Business As Usual (non-BAU) ICT Expenditure (Total = Operational Expenditure and Capital Expenditure) (\$)	Operational Expenditure (\$)	Capital Expenditure (\$)
\$195,121	\$133,433	\$112,547	\$20,886

ICT expenditure refers to the University's costs in providing business-enabling ICT services. It comprises Business as Usual (BAU) ICT expenditure and Non-Business as Usual (Non-BAU) ICT expenditure. Non-BAU ICT expenditure relates to extending or enhancing the University's current ICT capabilities. BAU ICT expenditure is all remaining ICT expenditure which primarily relates to ongoing activities to operate and maintain the current ICT capability.



FEES

Tuition Fees for 2020

Tuition fees are set annually by the University Council. The following table details the full-time annual tuition fee for awards offered in 2020 (for awards of one year's full-time duration or more) and the indicative total cost of each award expressed in 2020 fees.

Figure 11: 2020 Full-time Fee for Awards Offered

Award	Full-time Tuition Fee (Annual)	Indicative Total Cost (2020 Fees)
Undergraduate Certificate in Divinity	n/a	\$6,816
Diploma in Theology	\$13,632	\$13,632
Advanced Diploma in Counselling	\$16,056	\$16,056
Advanced Diploma in Philosophy	\$13,632	\$27,264
Advanced Diploma in Theology and Ministry	\$13,632	\$27,264
Bachelor of Counselling	\$16,056	\$16,056
Bachelor of Ministry	\$13,632	\$40,896
Bachelor of Theology	\$13,632	\$40,896
Graduate Certificate in Ageing	n/a	\$7,920
Graduate Certificate in Biblical Languages	n/a	\$7,920
Graduate Certificate in Children and Families Ministry	n/a	\$7,920
Graduate Certificate in Divinity	n/a	\$7,920
Graduate Certificate in Education and Theology	n/a	\$7,920
Graduate Certificate in Ignatian Spirituality	n/a	\$7,920
Graduate Certificate in Leadership	n/a	\$7,920
Graduate Certificate in Liturgy	n/a	\$7,920
Graduate Certificate in Research Methodology	n/a	\$7,920
Graduate Certificate in Spirituality	n/a	\$7,920
Graduate Certificate in Supervision	n/a	\$7,920
Graduate Certificate in Teaching Meditation	n/a	\$7,920
Graduate Certificate in Teaching Religious Education	n/a	\$7,920
Graduate Certificate in Theological Education	n/a	\$7,920
Graduate Certificate in Theology	n/a	\$7,920
Graduate Diploma in Divinity	\$15,840	\$15,840
Graduate Diploma in Pastoral Care	\$15,840	\$15,840
Graduate Diploma in Philosophy	\$15,840	\$15,840
Graduate Diploma in Spiritual Direction	\$15,840	\$15,840
Graduate Diploma in Spirituality	\$15,840	\$15,840
Graduate Diploma in Supervision	\$15,840	\$15,840
Graduate Diploma in Theology	\$15,840	\$15,840
Master of Counselling	\$15,840	\$15,840

Master of Divinity	\$15,840	\$47,520
Master of Education and Theology	\$15,840	\$23,760
Master of Pastoral Care	\$15,840	\$31,680
Master of Philosophical Studies	\$15,840	\$31,680
Master of Spiritual Direction	\$15,840	\$31,680
Master of Spirituality	\$15,840	\$31,680
Master of Theological Studies	\$15,840	\$31,680
Master of Theology (Coursework)	\$15,840	\$26,400
Master of Philosophy	\$12,288	\$18,432
Master of Theology (Research)	\$12,288	\$18,432
Doctor of Philosophy	\$18,384	\$55,152
Doctor of Theology	\$18,384	\$55,152

Other Fees

No other fees are payable by students for the cost of tuition or to access student services, with the exception of courses or units which have an approved compulsory residential or travel component.

Students may be levied fees for copies of academic documents, other than those provided free of charge at graduation or course completion, in accordance with the *Academic Documents Policy*.

The following fees for academic documents applied in 2020:

- Academic Transcript (3 copies) \$50
- Australian Higher Education Graduation Statement (1 copy) \$30
- Combination (2 x academic transcript + 1 x AHEGS) \$50
- Additional copy of academic transcript or AHEGS (per copy) \$10
- Replacement testamur \$200



COMPLIANCE

Environmental Performance

The University established a new strategic goal, Climate Change and Sustainability, to commence in 2020. This aimed to improve efforts across the University and the Colleges to reduce environmental impact, and to design theological frameworks which support further action across the University and its partners. Unfortunately, due to the unprecedented changes brought about by the COVID-19 restrictions in early 2020, the University was unable to direct staff resources towards commencing work on this project.

From mid-March 2020 most University and College staff transitioned to working from home. This remained in place for most Victorian-based staff until November 2020, while staff at Colleges in New South Wales and South Australia engaged in a limited return to onsite work from May 2020.

As a result in 2020:

- Energy and water: the consumptions of water, electricity and gas has been minimal with electricity being used only to power emergency lights and the University servers
- Paper usage: as staff access and circulate documents digitally, the usage of paper has further reduced in 2020, with only official academic documents being printed
- Waste and recycling: the Office of the Vice-Chancellor maintains strict recycling practices with separate recycling and compost bins, however there was no requirement to use these from March to December 2020
- Transportation: the University does not own any motor vehicles. Due to working from home arrangements and video-conference meetings, minimal or no travel was required by staff or other University members from March to November 2020
- Greenhouse gas emissions: the University remains too small at 19 FTE staff to measure greenhouse gas emissions
- Procurement: the Office of the Vice-Chancellor uses recycled paper for 70% of printing; the main use of non-recycled paper is due to the use of existing stock of security protected paper to meet statutory requirements for the production of official academic documents.

Figure 12: Environmental performance

Year	Staff (FTE)	Water (KL)	Electricity (KWH)	Gas (MJ)	Paper
2018	16.5	97.65	33,000	12,300	65,000
2019	19.8	102.53	39,600	13,000	25,000
2020	19.2	22	15,438	8,493	22,209

Risk Management

The Council appoints a Risk Management and Audit Committee comprising at least two members of the Council, the Vice-Chancellor, and at least three members external to the University (who are neither staff nor students of the University).

The Committee works with the University's auditors to make recommendations to the Council on the adequacy of financial controls, approval of the annual financial statements, and

authorisation to provide the financial statements to the Responsible Minister for release to the Parliament of Victoria.

Figure 13: 2020 Meetings of the Risk Management and Audit Committee

Full Name	Meetings Attended	Meetings Eligible	Notes
Robert Morsillo	4	4	Chair; Council Member
Peter Sherlock	4	4	Vice-Chancellor
Damien Arnold	2	2	Chief Financial Officer
Kevin Adams	3	4	External member; Former Acting Head of Graduate School of Business and Law, RMIT
John Ballard	3	4	External member; Associate Vice-Chancellor, Australian Catholic University
Robert Mitchell	4	4	Council Member
Natalie Sims	4	4	Council Member

The University's risk management processes are consistent with AS/NZS ISO 31000:2009. The University's *Risk Management Policy* is implemented by the Vice-Chancellor and the Office of the Vice-Chancellor, under the oversight of the Risk Management and Audit Committee, to monitor levels of risk across the University and formulate initiatives to ameliorate the level and incidence of risks.

The University's *Risk Management Policy* establishes strategies tailored to its distinctive collegiate structure. Key measures include:

- An annual review by the Council of the University's Risk Appetite statement
- A twice-yearly review of the Risk Register by the Vice-Chancellor, reported to the Council through the Risk Management and Audit Committee, with particular attention to the key criteria used by the Tertiary Education Quality and Standards Agency in its risk assessments of higher education providers
- A continuous cycle of review of key processes against the Higher Education Standards Framework; in 2020 the Committee commissioned presentations from senior members of the Vice-Chancellor's staff to report on risk and risk mitigation within their departments
- An annual review of each College, based on data collection and analysis of governance, finance, enrolments, staffing and academic quality assurance, after which a meeting between the Vice-Chancellor and each College Principal leads to a report to the Council through the Risk Management and Audit Committee
- A major review of the relationship with each College at least once every five years.

From 2021, day-to-day responsibility for the audit function will be transferred to the Finance and Audit Committee, allowing the Risk Committee to focus more fully on risk management.

Occupational Health and Safety

The University fulfils its responsibilities under the *Occupational Health and Safety Act 2004* by promoting a safe and healthy workplace for its staff and visitors. The Office of the Vice-Chancellor (OVC) Occupational Health and Safety Committee reports to the Council through the Risk Management and Audit Committee. The Committee arranges for regular building



inspections and maintenance, undertakes inspections of hazards, and reports to the Council about any hazards or incidents. The Office of the Vice-Chancellor Occupational Health and Safety Committee met four times in 2020.

Figure 14: Number of reported hazards or incidents

Indicator	2020	2019	2018
Number of reported hazards or incidents for the year per 100 full-time equivalent staff members	8.69 (2 hazards, 0 incidents per 23 staff)	11.11 (2 hazards, 0 incidents per 18 staff)	5.55 (1 hazard, 0 incidents per 18 staff)
Number of 'lost-time' standard claims for the year per 100 full-time equivalent staff members	0.00	0.00	0.00
Average cost per claim for the year (including payments to date and an estimate of outstanding claim costs as advised by Worksafe)	\$0.00	\$0.00	\$0.00

Damien Arnold and Sue Oates concluded their membership of the Committee in April and July respectively. In July, Meg Nelson was appointed the Chair of the Health and Safety Committee. New Committee members are Jelena Jovanovic, Suman Kashyap and Hannah Hornsby.

In March 2020, the COVID-19 pandemic became a significant hazard for employees. In accordance with Federal and State recommendations, the majority of staff moved to a work from home situation. Two members of staff remained working in the office building. In July, following announcements of increased restrictions in Victoria and a work-from-home requirement, all staff worked from home.

During 2020 the Chair of the Health and Safety Committee, in association with the Vice-Chancellor, developed and implemented a COVID Safe Plan for the OVC. The plan was reviewed and updated monthly or more frequently as required by changes to restrictions.

Maintenance activities were undertaken at the OVC in Kew, including regular testing of the early warning fire detection system, fire extinguisher checks and hazard inspections twice-yearly, including a self-assessment conducted by all OVC staff of their working from home set-up and arrangements.

The Office of the Vice-Chancellor is classed as a 'low-risk workplace' by WorkSafe Victoria.

Summary of Application and Operation of the Freedom of Information Act 1982

The University has procedures in place to meet the requirements set out in the *Freedom of Information Act 1982 (Vic)* (FOI Act). A Freedom of Information Statement is available on the University's website at <https://divinity.edu.au/freedom-of-information-statement/>. In 2020, no requests for access to documents under the FOI Act were received.

Summary of Application and Operation of the Public Interest Disclosure Act 2012 (Vic)

The University is committed to the aims and objectives of the *Public Interest Disclosure Act 2012 (Vic)* and does not tolerate improper conduct by its employees. The University is not permitted to receive disclosures made under the Act. Individuals wishing to make a disclosure are instructed to make that disclosure directly to the Independent Broad-based Anti-corruption Commission (IBAC).

Statement of compliance with building and maintenance provisions of the Building Act 1993 (Vic)

The Office of the Vice-Chancellor operates from leased facilities and no building work was carried out during 2020 that required compliance with building and maintenance provisions of the *Building Act 1993*.

Compliance with Education Services for Overseas Student Act 2000 (Cth)

The University has a framework to ensure that staff and students are aware of the obligations that exist under the *Education Services for Overseas Student Act 2000 (Cth)*. Compliance is achieved through website publications and induction sessions.

Compliance with Victorian Risk Management Statement

The University's risk management for the year 1 January – 31 December 2020 is consistent with AS/NZS ISO 31000:2009 and the Victorian Government Risk Management Framework (Reference: page 34-35).

Statement of Application and Operation of the Carers Recognition Act 2012 (Vic)

The University has taken steps to ensure that staff are aware of their entitlements that arise from the *Carers Recognition Act 2012 (Vic)* through the following strategies:

- Ensuring that carers benefit from awareness of carers' leave policies, access flexible work arrangements and a supportive culture; and
- Implementing a range of policies and procedures that support and reflect carers' entitlements as provided for in the *Office of the Vice-Chancellor Staff Policy*.

Information held by the Accountable Officer

Consistent with the provisions of the FOI Act and FRD 22H 5.19 (a)-(i), information retained by the Accountable Officer includes:

- a statement that declarations of pecuniary interests have been duly completed by all relevant officers;
- details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary;
- details of publications produced by the University about itself, and how these can be obtained;
- details of changes in prices, fees, charges, rates and levies charged by the University;
- details of any major external reviews carried out on the entity;
- details of major research and development activities undertaken by the entity;
- details of overseas visits undertaken including a summary of the objectives and outcomes of each visit;
- details of major promotional, public relations and marketing activities undertaken by the entity to develop community awareness of the entity and its services;
- details of assessments and measures undertaken to improve the occupational health and safety of employees;
- a general statement on industrial relations within the entity and details of time lost through industrial accidents and disputes;
- a list of major committees sponsored by the University, the purposes of each committee and the extent to which the purposes have been achieved; and
- details of all consultancies and contractors including consultants/contractors engaged, services provided and expenditure committed to for each engagement.

This report has been prepared in accordance with the Financial Reporting Directions.



Local Jobs First Policy

The University has not entered into any contracts during 2020 to which the Local Jobs First Policy applies.

National Competition Policy

The University does not have arrangements that require the application of the National Competition Policy. The University is aware of the requirements of the National Competition Policy and, where relevant, ensures competitive neutrality in accordance with the Competitive Neutrality Policy Victoria.



SECTION C

University Activities



STUDENTS

The University has five Graduate Attributes which express its commitment to educational excellence and student experience and establish the University's aspirations for all of its graduates. The Attributes directly shape the course learning outcomes and individual unit learning outcomes which lead to the University's awards.

Learn	Graduates are equipped for critical study, especially of Christian texts and traditions.
Articulate	Graduates articulate theological insight and reflection.
Communicate	Graduates communicate informed views through structured argument.
Engage	Graduates engage with diverse views, contexts and traditions.
Serve	Graduates are prepared for the service of others.

Awards

During 2020 the University offered six undergraduate awards, thirty postgraduate coursework awards, four higher degrees by research and one honorary doctorate covering expertise in theology, ministry, philosophy, spirituality, counselling and other areas. These awards lead to employment in religious leadership and ministry, spiritual direction, counselling, religious education, chaplaincy, community service and development, and more. In addition, the University accepts enrolments from students at other institutions or from non-award students enrolling in single units of study.

The University of Divinity regularly reviews its awards for quality and currency. In 2020 two awards were repealed and four new awards were approved

- Graduate Certificate and Graduate Diploma in Supervision, relaunched as the Graduate Certificate and Graduate Diploma in Professional Supervision
- Undergraduate Certificate in Divinity, to provide for short courses
- Bachelor of Counselling, building on the Advanced Diploma in Counselling

Student Body

The University's distinctive mission is reflected in its student profile. Students study for a wide variety of reasons, ranging from those pursuing a ministerial vocation in one of the University's partner churches or religious orders, to professional development for the health, education and community service sectors. This includes the students in preparation for counselling careers and those in professional religious education.

The student body continues to maintain gender balance, and is drawn from a diverse range of ages and backgrounds as well as from diverse locations and with origins in 40 nations, reflecting the diversity of the Australian and international student population. The proportion of international students studying on an overseas student visa is low in comparison to other Australian universities, but as these students are full-time, they make a disproportionate contribution to the richness of the learning environment for all students. Almost all of these students are supported by one of the University's partners in the churches, religious orders and faith-based agencies, which adds to their positive experience in the University and the alignment of their studies and their vocational and professional aspirations.

Figure 15: Gender Profile

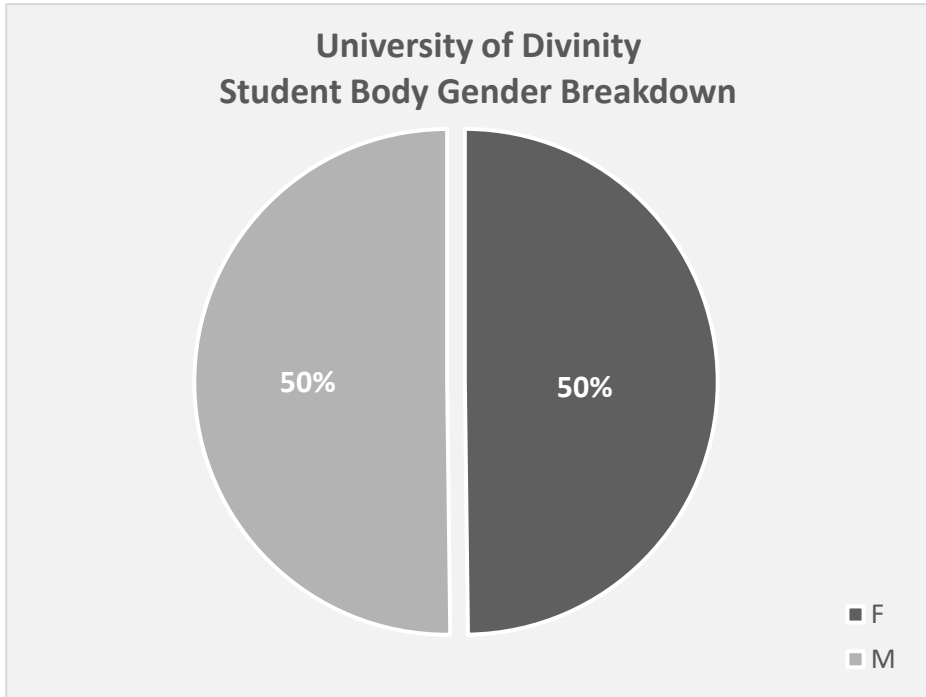


Figure 16: Age Profile

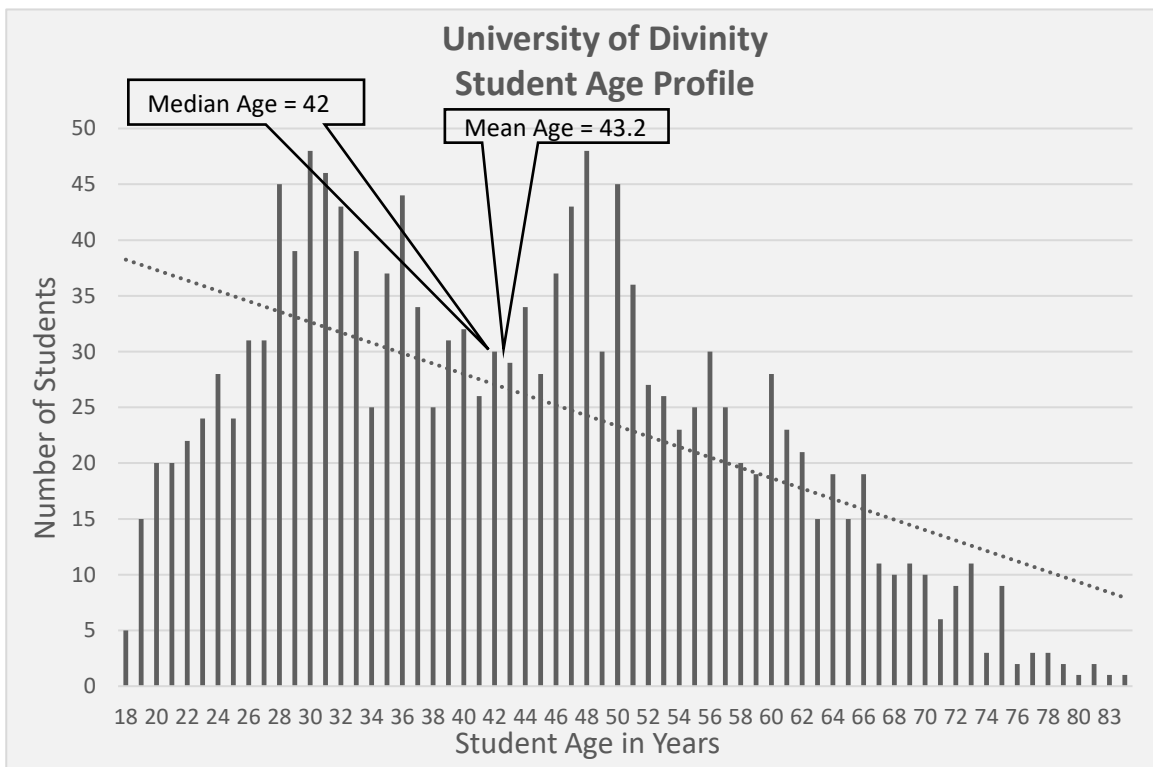


Figure 17: Country of Origin Profile

Country of Origin	No: of Students	Country of Origin	No: of Students	Country of Origin	No: of Students
Australia	1299	Ireland	2	Philippines	12
Canada	9	Kenya	2	Samoa	4
China	5	Madagascar	3	Singapore	6
Columbia	1	Malaysia	4	Solomon Islands	2
East Timor	7	Mauritius	1	South Africa	1
Egypt	1	Mexico	2	South Korea	5
Ethiopia	1	Myanmar	29	Sri Lanka	11
Germany	2	Netherlands	2	Taiwan	1
Ghana	2	New Zealand	13	Thailand	5
Great Britain	6	Niger	1	Tonga	2
Hong Kong	3	Nigeria	1	United States of America	8
India	15	Norway	1	Vietnam	28
Indonesia	15	Pakistan	2	Zimbabwe	2
Iraq	2	Papua New Guinea	6		

Student Services

The University provides an inclusive and supportive environment to all students. The range of services delivered by each College to support students to succeed in their studies and enhance their experience includes:

- Orientation program for new students
- Library orientation
- English language skills assistance
- Academic skills assistance
- Pastoral care
- Student associations
- Access to social security and community services

The Student Services Committee is charged by the Academic Board with the responsibility of coordinating and monitoring support services to all students of the University. In 2020, the Committee completed implementation of recommendations of an external review held in 2017 of the University's admissions process. The Student Services Committee assisted with implementing and supporting activities for the university's student body as a result of the pandemic, including direct and financial support.

In 2020 the University commissioned an external quality audit on its service level delivery to students who identified as having a disability. The audit has included a review of all University policies, forms, processes and engagement with this self-identified student population group to ensure that the University is equipped to provide a generous, accepting and inclusive environment towards those with disabilities along with flexible, reasonable and equitable adjustments to study as required. As a result, professional development and awareness

training has been initiated across the Colleges, with further training on academic learning and teaching planned for the first quarter of 2021.

Enrolment Statistics


In 2020, the University enrolled 1,587 students representing an equivalent-full-time student load (EFTSL) of 666.60, this is an increase of 0.51% from 2019. Undergraduate students totalled 279.28 EFTSL, which represents an increase of 7.33% from 2019. Postgraduate students totalled 322.10 EFTSL, which represents a decrease of 3.90% from 2019. Higher Degree by Research students totalled 54.50 EFTSL, which represents a decrease of 1.36% when compared with 2019.

Figure 18: 2020 Enrolments

* denotes an award in teach-out mode in 2020

Head Count	Head Count	Head Count Total	EFTSL	EFTSL Total
Undergraduate				
Diploma of Theology	201		67.92	
Advanced Diploma in Counselling	56		37.15	
Advanced Diploma in Philosophy	5		2.63	
Advanced Diploma in Theology and Ministry	41		19.58	
Bachelor of Ministry	56		25.29	
Bachelor of Theology	220		126.71	
Undergraduate Total		579		279.28
Postgraduate Coursework				
Graduate Certificate in Ageing	2		0.33	
Graduate Certificate in Children and Families Ministry	9		2.00	
Graduate Certificate in Divinity	50		13.35	
Graduate Certificate in Education and Theology	2		0.42	
Graduate Certificate in Ignatian Spirituality*	3		0.84	
Graduate Certificate in Leadership	21		4.17	
Graduate Certificate in Liturgy	1		0.33	
Graduate Certificate in Research Methodology	10		3.50	
Graduate Certificate in Spirituality	4		1.67	
Graduate Certificate in Supervision	11		4.33	
Graduate Certificate in Teaching Religious Education	92		22.95	
Graduate Certificate in Theological Education	1		0.28	
Graduate Certificate in Theology	28		9.18	
Graduate Certificate in Teaching Meditation	5		1.84	
Graduate Diploma in Biblical Studies	0		0.00	
Graduate Diploma in Divinity	46		19.20	
Graduate Diploma in Pastoral Care	12		3.00	
Graduate Diploma in Philosophy	0		0.00	
Graduate Diploma in Spiritual Direction	23		10.01	





Graduate Diploma in Spirituality	7	1.34
Graduate Diploma in Supervision	7	3.33
Graduate Diploma in Theology	72	28.72
Master of Biblical Studies*	1	0.33
Master of Church History*	1	0.33
Master of Counselling	27	12.36
Master of Divinity	50	26.04
Master of Education and Theology	58	17.86
Master of Pastoral Care	22	7.68
Master of Philosophical Studies	3	1.34
Master of Spiritual Direction	44	19.86
Master of Spirituality	4	0.83
Master of Theological Studies	154	62.78
Master of Theology (Coursework)	86	41.90
Postgraduate Coursework Total	856	322.10
Higher Degrees by Research		
Master of Philosophy	4	1.25
Master of Theology (Research)	3	1.75
Doctor of Philosophy	81	49.50
Doctor of Theology	4	2.00
Higher Degrees by Research Total	92	54.50
Cross-Institutional Enrolments		
Bachelor of Theology	23	4.08
Graduate Diploma in Theology	9	1.67
Cross-Institutional Enrolments Total	32	5.75
Single Units		
Undergraduate	8	1.63
Postgraduate	20	3.34
Single Units Total	28	4.97
Grand Total	1587	666.60

Graduation 2020

In 2020, 433 students graduated with 436 awards at three ceremonies.

The Perth graduation ceremony was held on 7 February 2020 at The Platform, Level 3, 256 Adelaide Terrace, Perth. At the ceremony, 16 students graduated, receiving 16 awards. Of those nine students representing five colleges attended the ceremony. The graduation address was delivered by Major Deborah Robinson.

Due to the COVID-19 pandemic, the onsite graduation ceremony in Melbourne was transformed into an online ceremony, at which 346 students graduated, receiving 347 awards.

The onsite graduation ceremony in Adelaide was also shifted online due to continuing restrictions on travel and gatherings, with 71 students graduating and receiving 73 awards.

Figure 19: 2020 Graduates

Award	Number of Graduates
Undergraduate	
Diploma in Theology	50
Advanced Diploma in Theology and Ministry	17
Bachelor of Ministry	15
Bachelor of Theology	58
Postgraduate	
Graduate Certificate in Children and Families Ministry	7
Graduate Certificate in Divinity	30
Graduate Certificate in Education and Theology	1
Graduate Certificate in Leadership	9
Graduate Certificate in Research Methodology	4
Graduate Certificate in Spirituality	2
Graduate Certificate in Supervision	2
Graduate Certificate in Teaching Religious Education	36
Graduate Certificate in Theological Education	1
Graduate Certificate in Theology	15
Graduate Diploma in Biblical Studies	2
Graduate Diploma in Divinity	12
Graduate Diploma in Pastoral Care	6
Graduate Diploma in Spiritual Direction	11
Graduate Diploma in Spirituality	2
Graduate Diploma in Supervision	7
Graduate Diploma in Theology	24
Master of Counselling	10
Master of Divinity	4
Master of Education and Theology	5
Master of Pastoral Care	3
Master of Philosophical Studies	4
Master of Spiritual Direction	15
Master of Spirituality	2
Master of Theological Studies	37
Master of Theology (Coursework)	28
Higher Degree by Research	
Master of Philosophy	2
Master of Theology (Research)	1
Doctor of Philosophy	11
Doctor of Theology	3
Total Number of Awards Presented to Graduates	436



Vice-Chancellor's Scholars

Each year, graduates are designated as Vice-Chancellor's Scholars and receive an award which recognises excellence in fulfilling one or more of the University's Graduate Attributes during their studies. This may include academic excellence, contribution to the College and University community, and service to wider society.

Vice-Chancellor's Scholars in 2020 are:

Benjamin James Anderson (Eva Burrows College)

Kar Wai Sally Law (Jesuit College of Spirituality)

Fiona Michelle Bottcher (Pilgrim Theological College)

Raphael Abba Antony (St Athanasius College)

Lynda Joy Boutros (Stirling Theological College)

Keiron Margaret Jones (Trinity College Theological School)

Bradley William Coath (Whitley College)

Cecilia Tan (Yarra Theological Union)



STAFF

The University Council directly employs the Vice-Chancellor and Chair of the Academic Board, and delegates authority to the Vice-Chancellor to employ other staff, including academic and professional staff in the Office of the Vice-Chancellor, the School of Graduate Research, and to support strategic goals.

In total there were 23 staff (19.2 FTE) employed by the University as at 31 December 2020. These comprise 12% of the University's total staff on an FTE basis. 88% of staff are employed or appointed by the University's Colleges to perform academic and professional responsibilities including delivery of University teaching, research, engagement and student services.

Academic staff, whether employed by a College or directly by the University, are accredited by the University under Regulation 40: Academic Staff and the *Academic Staff Policy* to deliver units, provide supervision to research students and undertake research and engagement activities. As at 31 December 2020 the University had 236 academic staff (107.10 FTE) of whom 36% were female and 64% were male (29% female and 71% male by FTE).

Figure 20: Academic Staff

		2020
Head Count		236
FTE		107.10
Doctoral Degree		130
UD Academic Classification	Casual/Unclassified	121
	Associate Lecturer	13
	Lecturer	30
	Senior Lecturer	38
	Associate Professor	19
	Professor	15

During 2020 three staff were promoted to the rank of Professor: Professor Mary Coloe (YTU), Professor John Flett (Pilgrim), and Professor David Starling (Morling). The University has 15 Professors (3 women and 12 men).

The University's honorary researcher program provides research-active scholars with access to the University's library resources, research seminars, and research grants, and encourages them to participate in the University's research activities.

Figure 21: Honorary Researchers in 2020

	Appointments	Re-appointments	Total Honorary Staff
Fellow	3	0	17
Associate	2	1	19
Postdoctoral Associate	8	1	18
Total	13	2	54



The following table provides workforce data that has been correctly classified, for all staff employed directly by the University, and for both academic and general staff employed by its Colleges who are engaged in University-related activities.

At the time of accreditation or employment by the University, all staff are required to agree to abide by the University's Code of Conduct. New staff orientation sessions are provided throughout each year, which include training in the Code of Conduct, and the University offers a Graduate Certificate in Theological Education to support professional development for academic staff. Other professional development activities offered by the University in 2020 included training sessions in:

- use of Zoom and other online platforms for teaching delivery
- course advisor accreditation
- moderation of assessment
- disability and inclusion practices
- course design and course reviewer accreditation (associated with the Peer Review Portal).

The annual Teaching Conference held in November 2020 focused on the practice of deep learning and online integration. Furthermore, each College plans for its needs and invests in the development of its academic staff and provides training and support for professional staff.

The Council is committed to ensuring that the University's direct employees are equipped to support the University's vision, strategy and operational requirements:

- The terms and conditions of employment agreements for staff employed by the Council are in accordance with either the *Higher Education Industry – General Staff Award 2010* or the *Higher Education Industry – Academic Staff Award 2010* and aligned with the University's *Staff Policy* to ensure compliance with the *Fair Work Act 2009* and other statutory obligations;
- Staff employed by the University have access to performance bonuses at the discretion of the Vice-Chancellor in recognition of high performance;
- Performance reviews are conducted at least annually for each employee to assist them in fulfilling their responsibilities and to ensure that appropriate opportunities for training and professional development are identified.

In 2020 further improvements to employee conditions at the University included establishment of an Employee Assistance Program (EAP), securing the services of an external HR consultant to support recruitment and performance review process, and completing major improvements to employee services including payroll through transition to a fully online employee management system.

Figure 22: 2020 Workforce Data

Demographic data	December 2019						December 2020												
	All employees			Ongoing			Fixed-term and casual			All employees			Ongoing			Fixed-term and casual			
	Number (Headcount)	FTE		Full-time (Headcount)	Part-time (Headcount)	FTE	Number (Headcount)	FTE		Full-time (Headcount)	Part-time (Headcount)	FTE	Number (Headcount)	FTE		Full-time (Headcount)	Part-time (Headcount)	FTE	
Gender																			
Women Executives	4	3.2		1	3	3.2	0	0.0		0	0.0	0	0.0		0	0.0	0	0.0	
Women (total staff)	133	89.5		48	61	78.6	24	10.9		148	76.8	27	51.2		71	25.5			
Men Executives	3	3.0		3	0	3.0	0	0.0		1	1.0	1	1.0		0	0.0			
Men (total staff)	178	113.2		67	77	99	34	14.1		175	98.6	48	69.1		78	29.5			
Self-described	0	0.0		0	0	0.0	0	0.0		0	0.0	0	0.0		0	0.0			
Age*																			
15-24	0	0.0		0	0	0.0	0	0.0		1	0.6	0	0.0		1	0.6			
25-34	24	13.9		6	9	10.6	9	3.3		17	9.5	4	7.6		5	1.9			
35-44	45	28.4		14	18	23.1	13	5.3		33	17.2	8	11.6		16	5.6			
45-54	95	67.7		39	37	58.7	19	9.0		89	56.1	23	37.3		38	18.8			
55-64	81	60.5		43	27	55.3	11	5.3		81	53.5	29	40.1		31	13.4			
Over 64	66	35.3		13	47	30.0	6	2.3		70	31.3	11	23.8		26	7.5			
Total employees	311	205.7		115	138	177.7	58	25.0		323	175.4	75	120.4		149	55.0			

*32 casual staff with a combined total of 7.2 FTE have an undeclared age. They are included in the total but not the age breakdown.



OFFICE OF THE VICE-CHANCELLOR

The Office of the Vice-Chancellor provides support for the Vice-Chancellor, the Council, Academic Board and their committees, and the staff and students of the Colleges and University. During 2020 two staff concluded their employment at the Office of the Vice-Chancellor and three staff commenced.

The OVC has four teams, delivering services in Academic Programs, Finance, Governance, and Operations, and in 2020 was overseen by the University's Senior Management Team. Major activities of the OVC in 2020 are detailed below.

Academic Programs

- Support for COVID-19 transition to online learning
- Roll-out of the TCSI project in collaboration with the Commonwealth, to improve student data reporting
- Renewal of contract with Silverband, provider of the University's student record system Paradigm
- Improvements to the admissions and enrolments process
- Roll-out of further training programs for academic and general staff in relation to student services and academic quality assurance

Finance

- Transition from role of Chief Financial Officer to role of Financial Controller, and reallocation of duties
- Revision of the format of the University's Business Plan and Budget to improve financial controls and to support strategic projects
- Improvements to the collection and reporting of research and development funding

Governance

- Overhaul of the University's human resource systems, including introduction of online payroll and employee service and a new Employee Assistance Program
- Further improvements to support the Code of Conduct training and to ensure a timely and responsive approach to the resolution of appeals and complaints
- Providing support for changes to the composition of Council committees and to meeting frequency and mode, both in response to COVID-19 and to support future developments

Operations

- Support for COVID-19 response including transition to work from home and online events and ceremonies, and development and implementation of COVID Safe Plans
- Development of pilot marketing projects and improvements to the University's main website and news and events website Vox

SCHOOL OF GRADUATE RESEARCH

Dean

Associate Professor Liz Boase

About the School of Graduate Research

The School of Graduate Research (SGR) was established on January 1, 2020 in response to the 2019 Evans Review of the Higher Degree by Research (HDR) learning environment. The SGR aims to strengthen and grow the research training environment within the University and has oversight of all aspects of HDR candidate management and training, as well as being responsible for the training and quality of HDR supervision. The SGR is staffed by the Dean, Associate Professor Liz Boase (commenced 3 February 2020), and the Registrar, Dr Suman Kashyap (commenced 1 January 2020).

2020 Initiatives and Highlights

- Two graduates, Dr Daryl Barclay and Fr Dr Jacob Joseph, were awarded University Medals for outstanding results. The University Medal may be awarded by the Academic Board of the University to a student who has completed a doctoral thesis of exceptional quality. This is the first time the medal has been awarded.
- In response to the COVID-19 pandemic, the University offered all HDR candidates a one semester extension of their candidature and one-off Research Fee Scholarship to cover the cost of tuition fees in semester 2. This was taken up by 83% of the HDR cohort (74 students in total). Additional funding was also allocated to Colleges for the purchase of e-resources.
- HDR training activities and opportunities have been expanded to include: a wider range of workshops, tailored to different stages of candidacy; development of online resource pages in the Learning Management System; updating of University webpages to provide more transparent and accessible information for prospective and current students; introduction of core research methodologies units at postgraduate coursework level for students completing a minor thesis.
- A variety of online engagement opportunities have been developed for HDR candidates, including the University Research Conference (held in June), regular College-based seminars, and weekly online writing sessions (2-3 hours) and extended writing bootcamps (2-day events).
- The supervisor training program has been restructured to include a two-part core training session incorporating elements of both compliance and skills development.
- A review of research strategy and management was completed in 2020 in conjunction with the University-wide strategic planning process. This has resulted in the development of a new management structure which will see a smaller and more agile SGR Committee overseeing HDR candidature management, commencing in 2021.
- A marketing campaign was undertaken in October-November with a view to increasing awareness of the HDR opportunities within the University and attracting new students.



RESEARCH

Dean of Research Strategy

Professor Wendy Mayer

The year 2020 focused on laying the foundations for a new way of doing and supporting research within the University. It was a year of substantial progress, with major reviews of current processes and implementation of new solutions and initiatives to support a growing culture of research excellence.

The role of the former Research Office is now performed in two new spaces. The Research Strategy area is focused on supporting academic staff research and driving research strategy and outcomes for the University. It complements and works side-by-side with the School of Graduate Research (SGR), which is focused on HDR training and outcomes. Support and training for Early Career Researchers is shared by the Dean of the SGR and Dean of Research Strategy.

Highlights of 2020

- Appointment of Dr Carly Osborn as Research Strategy Officer, supporting the Dean of Research Strategy in the areas of ERA/EI performance, research capacity development, and external/industry grants growth. The RSO further supports the work of the University Research Grants Panel and Human Research Ethics Committee. Dr Osborn brings to the University energy and significant Engagement and Impact experience from Australia's sole Humanities ARC Centre of Excellence for the History of Emotions.
- Signing a MoU with the Christian Research Association to deliver Human Research Ethics Committee review, approval and reporting functions for the University from January 2021. CRA is an independent research institute supported by many of the churches which also partner with the University of Divinity. As a result of CRA's activities over many years in the area of applied research in theology and ministry it operates an experienced specialist HREC which meets the standards of the National Statement and reports to the NHMRC, under the leadership of Revd Dr Philip Hughes. The University recognises the contribution to research of the University HREC over many years and gives thanks for its service.
- A major review of research governance and operations, resulting in a structure that supports the new model, facilitates communication flow, and locates research and research training committees under the appropriate decision-making bodies. The Research Committee held its final meeting on 26 November. From 2021, it will be replaced by the Research Strategy Committee (RSC), on which all Colleges are represented. The RSC will be chaired by the Dean of Research Strategy, and is a committee of the University Executive, with the Dean of Research Strategy serving on the Executive - a new model for the University. The RSC will focus on research performance, strategic use of research income from the government, and research vision, leaving the day-to-day management of HDR student outcomes and training to its partner, the SGR Committee. The University gives thanks for the service of Associate Professor Glen O'Brien (Eva Burrows College) as Chair of the Research Committee, 2019-2020.
- Expansion of the annual Research Day into a Research Conference held from 9-13 June via Zoom. Research strategy workshops were introduced to the program, in combination

with pre-recorded research papers delivered by 36 HDR students and academic staff. Keynote papers were delivered live by Professor Keith Dyer (Whitley) and Dr Lisa Agaiby (St Athanasius College). Online delivery supported the inclusion of HDR students and honorary researchers who live outside Melbourne.

- Election of University of Divinity Honorary Research Fellow, Associate Professor Chris de Wet, University of South Africa, to the Australian Academy of the Humanities in November 2020 as a Corresponding Fellow. A maximum of five fellows in this category are elected each year across 11 sections. Associate Professor de Wet has rapidly gained international recognition for his application of the theories of Foucault to gender issues, slavery and asceticism in Late Antiquity and Early Christianity. He is highly regarded within South Africa, where he is a fellow of the Young Academy of Sciences, and member of the Academy of Science of South Africa Standing Committee on the Humanities. Associate Professor de Wet joins Professors Mark Brett (Whitley), Frank Moloney (Catholic Theological College), Brendan Byrne SJ (Catholic Theological College), Dorothy Lee (Trinity College Theological School) and Wendy Mayer (Australian Lutheran College) as a fellow of the AHA.

Research Grants

In 2020 University researchers were participants in five Australian Research Council-funded projects in collaboration with other Australian universities. These included the ARC Discovery Project 'Examining the Cultural Legacy of Melbourne's First Archbishop', co-led by Reverend Dr Max Vodola (Catholic Theological College). The project was featured in the 2020 ARC showcase publication '*Making a difference—Outcomes of ARC supported research*', an annual publication 'that demonstrates how ARC supported research is making a real difference to Australia and the world'. In 2020 the University became the administering institution for an ARC grant for the first time.

The University's internal Research Grants scheme provided grants in 2020 worth \$110,028 to 31 academic staff and honorary researchers and to 15 HDR students. In a challenging year when staff and students were unable to travel to attend conferences, applicants were encouraged to consider how funding might foster strategic research goals. Successful grants include:

- The St. Paul's Monastery manuscript project, a long-term project to digitise and catalogue the Christian Arabic manuscripts preserved in St Paul's Monastery, Egypt. Led by Dr Lisa Agaiby and a small team of researchers from St Athanasius College, this vital project is progressively preserving key texts from the Coptic Christian heritage.
- A research project officer, engaged on three seed projects (Whitley) in the areas of religious coping and ageing, experiences of inclusion (African migrants in Melbourne), and mapping migration (Being church together). The third research area is co-funded by the World Council of Churches. The role provides mentoring for an early career University HDR graduate and serves to build his experience and publication track record.
- An art-based practice-led inquiry into embodied worship and the remembering of church life in light of spiritual trauma and the Royal Commission into Institutional Responses to Sexual Abuse. An art exhibition is a key component of the research.
- Training and specialist equipment for production of 3D architectural models of early Christian church complexes in Syria on the basis of archaeological reports and photographs. The models will facilitate ritual analysis of the worship spaces and their urban context and the HDR student will train other interested University researchers.



LIBRARIES

The University collaborates with a vibrant network of libraries housed in the Colleges of the University or owned by the University's partners. The Libraries are critical to the University's mission. Their combined collections provide members of the University with access to an extensive range of resources that support excellence in learning, teaching and research. The University's partnership with libraries is codified in the University Libraries Agreement, established in December 2018, and made operational through the Library Committee of the Academic Board.

The Library Hub provides all members of the University with a single point of access to an extensive range of online resources (40+ databases, eJournals and eBooks) and a wealth of other library-related information. It includes links to many useful tools and resources, including academic resources, library special collections, FAQs and a range of general and subject-based LibGuides. The Library Hub has been operational since 2016, and is developed, maintained and staffed by Mannix Library.

Major achievements in 2020 include:

- adapting and extending library services in response to the global pandemic, including virtual delivery, click and collect and online consultation services, and the purchase of additional online resources
- establishing a Library Taskforce to develop a vision for the future of University library resources, in consultation with the libraries and their owners
- initiating development of an opt-in shared management system to improve collaboration and reduce costs
- initiating working groups to develop information literacy resources and collaborative collection development
- harvesting of digitised University of Divinity collections to international digital libraries

Libraries Partnering with the University

Australian Lutheran College Library

Campbell Edwards Library

The Carmelite Library

Dalton McCaughey Library

Dominican Studium Library

Eva Burrows Library

Geoffrey Blackburn Library

Gilbert Wright Library

Heather and Noel Vose Library

Leeper and Mollison Library

Mannix Library

Patrick Murphy Memorial Library

Redemptorist Seminary Library

Social Justice Library

St Athanasius College Library

St Paschal Library

Sugden Collection, Queen's College

UNIVERSITY NETWORKS

Australian Collaborators in Feminist Theologies

The Australian Collaborators in Feminist Theologies partners with the University of Divinity to enable excellence in feminist theological scholarship, to model engagement with theological issues across diverse communities, disciplines, perspectives, denominations, and theological practices thereby to challenge and transform patriarchal assumptions in the academy, church, and wider world.

In 2020, the network has hosted three public events as part of its 'Horizons' series: *HORIZONS Theological Animation in the Watershed* with guest speakers Maria Tiimon Chi-Fang (Edmund Rice Centre), Thea Ormerod (Australian Religious Response on Climate Change (ARRCC), Dr Di Rayson (The University of Newcastle), Jon Cornford (Manna Gum), and Anne Elvey (Monash University); *HORIZONS Churches, Women, Families, Pandemics* with guest speaker Sharon Hollis (President-elect, Uniting Church in Australia); and *HORIZONS Eggshells, Landmines, Fault Lines: Dangerous Conversations about Gender and Violence* with guest speaker Dr Josephine Inkpin (Charles Sturt University). Each event was held online via Zoom, with recordings from each event made publicly available post-event on the network webpage. Due to the global pandemic, the major conference *Together in One Place: Conversations Across Feminist Concerns*, featuring six international speakers, has been postponed.

The network continues to develop and implement new curriculum within the University. Units taught and developed in 2020 include *Thinking Otherwise: Introduction to Feminist Theologies; Gender, Justice, and Empire: Contextual Readings of the Old Testament*; and *Shoulder to Shoulder: Readings in Feminist Theology*.

In 2020 the Australian Collaborators in Feminist Theologies network formed a creative partnership with The Cooperative. The two organisations will co-host events that engage the intersections of feminist and public theologies.

Confluence

Confluence is an alliance whose members are committed to exploring the interconnection between different traditions of meditative practice for people today.

Due to the impact of the pandemic, in 2020 activities of Confluence have been limited. The major event, *Meditation in the Christian School*, originally scheduled for May was indefinitely postponed. This event, hosted by Cullan Joyce, Janet ETTY-Leal and John Dupuche, is aimed at teachers in Catholic schools as part of their Professional Learning Accreditation. The event will be rescheduled when permitted.

In April, Cullan Joyce contributed a written meditation, *The trees on the mountains*. During the lockdown in Melbourne, Janet ETTY-Leal offered weekly meditation classes online via Facebook live.



Religion and Social Policy

The Religion and Social Policy (RASP) network brings theological insight into contemporary world issues and social policy debates—by stimulating research and engagement activity across the University and by building external partnerships.

In 2020, RASP members contributed to a number of research projects, publications and writing for public engagement. A report entitled “Justice Tempered”, commissioned by the Finance Sector Union of Australia (FSU) and completed on behalf of the Religion and Social Policy network by John Bottomley, Brendan Byrne and John Flett found the finance sector’s concentration on profits at all costs compromises the ethical integrity of workers in the industry.

John Bottomley’s joint chapter on ‘The Transforming Power of Sustainability for Australia’s Compensation System’ was published in Beth Crisp’s ed. *Sustaining Social Inclusion*.

During 2020, RASP members have been active and regular contributors of opinion articles encouraging public discussion and engagement in respected publications such as *The Conversation*, *Zadok Perspectives*, *The Melbourne Anglican* and *Crosslight* during 2020, with notable highlights including Steven Duckett’s “7 lessons for Australia’s health system from the coronavirus upheaval”; and Robyn Whitaker’s “Trump’s photo op with church and Bible was offensive, but not new”.

In July, RASP members Andrew Sloane, Stephen Ames and Gordon Preece presented at the ISCAST Conference on Science and Christianity, organised by Chris Mulherin.

In October, RASP members celebrated the launch of the new publication *Towards a Just and Ecologically Sustainable Peace: Navigating the Great Transition*, by Joe Camilleri and Deborah Guess. This publication is the culmination of RASP, Pax Christi, Social Policy Connections and Ethos’ highly successful Earth@Peace Conference, which was held in April 2019.

Three members of RASP were announced as winners in the Australian Religious Press Association awards for 2020. Gordon Preece won a gold award for ‘A Short Biography of Robert Banks’, published in *Zadok Perspectives*; Jason Goroncy won a silver award for ‘On the gifts on street art’, published in *Zadok Perspectives*; and Dorothy Lee won a bronze award for ‘New Testament’s women show us God’s inclusive plan’, published in *The Melbourne Anglican*.

Syriac Language Research Project

The Syriac Language Research Project is a leading Australian initiative for research and publication on the Syriac language.

In 2020, activities of the Syriac Language Research Project have focussed on two areas: preparation of the Peshitta Syriac lexicon *A Key to the Peshitta Gospels* (KPG), and the International Syriac Language Project (ISLP). Terry Falla (Director) and Beryl Turner (Research and Editorial Associate) attended and presented (via Zoom) on their research at the Society of Biblical Literature Annual Meeting.

A team is currently working on editing and preparing for publication three volumes of research papers, as part of a series ‘Perspectives on Linguistics and Ancient Languages’.

RESPONDING TO THE ROYAL COMMISSION

Annual Report on the University's Implementation of the Final Report of the Royal Commission into Institutional Responses to Child Sexual Abuse

In late 2018 the University of Divinity established the Strategic Goal of *Responding to the Royal Commission* as part of its Strategic Plan. This followed the release in December 2017 of the Final Report and Recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse. During 2018, a small working group was convened in order to develop the strategic goal proposal. This was subsequently adopted by Council and in early 2019 Amanda Smith was appointed in the part-time role of Project Officer, *Responding to the Royal Commission*.

In 2020 the Goal was renewed through Council's processes including broadening its scope. The Goal was renamed *Changing Culture: Responding to the Royal Commission*, not only to pick up a strong theme present in the Commission's Final Report, but also to reflect the thinking and direction that emerged during 2019 from the Strategic Goal's work on the development of the University's Code of Conduct and associated policies adopted by Council at the end of 2019.

The Code of Conduct and policies were launched in early 2020 with an introductory video and information shared across a range of platforms. Compliance agreement is part of all enrolment and employment documents. Support material, online information and guides to the policies have been developed. Further training and other support will continue into 2021.

The Supervised Theological Field Education (STFE) Framework, one of the goal's key areas of work and policy development from 2019, was implemented in 2020. Compliance with the STFE Framework became required for all STFE units, current or new. Therefore, all STFE units were revised in 2020. This work was done by the Colleges and facilitated and supported by the Project Officer, *Changing Culture: Responding to the Royal Commission*. Support will continue in 2021.

In line with the policies associated with the Code of Conduct, the Project Officer is the University's Safeguarding Coordinator and each College has appointed a Safeguarding Officer. The Project Officer is also the University's Fair Treatment Coordinator. In this latter role, students and staff have been supported in individual matters, and the policies are proving robust.

The major project for 2020 was the development of the two new Professional Supervision Awards, the Graduate Certificate in Professional Supervision and Graduate Diploma in Professional Supervision. This project was completed ahead of schedule; the 2020 Goal states: "Investigate development of a University-wide program in professional supervision for ministry." Research and investigations, together with positive feedback from the University's partners and stakeholders, led to a small Supervision Taskforce being developed, chaired by the Vice-Chancellor and comprising specialists from several Colleges, as well as the Project Officer.



Currently, Supervision awards are presented in two separate programs by Jesuit College of Spirituality and Stirling Theological College. After consultation it was determined that the new awards would benefit by being offered in a single program across the whole University, engaging at least eight major Christian traditions and building a substantial and diverse cohort of students. This program will commence in 2021. Current Supervision students will be able to transfer to the new program or complete their awards under the existing programs.

These new awards will enable churches and religious organisations to implement or enhance their programs of Professional Supervision (Royal Commission Recommendation 16.45), supporting a stronger culture of safety, resilience and effectiveness across various contexts of ministry and leadership.



DONATIONS

The University acknowledges with gratitude the support of many individuals and organisations in 2020. Their generosity has had a significant impact on the University's ability to achieve its vision and mission through the support they have provided for education and research.

In addition to donations to special funds listed below, a further \$1,100 was donated by individuals to the University.

Bursary Fund

The Bursary Fund provides grants to support students in exceptional circumstances to complete their studies. In 2020 donations totalling \$5,940 were received, representing contributions from 28 examiners who donated their examination fees to the Fund.

Catholic Theological College Fund

This Fund supports the delivery of theological education leading to the University's awards offered through Catholic Theological College. In 2020 individual donations totalling \$66,845 provided support for student scholarships, academic prizes and library resources. In 2020 the University was awarded a further grant by Perpetual Trustees of \$300,000 over three years from the Lewis and Shirley Cannon Bequest to fund the employment of academic staff to provide high quality theological education to students preparing for the priesthood in the Roman Catholic Church, with funding of \$162,500 provided in 2020. The University is deeply grateful for the generosity of Lewis and Shirley Cannon in establishing this significant bequest.

Indigenous Theology Fund

This Fund supports the promotion and development of Indigenous theological education. In 2020 \$106,218 was received in donations, providing support for the delivery of Indigenous theological education by Indigenous scholars, including the appointment of a part-time Vice-Chancellor's Fellow in Indigenous Theology in 2020. The amount includes a single donation of \$100,000 from an anonymous donor, whose gift encouraged the University to proceed to appoint two Indigenous staff from 2021 to establish an Indigenous Studies Centre.

Janette Gray RSM Fund

The Fund, created in memory of Dr Jan Gray RSM, supports the participation of women in theological scholarship and leadership. In 2020 the inaugural Janette Gray PhD Scholarship was awarded to a woman to undertake a PhD at the University of Divinity. \$30,300 was donated to the Fund during 2020, including the second instalment of a \$30,000 grant from a Catholic women's religious order to support the PhD Scholarship.

St Athanasius Coptic Orthodox Lectureship Fund

This Fund supports the salaries of lecturers in Coptic Orthodox theology in programs leading to the University's awards. In 2020 individual donations totalling \$15,900 provided support for two lectureships at St Athanasius College.



SECTION D

Colleges



AUSTRALIAN LUTHERAN COLLEGE

Contact Information

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Principal

Reverend James Winderlich

About the College

Australian Lutheran College (ALC) is an agency of the Lutheran Church of Australia (LCA). It is directly accountable to the LCA through the Church's General Church Board which also appoints the College's Board of Directors.

ALC joined the University of Divinity in 2010. The College provides foundational and advanced theological education, including pre-service programs for ministry preparation and in-service programs for professional growth and leadership development, leading to work in congregations and schools of the LCA as well as the wider community. ALC also delivers Vocational Education and Training programmes as a registered training provider through a third-party arrangement.

ALC aims to shape tomorrow's pastors, teachers and church workers to think imaginatively about issues that affect all of life in the church and the world. Students are equipped to think faithfully and vitally about life and faith in the light of biblical and church teaching, and to be effective spiritual leaders, educators and workers who bring life and renewal in the church and communities they serve. Australian Lutheran College serves the diverse Lutheran communities dispersed throughout Australia, New Zealand and the Asia-Pacific region.

2020 Highlights

- In semester 1 the College rapidly transitioned to offer its learning, teaching and research program entirely online, necessitating rapid upskilling for many staff and students. The College returned to hybrid delivery in semester 2 due to the easing of restrictions in South Australia. This has resulted in an enriched program that is inclusive of students who are not located in Adelaide.
- The College has undertaken two significant review processes which have reviewed the College's Strategic Direction document, with a view to anticipating post-COVID realities, and aligning staff aspirations and skills with what those realities might be.
- During 2020 ALC offered a new, integrated vocational discernment program called 'Discover'. Based on a Diploma in Theology with an additional, strong formational focus grounded in field work activities and experiences, Discover offers vocational enquirers an opportunity to reflect on their current ministry practices together with opportunities to be exposed to and appreciate the diverse ministry expressions that exist in the Lutheran Church of Australia. A strong uptake of Discover contributed to a noticeable growth in ALC's enrolment numbers.
- ALC continues to work closely with its partners in the Lutheran Church of Australia and the Asia-Pacific region. Those partnerships challenge the College as it constantly seeks to see God's love in Christ Jesus coming to life through preparing God's servants to serve and lead with confident Christian faith, integrity, competence and compassion in a diverse and changing denomination and world.
- ALC's research program continues to grow with a number of new PhD students enrolled in 2020.



CATHOLIC THEOLOGICAL COLLEGE

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Principal

Very Reverend Dr Kevin Lenehan

About the College

Catholic Theological College (CTC) was established in 1972 and currently has twelve sponsors: the Catholic dioceses of Victoria and Tasmania, the Conventual Franciscan Friars, the Dominican Friars, the Missionaries of God's Love, the Oblates of Mary Immaculate, the Salesians of Don Bosco, the Society of Jesus (Jesuits), and the Society of the Divine Saviour (Salvatorians).

CTC is committed to the highest standards of teaching and research in philosophy, theology and ministry studies, within the Catholic tradition. It collaborates in the Church's mission to spread the Gospel and provides academic formation for people preparing for the pastoral service of the Church. Around 330 students are currently enrolled at the College, from a wide range of backgrounds, religious congregations, and professional and pastoral experience.

2020 Highlights

- 88 students of the College graduated at the University of Divinity's Melbourne Graduation Ceremony, held online due to COVID-19 health restrictions on 27 March 2020. One CTC student graduated in the Perth Graduation Ceremony. The Doctor of Philosophy was conferred on two students of the College, Richarda Margaretha (Rina) Madden and Daryl James Barclay. Dr Barclay was a recipient of the University Medal.
- The College Senate appointed two Senior Fellows of the College at its June meeting, upon the recommendation of the College Academic Board, Dr Frances Baker RSM and Rev Dr Francis O'Loughlin, in recognition of their outstanding contribution to theological education at CTC and nationally.
- A national symposium entitled *Church Leadership for a Post-Christendom Era: Formation, Partnership, Accountability*, with international scholar Massimo Faggioli, Richard Lennan and Myriam Wijlens, was hosted by the College on 1 March 2020.
- CTC, in conjunction with Catholic Professional Standards Ltd and the Centre for Child Protection at the Gregorian University, hosted a national online seminar of Catholic seminary students and formation staff on July 2 and 9, on the topic of Safeguarding and Seminary Formation with a keynote address by Fr Hans Zollner SJ, Gregorian University and the Pontifical Commission for the Protection of Minors.
- Australian Research Council Discovery Project *The Goold Project* has been showcased as one of the Best 100 Research Projects in Australia in the ARC publication *Making a Difference*. Special mention is made of Mannix Library and its Goold collection.
- Researchers of CTC and Mannix Library participated in the University's initiative, *The Australian Women in Religion Project*, a contribution to the wider *1000 Women in Religion Project*. The University of Divinity's target is to create 100 new Wikipedia entries for Australian Women in Religion in 2020.

EVA BURROWS COLLEGE

Contact Information

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salvationarmy.org
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Principal

Captain Richard Parker

About the College

Eva Burrows College represents the coordination of all expressions of Salvation Army learning and includes accredited vocational training, tailored learning and development, higher education and the ordination program. It is the synergy of these expressions working together that will generate responses to organisational training needs and establish learning pathways for students.

In its second year of existence, after the merging of Booth College (Sydney) and Catherine Booth College (Melbourne), the College has continued to embed its new structure and leadership team and work towards the goals it has in learning, education and training.

The primary location for Eva Burrows College is its Ringwood campus in Melbourne. A secondary campus continues at its Bexley North campus in Sydney.

The College is named after the late General Eva Burrows AC OF, an Australian by birth and an inspiring and gifted leader. She was the second Australian, and the second woman, to be elected as the worldwide leader of The Salvation Army, as well as the youngest person ever elected to this office. Much of her early officership was spent in education, teaching and administration on the African continent and in London at the Army's International College for Officers.

2020 Highlights

At the commencement of 2020 a new Head of College was appointed, Captain Richard Parker. The Executive Leadership Team also welcomed Captain Brenda Young into her new role in Officer Formation.

- Officer Formation: Training program to become an Officer of The Salvation Army, led by Captain Brenda Young
- Higher Education: Delivering undergraduate and postgraduate awards as a College of the University of Divinity, led by Lieutenant Colonel Terry Grey
- Vocational Training: A registered training organisation delivering accredited vocational qualifications, led by Kylie Casey
- Learning and Development: Building capacity and capability in The Salvation Army Australia, led by Philip Clark
- Support Services: Offering services and facilities to ensure students are supported in their learning, led by Kristena Gladman

As for other institutions the COVID-19 pandemic presented many challenges for the team. The staff and students of the College are spread throughout the country but the move to online study and working arrangements transitioned smoothly and the College was able to fulfil its commitments to learning, training and education. Eva Burrows College's primary focus is to build leadership capacity, meeting organisational leadership objectives; encourage innovation with a desire to be a future-focused College; and renew culture, embedding a healthy culture across the whole college.



JESUIT COLLEGE OF SPIRITUALITY

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Principal

Ms Deborah Kent

About the College

Jesuit College of Spirituality is a work of the Australian Province of the Society of Jesus established in 2016, building on ecumenical partnerships in spirituality and spiritual direction established at the University of Divinity from 2000.

The Council of Jesuit College of Spirituality is appointed by the Provincial of the Society of Jesus Australia (the Jesuits). The College's academic programs focus on the University's postgraduate awards in Supervision, Spiritual Direction, Ignatian Spirituality and Leadership.

The College serves both domestic and international students.

2020 Highlights

- Enrolments declined in 2020 from 2019 by 4%, however the College exceeded its enrolment targets for the year.
- The College has continued to develop its online learning targets giving flexible study pathways to students. As a result, students in 2020 have been drawn from every state and territory in Australia and enrolments from North America and Asia have also increased.
- The College's CEO and Principal, Deborah Kent, concluded her appointment at JCS at the end of 2020.

In 2020 following a review of strategic directions, the Australian Jesuits determined that the College would leave the University of Divinity and seek alternate higher education accreditation arrangements with effect from 1 January 2021.

From May to December 2020, significant work was undertaken by the Academic Dean and Registrar of JCS in conjunction with the Dean of Academic Programs and Academic Programs team at the University to review the enrolment and progress of every student enrolled in a University of Divinity award through JCS, and to design a pathway to ensure every student was free to choose to complete their original award at JCS in 2020, to transfer to another College of the University in 2021, or to remain with JCS and enrol in an equivalent award at another higher education provider.

MORLING COLLEGE

Contact Information

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Principal

Reverend Associate Professor Ross Clifford

About the College

Morling College was initially established in 1916 to train pastors for the Baptist Churches of New South Wales and the Australian Capital Territory. It continues to do this, as well as equip people for a wide range of ministries. In recent years it has provided its own Tertiary Education Quality and Standards Agency accredited postgraduate awards in Education, Chaplaincy and Counselling. Morling College is evangelical in its theology, and it values spiritual formation, practical experience and intellectual rigour. The University of Divinity's higher degrees by research are available to the College's students. Morling College became a College of the University in 2012.

2020 Highlights

- The merger with Vose Seminary was confirmed by the WA Baptist Assembly and the NSW/ACT Baptist Assembly. As of 1 January 2021, there will be one college named Morling, with two campuses. This year has involved much prayer, discussion and documentation to achieve the merger.
- Due to COVID-19 a formal graduation service was not held, however graduating students were able to come to the College's auditorium, receive their awards and be prayed for. It was a special time and no doubt will impact the way our graduations take place in the future. Approximately 200 students graduated last year.
- A number of virtual conferences have taken place, from Old Testament Ethics to Spiritual Warfare. It was pleasing to see strong attendances of up to 200 at these virtual conferences.
- Appointments were made with respect to leadership for 2021. Reverend Dr Brian Harris is retiring as Principal of Vose, however will continue in part time lecturing with Morling College. Dr Michael O'Neil has been appointed as the Dean of Campus Perth (Vose).
- The redevelopment of the Sydney campus continues and by the end of 2020 our Counselling faculty and the Ezra Centre will be relocated to the renovated premises. Horizons Family Legal Service (a number of the lawyers are Morling graduates) has relocated to the Morling campus and The National Church Life Survey team will also move on to the Morling Campus in December 2020.
- Chief Academic Officer David Starling was appointed by the University Council as a Professor of the University on 2 December 2020. Professor Starling, a leading Biblical Scholar, is noted for his outstanding contribution to Learning and Teaching, Research, and Engagement in Church and Community.



PILGRIM THEOLOGICAL COLLEGE

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Principal

Reverend Associate Professor Sean Winter

About the College

Pilgrim Theological College is the college of the Uniting Church in Australia (UCA), Synod of Victoria and Tasmania. It provides education and formation for Uniting Church candidates for ordained and other recognised ministries, and also offers theological education for a broad range of students within and beyond the UCA. It became a college of the University in 2015. Prior to 2015, accreditation was jointly shared with other Colleges of the University for over forty years through the United Faculty of Theology.

Pilgrim Theological College is committed to providing high quality theological education for the whole people of God, to equip people for leadership and mission in the church and the world. The awards offer the opportunity to engage the scriptural and historical sources of the Christian faith, embrace the vision of the reconciled world announced in the gospel, explore the pathways of ancient and contemporary witness, provoke prophetic discipleship, and lead the church in constant renewal.

Pilgrim Theological College offers a full program of undergraduate and postgraduate courses (face-to-face, intensively and online), supervision for research degrees, and a program of research, education and public theology events as part of the wider work of the Synod's Education and Formation for Leadership team. Members of faculty are appointed by the Uniting Church of Australia from across a range of Christian denominations, serving the church ecumenically and across the spectrum of the theological disciplines. Our associate teachers contribute to the curriculum from within and beyond the churches to give the subject offerings further depth and breadth.

2020 Highlights

- Commencement event in February 2020 was focused on the theme of 'Theologising Across Cultures'.
- All units were successfully moved to online learning in 2020, leading to enhanced capacity for blended teaching and learning in the longer term.
- John Flett was appointed this year as Professor within the University of Divinity, commended for his "impressive contribution to theological scholarship, research and leadership...[and] expertise in intercultural theology and Christian mission."
- Robyn Whitaker was appointed as a member of the Society for New Testament Studies, the leading international scholarly society for scholars of the New Testament.
- Pilgrim Faculty have been heavily involved in responding to and reflecting on the challenges of the COVID 19 pandemic, contributing to scholarly and public media conversations and initiatives.

ST ATHANASIUS COLLEGE

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Principal

Very Reverend Daniel Ghabrial

About the College

St Athanasius College (SAC) is a Coptic Orthodox theological college established in September 2000 to fulfil the aspiration of the Coptic Orthodox community belonging to the Melbourne Diocese and Affiliated Regions, to offer quality Orthodox theological education to lay people, seminarians and clergy. The tireless support of the founding Bishop, His Grace Associate Professor Bishop Anba Suriel, and the official endorsement by Papal Decree number 21/29, issued by His Holiness Pope Shenouda III of blessed memory in 2000, set the course for the College. In December 2011, SAC became an accredited college of the University of Divinity adding a new dimension of ancient Christian faith to the ecumenical University community. SAC builds on the rich tradition of education established in the first century of Christianity by Saint Mark the Apostle, who founded the Church of Alexandria in 55 AD and established the Catechetical School of Alexandria. In it, the first system of Christian theology was formed, and the allegorical method of Biblical exegesis was devised. Embedded in the Alexandrian Tradition, SAC cultivates graduates with a solid command of Coptic Orthodoxy, who can nurture a love of Orthodox teachings in future generations, for the glory of God and the Church.

2020 Highlights

- Dr Elizabeth (Lisa) Agaiby, lecturer at SAC, continued with the manuscript project at the Library of St Paul's Monastery in the Red Sea, working of necessity offshore.
- Professor John McDowell was appointed as Academic Dean at SAC, providing academic leadership and increasing the College's research capacity and research outputs.
- The College introduced units in two new fields of study: Philosophy and Missiology.
- The College launched a new design for its website that makes accessibility more user friendly.
- In response to the pandemic, the College introduced free non-accredited flexible and self-paced online short courses as a means of offering a service to the local and international community. The two courses were effective in raising awareness of the significance of theological education, receiving over 2,500 enrolments during 2020.



STIRLING THEOLOGICAL COLLEGE

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Principal

Reverend Dr Graham Joseph Hill

About the College

Stirling Theological College, the College of the National Conference of Churches of Christ in Australia, was established in 1907. Its mission is “Forming God’s people for leadership, mission and ministry”. Stirling Theological College is both evangelical and ecumenical in its approach to ministry, theology and faith, and has a passion to receive and share the good news of God in Christ. Being the only University of Divinity College located in Melbourne’s south-eastern suburbs and with a well-equipped and spacious campus, the College enjoys a diversity of students from a wide variety of backgrounds and Christian traditions who all enrich the life of the community. Stirling offers courses in ministry, theology, leadership, counselling, supervision, Clinical Pastoral Education, pastoral care, spiritual care, and children and families.

Stirling Theological College became a College of the University in 2006. Prior to that, accreditation was jointly shared with Whitley College through the Evangelical Theological Association. Stirling has a staff of 30: four staff in executive management, including the Principal who chairs the executive; six operational staff; and twenty faculty members, including twelve sessional staff. There are 340 students currently enrolled in programs, and Stirling has seen pleasing growth in enrolment in recent years.

2020 Highlights

- Counselling awards have continued to grow and are offered in partnership with the Australian Institute of Family Counselling: Advanced Diploma in Counselling, a Bachelor of Counselling, and Master of Counselling.
- Stirling launched the Doctor of Ministry in partnership with the University of Divinity and Abilene Christian University, Texas.
- A new Executive Leadership Team was established, including Reverend Dr Graham Joseph Hill (Principal), Damien Arnold (General Manager), Dr John Capper (Academic Dean), and Dr Angela Sawyer (Dean of Students). Dr Brian Macallan was appointed as Head of Bible, Theology, and Ministry, and Dr Art Wouters continues as Head of Counselling.
- Faculty published widely in 2020, including 19 journal articles, six book chapters, and nine books.
- Graham Joseph Hill was appointed as Principal of the College in November 2020, having been Interim Principal throughout the year.
- Damien Arnold was appointed General Manager of the College, bringing many welcome innovations.

TRINITY COLLEGE THEOLOGICAL SCHOOL

Contact Information

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Theological School
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www.trinity.edu.au
/theology

Principal

Reverend Associate Professor Bob Derrenbacher

About the College

Established in 1877, Trinity College Theological School is an official training college for the Anglican Province of Victoria, which consists of the dioceses of Ballarat, Bendigo, Gippsland, Melbourne and Wangaratta. The School thus played a prominent role in the founding of the Melbourne College of Divinity in 1910. Following its ecumenical teaching as part of the United Faculty of Theology, since 2015 the School has been an independent College of the University of Divinity. The Theological School is one of three academic divisions within Trinity College, which also includes a residential college of the University of Melbourne (est. 1872), and a pre-tertiary Pathways School for international students (est. 1990).

2020 Highlights

- Dr Scott Kirkland was appointed as the John and Jeanne Stockdale Lecturer in Practical Theology and Ethics, and Dr Christopher Porter was appointed as the Post-doctoral Research Fellow.
- 42 new students commenced in the Theological School during 2020, and the total student cohort remained steady at 140. Online 'Open House' sessions for prospective students were held in June and November.
- 20 Trinity students graduated at the virtual ceremony in March 2020 and a further 13 completed awards during 2020. Among our Higher Degree Research students, John Deane completed his PhD and Paul Daniels is in the final stage before submission.
- In the Diocese of Melbourne, four students were ordained Deacon in February, with three ordained Priest in November. In other dioceses, two students were ordained Deacon in July in the Diocese of Newcastle.
- During the year, Faculty have undertaken a complete review of the curriculum starting from first principles. This will ensure more coordinated teaching and streamlined degree progress.
- The third Annual Sharwood Lecture in Canon Law was given by Reverend Dr Bruce Kaye AM, in March. The annual Barry Marshall Lecture in August had to be postponed.
- The School's Continuing Education program was moved online for the year. Webinars included *Christianity, Care and COVID-19* with Dr Dan Fleming (St Vincent's Health, Australia) and Dr David Carter (UTS); *Being and Doing Church in a Pandemic: Lessons we are Learning during COVID-19* with Reverend Melissa Clark, Bishop Lindsay Urwin and Canon Matt Williams; *Breaking New Ground: Growing the Church in Melbourne* with Reverend Dr Peter Carolane, Bishop Lindsay Urwin, and Bishop Kate Prowd, and *The Kingdom of God is Near: Studies on the Readings from Year B* with Associate Professor Bob Derrenbacher and Dr Rachelle Gilmour.
- The fifth Annual Archbishop's Dinner was held in October, raising funds for endowments and the ordination programs of the School. Due to COVID-19, the dinner was held virtually.
- Each week during Melbourne's lockdown, Faculty members published meditations reflecting on the pandemic and offering solace and support.



WHITLEY COLLEGE

Contact Information

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www.whitley.edu.au

Principal

Reverend Professor René Erwich

About the College

Whitley College is the Baptist college of Victoria. Since 1891, Whitley College has been marked by academic excellence, a strong sense of Christian purpose and a lively community. It became a College of the University in 2006. Prior to that, accreditation was jointly shared with Stirling Theological College through the Evangelical Theological Association. Whitley College, whose mission is to equip women and men for leadership in church and society, offers a wide range of theological studies through a rich variety of programs, including the training of leaders as ministry candidates for the Baptist Union of Victoria:

- The College is the training college for candidates for the Baptist Ministry and for other areas of ministry and service;
- Whitley College offers theological education and formation to all who seek it and show they can benefit from such education.

These functions are considered to be interrelated and share the aim of equipping leaders for a different world.

2020 Highlights

- Work on the Whitley College Strategic Plan has continued, with the shift to online learning necessitated by COVID-19 providing the opportunity to accelerate discussions on future options for blended models of delivery.
- Whitley College significantly boosted its social media presence, and increased substantially its investment in marketing, particularly for second semester offerings.
- Work on the College's research profile was further enhanced by improvements to the College website in relation to the Research program, and the launch of three scholarships.
- The College adjusted well to the remote teaching environment and despite the significant challenges to staff and students by COVID-19, was able to maintain enrolments at the levels forecast for the year.
- Whitley appointed Major Dr David Janssen to the position of Academic Dean following the decision of Anne Mallaby to step down from the role for health reasons.
- Whitley has commenced a process to review the NEXT program.

YARRA THEOLOGICAL UNION

Contact Information
Yarra Theological Union
98 Albion Road
Box Hill, Victoria 3128
03 9890 3771
admin@ytu.edu.au
www.ytu.edu.au

Principal

Reverend Dr Christopher Monaghan CP

About the College

Yarra Theological Union (YTU) was founded in 1971 by the Carmelites, the Franciscans, the Missionaries of the Sacred Heart and the Passionists. Over the years other orders joined: the Redemptorists (Australian and New Zealand Provinces), Pallottines, Dominicans, Divine Word Missionaries, the Discalced Carmelites and the Blessed Sacrament Congregation. Yarra Theological Union has been a College of the University since 1973. Originally approved to teach the Bachelor of Theology, over the decades the College has extended its accreditation to provide a wide range of undergraduate, postgraduate and research awards.

2020 Highlights

- Mary Coloe pbvm was appointed by the University Council as a Professor of the University on 2 December 2020. Professor Coloe teaches in the field of New Testament studies at YTU, and has been noted for her outstanding contribution to Learning and Teaching, Research, and Engagement in Church and Community.
- The continued promotion of a research culture is reflected in the successful examination of PhD candidate Brendan Connell CP and DTheol candidate Normandy Dujunco, and the awarding of a full Lonergan Scholarship Dr Cecilia Tan (who completed her PhD in 2019), enabling her to continue her research at Boston College. Dr Edmund Kee-Fook Chia was appointed as Honorary Research Fellow until 31 December 2022, and Dr Titus Olorunnisola was reappointed as Honorary Postdoctoral Associate until 31 December 2021.
- A number of books were published by Faculty, including John Hill CSsR, *Constructing Exile: The Emergence of a Biblical Paradigm*. Eugene, OR: Cascade, 2020, and Mark O'Brien, *Discerning the Dynamics of Jeremiah 25-52*. Adelaide: ATF, 2020.



SECTION E

Financial Statements

For the year ended 31 December 2020



UNIVERSITY OF DIVINITY

Financial Statements

For the year ended 31 December 2020

The University of Divinity Financial Statements for calendar year 2020 have been prepared using the guidelines supplied by the Australian Government Department of Education and Training. They have been scrutinised by the Finance and Investment Committee and the Risk Management and Audit Committee of the University, and audited in accordance with the *University of Divinity Act 1910*.

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Note: all figures are expressed in the nearest dollar.



Statement of Comprehensive Income For the year ending 31 December 2020

	Notes	2020 (\$)	2019 (\$)
Income from continuing operations			
Australian Government financial assistance			
Australian Government grants	4	1,528,570	1,594,122
HELP – Australian Government payments	4	5,363,391	4,800,112
Fees and charges	5	5,114,309	4,831,994
Investment income	6	74,275	130,160
Third Party Research Engagement	1(d)	2,424,315	2,780,011
Other revenue	7	488,803	419,848
Other investment income	6	-	-
Other income	7	4,268	10,800
Total revenue and income from continuing operations		14,997,931	14,567,047
Expenses from continuing operations			
Employee related expenses	8	2,342,551	2,614,152
Depreciation and amortisation	9	119,131	80,525
Repairs and maintenance	10	20,203	9,569
Direct education expense	11	11,516,474	10,794,303
Other expenses	12	1,021,433	1,111,592
Total expenses from continuing operations		15,019,792	14,610,141
Net result before income tax		(21,861)	(43,094)
Income tax expense	13	-	-
Operating result from continuing operations		(21,861)	(43,094)
Net result after income tax for the year		(21,861)	(43,094)
Net result attributable to members of the University of Divinity	25(b)	(21,861)	(43,094)
Other comprehensive income			
Items that will not be reclassified to profit or loss			
Gain/(loss) on equity instruments designated at fair value through other comprehensive income	25(a)	50,605	186,730
Total other comprehensive income		50,605	186,730
Total comprehensive income		28,744	143,636
Total comprehensive income attributable to members of the University of Divinity		28,744	143,636

The above Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

Statement of Financial Position As at 31 December 2020

	Notes	2020 (\$)	2019 (\$)
Assets			
Current assets			
Cash and cash equivalents	14	2,297,427	4,714,364
Receivables	15	362,752	153,359
Other non-financial assets	17	85,801	80,902
Total current assets		2,745,980	4,948,625
Non-current assets			
Other financial assets	16	3,663,479	1,205,450
Property, plant and equipment	18	236,706	216,592
Intangibles	19	165	1,165
Right-of-use assets	20	1,991,571	146,357
Total non-current assets		5,891,921	1,569,564
Total assets		8,637,901	6,518,189
Liabilities			
Current liabilities			
Trade and other payables	21	828,529	140,664
Provisions	23	296,306	261,614
Borrowings	22	67,051	26,088
Other liabilities	24	24,096	65,880
Total current liabilities		1,215,982	494,246
Non-current liabilities			
Trade and other payables	21	593,062	-
Provisions	23	71,501	33,729
Borrowings	22	1,949,335	126,080
Total non-current liabilities		2,613,898	159,809
Total liabilities		3,829,880	654,055
Net assets		4,808,021	5,864,134
Equity			
Reserves	25(a)	5,245,971	5,698,789
Retained surplus	25(b)	(437,950)	165,345
Total equity		4,808,021	5,864,134

The above Statement of Financial Position should be read in conjunction with the accompanying notes.



Statement of Changes in Equity For the year ending 31 December 2020

	Notes	Reserves (\$)	Retained Surplus (\$)	Total (\$)
Balance at 1 January 2019		4,664,554	1,055,944	5,720,498
Net operating result		-	(43,094)	(43,094)
Gain/(loss) on financial assets at fair value through OCI		186,730	-	186,730
Total comprehensive income		186,730	(43,904)	143,636
Net transfers to/(from) Reserves		847,505	(847,505)	-
Balance at 31 December 2019		5,698,789	165,345	5,864,134

Balance at 31 December 2019		5,698,789	165,345	5,864,134
Change in accounting policy	1(p)	(896,072)	(188,785)	(1,084,857)
Balance at 1 January 2020		4,802,717	(23,440)	4,779,277
Net operating result		-	(21,861)	(21,861)
Gain/(loss) on financial assets at fair value through OCI		50,605	-	50,605
Total comprehensive income		50,605	(21,861)	28,744
Net transfer to/(from) Reserves		392,649	(392,649)	-
Balance at 31 December 2020	25	5,245,971	(437,950)	4,808,021

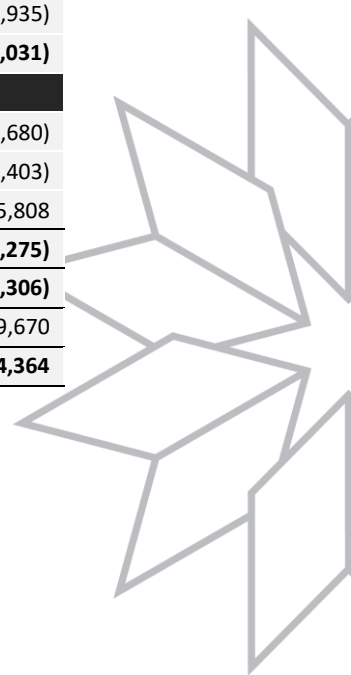
The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Statement of Cash Flows

For the year ending 31 December 2020

	Notes	2020 (\$)	2019 (\$)
Cash flows from operating activities			
Australian Government grants	4	6,630,990	6,309,351
Industry funding		2,424,315	2,780,011
Receipts from student fees and other customers		5,507,380	5,096,855
Dividends received		19,627	25,402
Interest received		54,648	98,690
Payments to suppliers and employees (inclusive of GST)		(12,190,252)	(11,582,394)
Industry funding		(2,424,315)	(2,780,011)
GST recovered / (paid)		(57,651)	(2,935)
Net cash provided by / (used in) operating activities	31	(35,258)	(55,031)
Cash flows from investing activities			
Payments for property, plant and equipment		(138,248)	(55,680)
Payments for investments		(2,288,523)	(10,403)
Other investing inflows		45,092	5,808
Net cash provided by / (used in) investing activities		(2,381,679)	(60,275)
Net increase (decrease) in cash and cash equivalents		(2,416,937)	(115,306)
Cash and cash equivalents at the beginning of the financial year		4,714,364	4,829,670
Cash and cash equivalents at end of year	14	2,297,427	4,714,364

The above Statement of Cash Flows should be read in conjunction with the accompanying notes.



Note 1. Summary of Significant Accounting Policies

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

(a) Basis of preparation

This financial report is a general purpose financial report which has been prepared on an accrual basis in accordance with Australian Accounting Standards, AASB Interpretations, the *University of Divinity Act 1910*, the *Financial Management Act 1994*, the *Higher Education Support Act 2003*, the requirements of the Department of Education and Training and the *Australian Charities And Not For Profits Commission Act 2012*.

Compliance with IFRSs

The financial statements and notes of the University of Divinity comply with Australian Accounting Standards. The University of Divinity is a not-for-profit entity and these statements have been prepared on that basis. Some of the Australian Accounting Standards contain requirements specific to not-for-profit entities that are inconsistent with International Financial Reporting Standards (IFRSs).

Historical cost convention

These financial statements have been prepared under the historical cost convention, except for debt and equity financial assets (including derivative financial instruments) that have been measured at fair value either through other comprehensive income or profit or loss, certain classes of property, plant and equipment and investment properties.

Critical accounting estimates

The preparation of financial statements in conformity with AIFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the University of Divinity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 3.

b) Revenue recognition

Course fees and charges

The course fees and charges revenue relates to undergraduate, postgraduate and research degree programs and continuing education and executive programs. The revenue is recognised over time as and when the course is delivered to students over the semester.

When the courses or training has been paid in advance by students or the University has received the government funding in advance (e.g. before starting the academic period) the University recognises a contract liability until the services are delivered.

Dividend revenue is recognised when the University has established that it has a right to receive a dividend.

Interest revenue is recognised on an accruals basis.



c) Grants and contributions

Where grants or contributions recognised as revenues during the financial year were obtained on condition that they be expended in a particular manner or used over a particular period and those conditions were undischarged at balance date the unused grant or contribution is disclosed in notes 4 and 32. The notes also disclose the amount of unused grant or contribution from prior years that was expended during the current year.

d) Third Party Research Engagement

The University submits annually income and publication statements as part of the Higher Education Research Data Collection. These includes funding for research received from Colleges, churches and religious communities for approved research activities at the University. This is reported as 'Industry and Other Research Income'.

The University must provide an Audit Certificate which certifies as correct the research income included in the Research Income Return for the category of 'Industry and Other Research Income'.

It is a requirement of the Department of Education and Training that all research income must be consistent with the Higher Education Provider's financial statements.

All the industry funding received or receivable by the University is recorded in the financial accounts of the University and the corresponding distribution of this funding is also recorded.

In 2020 this is an amount of \$2,424,315 (2019: \$2,780,011). No amounts were receivable from respective Colleges, churches and religious communities as at 31 December 2020 (2019: \$nil). No amounts were payable to respective Colleges, churches and religious communities as at 31 December 2020 (2019: \$nil).

e) Bad and doubtful debts

Bad debts are written off as they arise. If a provision for bad and doubtful debts has been recognised in relation to a debtor, write-off for bad debts is made against the provision. If no provision for bad and doubtful debts has previously been recognised, write-offs for bad debts are charged as expenses in the Statement of Comprehensive Income.

f) Impairment of assets

At the end of each reporting period, the University assesses whether there is any indication that an asset may be impaired. The assessment will include considering external sources of information and internal sources of information. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (e.g., in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the University estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Impairment testing is performed annually for intangible assets with indefinite lives.

g) Cash and cash equivalents

For statement of cash flows presentation purposes, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts (if any) are shown within borrowings in current liabilities on the statement of financial position.



h) Trade receivables

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment. Trade receivables are due for settlement no more than 30 days from the date of recognition.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for impairment of receivables is established when there is objective evidence that the University will not be able to collect all amounts due according to the original terms of receivables. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments (more than 30 days overdue) are considered indicators that the trade receivable is impaired. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. Cash flows relating to short-term receivables are not discounted if the effect of the discount is immaterial. The amount of the provision is recognised in the income statement.

i) Investments and other financial assets

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Initial recognition and measurement

Financial assets are classified, at initial recognition, as subsequently measured at amortised cost, fair value through other comprehensive income (OCI), and fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the University's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the University initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest (SPPI)' on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The University's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the University commits to purchase or sell the asset.

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in five categories:

- Financial assets at amortised costs
- Financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income
- Financial assets at fair value through profit or loss
- Financial assets designated at fair value through profit or loss.

Financial assets at amortised cost

The University measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows, and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured using the effective interest (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

Financial assets at fair value through other comprehensive income

The University measures debt instruments at fair value through OCI if both of the following conditions are met:

- The financial asset is held within a business model with the objective of both holding to collect contractual cash flows and selling and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

For debt instruments at fair value through OCI, interest income, foreign exchange revaluation and impairment losses or reversals are recognised in the income statement and computed in the same manner as for financial assets measured at amortised cost. The remaining fair value changes are recognised in OCI. Upon derecognition, the cumulative fair value change recognised in OCI is recycled to profit or loss.

The University's debt instruments at fair value through OCI includes investments in quoted debt instruments included under other non-current financial assets.

Investments in equity instruments designated at fair value through other comprehensive income

Upon initial recognition, the University can elect to classify irrevocably its equity investments as equity instruments designated at fair value through OCI when they meet the definition of equity under AASB132 Financial Instruments: Presentation and are not held for trading. The classification is determined on an instrument-by-instrument basis.

Gains and losses on these financial assets are never recycled to profit or loss. Dividends are recognised as other income in the income statement when the right of payment has been established, except when the University benefits from such proceeds as a recovery of part of the cost of the financial asset, in which case, such gains are recorded in OCI. Equity instruments designated at fair value through OCI are not subject to impairment assessment.

The University elected to classify irrevocably its non-listed equity investments under this category.

Financial assets at fair value through profit or loss (including designated)

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives, are also classified as held for trading unless they are designated as effective hedging instruments. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortised cost or at fair value through OCI, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.



Financial assets at fair value through profit or loss are carried in the statement of financial position at fair value with net changes in fair value recognised in the income statement.

This category includes derivative instruments and listed equity investments which the University had not irrevocably elected to classify at fair value through OCI. Dividends on listed equity investments are also recognised as other income in the income statement when the right of payment has been established.

Derecognition

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is primarily derecognised (i.e., removed from the University's statement of financial position) when:

- a) The rights to receive cash flows from the asset have expired or
- b) The University has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either (a) the University has transferred substantially all the risks and rewards of the asset, or (b) the University has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the University has transferred its rights to receive cash flows from an asset or has entered into a passthrough arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the University continues to recognise the transferred asset to the extent of its continuing involvement. In that case, the University also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the University has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the University could be required to repay.

Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the consolidated statement of financial position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

Impairment of debt instruments other than receivables

The University recognises an allowance for expected credit losses (ECLs) for all debt instruments other than receivables and not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the University expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognised in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL).

For debt instruments at fair value through OCI, the University applies the low credit risk simplification. At every reporting date, the University evaluates whether the debt instrument is considered to have low credit risk using all reasonable and supportable information that is available

without undue cost or effort. In making that evaluation, the University reassesses the internal credit rating of the debt instrument. In addition, the University considers that there has been a significant increase in credit risk when contractual payments are more than 30 days past due.

The University considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the University may also consider a financial asset to be in default when internal or external information indicates that the University is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the University. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

j) Property, plant and equipment

Property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the University of Divinity and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

All fixed assets are depreciated over their useful lives commencing from the time the asset is held ready for use, as follows:

Leasehold Improvements	14 years
Plant & equipment	3 – 20 years

k) Intangible assets

Intangible assets represent identifiable non-monetary assets without physical substance such as patents, trademarks, goodwill, computer software and development costs. Intangible assets are initially recognised at cost. Subsequently, intangible assets with finite useful lives are carried at cost less accumulated amortisation and accumulated impairment losses. Costs incurred subsequent to initial acquisition are capitalised when it is expected that additional future economic benefits will flow to the entity.

Amortisation is allocated to intangible assets with finite useful lives on a systematic (typically straight line) basis over the asset's useful life. Amortisation begins when the asset is available for use, i.e., when it is in the location and condition necessary for it to be capable of operating in the manner intended by management. The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed annually.

Useful lives – Software	3 years
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l) Trade and other payables

These amounts represent liabilities for goods and services provided to the University prior to the end of the financial year, which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

m) Employee benefits

- (i) Wages and salaries, annual leave

Liabilities for wages and salaries, including non-monetary benefits and annual leave expected to be settled within 12 months of the reporting date are recognised in the current provision for employee benefits in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.



ii) Long service leave

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date, using the projected unit credit method. Consideration is given to expected future wage and salary levels (wage inflation 2.880%), experience of employee departures and periods of service. Expected future payments are discounted (discount rate 1.008%) using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

n) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of the item of expense. Receivables and payables in the Balance Sheet are shown inclusive of GST.

o) Leases

Assessment of whether a contract is, or contains, a lease

At inception of a contract, the University assesses whether a contract is, or contains, a lease. A contract is, or contains a lease if the contract conveys a right to control the use of an identified asset for a period of time in exchange for consideration.

The University assesses whether:

- a) The contract involves the use of an identified asset – the asset may be explicitly or implicitly specified in the contract. A capacity portion of larger assets is considered an identified asset if the portion is physically distinct or if the portion represents substantially all of the capacity of the asset. The asset is not considered an identified asset, if the supplier has the substantive right to substitute the asset throughout the period of use.
- b) The customer has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- c) The customer has the right to direct the use of the asset throughout the period of use – The customer is considered to have the right to direct the use of the asset only if either:
 - i. The customer has the right to direct how and for what purpose the identified asset is used throughout the period of use; or
 - ii. The relevant decisions about how and for what purposes the asset is used is predetermined and the customer has the right to operate the asset, or the customer designed the asset in a way that predetermines how and for what purpose the asset will be used throughout the period of use.

Accounting for leases – University as lessee

In contracts where the University is a lessee, the University recognises a right-of-use asset and a lease liability at the commencement date of the lease, unless the short-term or low-value exemption is applied.

Right-of-use asset

A right-of-use asset is initially measured at cost comprising the initial measurement of the lease liability adjusted for any lease payments made before the commencement date (reduced by lease incentives received), plus initial direct costs incurred in obtaining the lease and an estimate of costs to be incurred in dismantling and removing the underlying asset, restoring the site on which it is located or restoring the underlying asset to the condition required by the terms and conditions of the lease, unless those costs are incurred to produce inventories.

Lease liabilities – University as lessee

Lease liability

A lease liability is initially measured at the present value of unpaid lease payments at the commencement date of the lease. To calculate the present value, the unpaid lease payments are discounted using the interest rate implicit in the lease if the rate is readily determinable. If the interest rate implicit in the lease cannot be readily determined, the incremental borrowing rate at the commencement date of the lease is used. Lease payments included in the measurement of lease liabilities comprise:

- Fixed payments, including in-substance fixed payments;
- Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date (e.g. payments varying on account of changes in CPI); and
- Amounts expected to be payable by the lessee under residual value guarantees
- The exercise price of a purchase option if the University is reasonably certain to exercise that option
- Payments of penalties for terminating the lease, if the lease term reflects the lessee exercising an option to terminate the lease.

For a contract that contains a lease component and one or more additional lease or non-lease components, the University allocates the consideration in the contract to each lease component on the basis of the relative stand-alone price of the lease component and the aggregate stand-alone price of the non-lease components.

Subsequently, the lease liability is measured at amortised cost using the effective interest rate method resulting in interest expense being recognised as a borrowing cost in the income statement. The lease liability is remeasured when there are changes in future lease payments arising from a change in an index or rate with a corresponding adjustment to the right-of-use asset. Other situations will lead to a remeasurement including a change in a lease term. The adjustment amount is factored into depreciation of the right-of-use asset prospectively.

Short-term leases and leases of low-value assets

The University has elected not to recognise right-of-use assets and lease liabilities for short-term leases i.e., leases with a lease term of 12 months or less and leases of low-value assets i.e., when the value of the leased asset when new is \$10,000 or less. The University recognises the lease payments associated with these leases as expense on a straight-line basis over the lease term.

p) Changes in accounting policies – scholarship liabilities

The University has elected to change the recognition criteria for scholarships issued to students. Scholarships are now issued with distinct details tailored individually to the student who receives the scholarship. As a result of this, a scholarship liability is established on acceptance of the scholarship by the student rather than as paid or provided to the student.

This has resulted in an opening retained earnings adjustment to recognise a liability of \$1,084,857 at 1 January 2020. The impact of the change in accounting policy for the year ended 31 December 2020 was a decrease in total comprehensive income and an increase in the scholarship liability recorded within Note 21 by \$116,208.



Note 2. Financial Risk Management

The University's activities expose it to a variety of financial risks, as follows:

(a) Significant accounting policies

Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement, and the basis on which income and expenses are recognised, with respect to each class of financial asset, financial liability and equity instrument are disclosed in Note 1 to the financial statements.

(b) Credit risk

Credit risk arises when there is the possibility of the University's debtors defaulting on their contractual obligations resulting in financial loss to the University. The University measures credit risk on a fair value basis and monitors risk on a regular basis.

Provision of impairment for financial assets is calculated based on past experience, and current and expected changes in client credit ratings.

The University does not engage in high risk hedging for its financial assets. Currently the University does not hold any collateral as security nor credit enhancements relating to any of its financial assets.

As at the reporting date, there is no event to indicate that any of the financial assets are impaired.

There are no financial assets that have had their terms renegotiated so as to prevent them from being past due or impaired, and they are stated at the carrying amounts as indicated.

(c) Liquidity risk

Liquidity risk arises when the University is unable to meet its financial obligations as they fall due. The University operates under the Government fair payments policy of settling financial obligations within 30 days and in the event of a dispute, make payments within 30 days from the date of resolution. It also continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high quality liquid assets and dealing in highly liquid markets.

The University's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk. Cash for unexpected events is generally sourced from liquidation of other financial investments.

(d) Market risk

The University's exposures to market risk are primarily through interest rate risk, foreign currency and other price risks relating to financial markets. Objectives, policies and processes used to manage each of these risks are disclosed in the paragraphs below.

Interest rate risk

Exposure to interest rate risk might arise primarily through the University's financial assets. Minimisation of risk is achieved by diversification of investments in cash and managed fund investments.

The University's exposure to interest rate risk is set out in the Table 33.2.

Other price risk

The University is exposed to other price risk relating to its investments in managed funds as disclosed in Note 16. This includes price risks from market indices in Australian and International share markets. In order to ensure that the University's investment portfolio works effectively towards achieving its financial objectives, the Finance and Investment Committee receives regular reports from institutions with whom funds are invested and reviews the position to ensure the best possible investment options for the University.

Sensitivity disclosure analysis

Taking into account past performance, future expectations, economic forecasts, and management's knowledge and experience of the financial markets, the University believes the following movements are 'reasonably possible' over the next 12 months (Base rates are sourced from the Reserve Bank of Australia):

A parallel shift of +1% and -1% in market interest rates (AUD) from year-end rates; and

A parallel shift of +10% and -10% in financial market rates from year-end rates.

(e) Net fair values

The aggregate net fair values of financial assets and liabilities are not expected to be significantly different from each class of asset and liability as disclosed and recognised in the Balance Sheet as at 31 December 2020.

Note 3. Critical Accounting Judgements and Estimates

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The University Council makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are in respect of employee provisions, depreciation of property, plant and equipment and intangibles.



Note 4. Australian Government financial assistance including HECS-HELP and other Australian Government loan programs

	Notes	2020 (\$)	2019 (\$)
(a) Commonwealth Grants Scheme and Other Grants		-	-
Total Commonwealth Grants Scheme and Other Grants		-	-
(b) Higher Education Loan Programs	32.1		
FEE-HELP		5,363,391	4,800,112
Total Higher Education Loan Programs		5,363,391	4,800,112
(c) Education Research Grants	32.2 & 32.3		
Research Support Program		649,488	671,624
Research Training Program		831,669	888,225
Total Education Research Grants		1,481,157	1,559,849
(d) Other Capital Funding		-	-
Total Other Capital Funding		-	-
(e) Australian Research Council	32.4		
<i>(i) Discovery</i>			
Total Discovery		47,413	34,273
<i>(ii) Linkages</i>			
Total Linkages		-	-
<i>(iii) Networks and Centres</i>			
Total Networks and Centres		-	-
Total Australian Research Council		47,413	34,273
(f) Other Australian Government financial assistance			
Other Australian Government financial assistance		-	-
Total Australian Government financial assistance		6,891,961	6,394,234
Reconciliation			
Australian Government grants		1,528,570	1,594,122
[a + c + d + e + f]			
HECS-HELP – Australian Government payments		-	-
Other Australian Government loan programs [FEE-HELP]		5,363,391	4,800,112
Total Australian Government financial assistance		6,891,961	6,394,234
(i) Australian Government Grants received – cash basis			
Higher Education Loan Programs	32.1	5,102,420	4,715,229
Research Training and Support Programs	32.2 & 32.3	1,481,157	1,559,849
Australian Research Council	32.4	47,413	34,273
Total Australian Government funding received –cash basis		6,630,990	6,309,351

Note 5. Fees and Charges

	2020 (\$)	2019 (\$)
Course fees and charges		
Fee-paying offshore overseas students	-	-
Fee-paying onshore overseas students	1,457,856	1,369,968
Continuing education	-	-
Fee-paying domestic postgraduate students	2,600,883	2,515,124
Fee-paying domestic undergraduate students	727,508	624,420
Fee-paying domestic non-award students	-	-
Other domestic course fees and charges	-	-
Total course fees and charges	4,786,247	4,509,512
Other fees and charges		
Other fees	18,062	12,482
College Membership fees	310,000	310,000
Total other fees and charges	328,062	322,482
Total fees and charges	5,114,309	4,831,994

Note 6. Investment Revenue and other Investment Income

	2020 (\$)	2019 (\$)
Investment revenue		
Bank deposits interest income	54,648	104,758
Dividends from equity investments	19,627	25,402
Total investment revenue	74,275	130,160
Total other investment income	-	-
Total investment revenue and other investment income	74,275	130,160

Note 7. Other Revenue and Income

	2020 (\$)	2019 (\$)
Other revenue		
Donations, bequests and sundry income	113,258	92,511
St Athanasius Lectureship Fund	15,900	25,450
Catholic Theological College Fund	229,345	252,125
Janette Gray RSM Fund	30,300	30,965
Centre for Religion and Social Policy Fund	-	18,797
Australian Government Cash Flow Boost	100,000	-
Total other revenue	488,803	419,848
Other income	4,268	10,800
Total other revenue and other income	493,071	430,648



Note 8. Employee Related Expenses

	2020 (\$)	2019 (\$)
Academic		
Salaries	464,478	757,439
Contribution to superannuation and pension schemes:		
Contribution to funded schemes	43,321	69,206
Study leave	(4,545)	(57,493)
Total academic	503,254	769,152
Non-academic		
Salaries	1,502,808	1,530,990
Contribution to superannuation and pension schemes:		
Contribution to funded schemes	199,314	195,412
Payroll tax	(5,927)	85,134
Worker's compensation	25,911	23,084
Long service leave expense	44,142	(71,382)
Annual leave	31,951	1,836
Other	41,098	79,926
Total non-academic	1,739,297	1,845,000
Total employee related expenses	2,342,551	2,614,152
Deferred employee benefits for superannuation	-	-
Total employee related expenses, including deferred employee benefits for superannuation	2,342,551	2,614,152

Note 9. Depreciation and Amortisation

	2020 (\$)	2019 (\$)
Depreciation		
Plant and equipment	56,979	50,528
Right-of-use equipment	2,159	540
Right-of-use buildings	58,993	27,220
Total depreciation	118,131	78,288
Amortisation		
Software	1,000	2,237
Total amortisation	1,000	2,237
Total depreciation and amortisation	119,131	80,525

Note 10. Repairs and Maintenance

	2020 (\$)	2019 (\$)
General Maintenance	20,203	9,569
Total repairs and maintenance	20,203	9,569

Note 11. Direct Education Expenses

	Notes	2020 (\$)	2019 (\$)
Donations and bequests		287,245	285,443
Higher Degree by Research		392,752	366,058
Library funding		482,234	443,157
Postgraduate expenses		3,832,338	3,668,573
Scholarships, grants and prizes		1,034,658	623,441
Supervision and examination		28,963	33,893
Third Party Research Engagement	1(d)	2,424,315	2,780,011
Undergraduate expenses		3,033,969	2,593,727
Total direct education expenses		11,516,474	10,794,303

Note 12. Other Expenses

	2020 (\$)	2019 (\$)
Non-capitalised equipment	4,825	14,986
Advertising, marketing and promotional expenses	7,186	15,969
Professional services	100,020	90,881
Insurances	40,445	31,924
Bad debts	-	-
Printing and stationery	3,138	12,377
Rental, hire and other leasing fees	25,663	36,434
Telecommunications	22,541	12,528
Travel	10,467	58,033
Conferences	2,286	13,171
Conferral expenses	18,256	75,353
Library hub	200,413	192,695
IT	307,668	166,208
Research grants	96,452	115,250
Miscellaneous	182,073	275,783
Total other expenses	1,021,433	1,111,592

Note 13. Income Tax

The University of Divinity is exempt from income tax under Items 1.2 and 1.4 of section 50.5 of the *Income Tax Assessment Act 1997*.



Note 14. Cash and Cash Equivalents

	2020 (\$)	2019 (\$)
Cash at bank and on hand	641,805	134,980
Deposits at call	955,095	1,348,048
Term deposits	700,527	3,231,336
Total cash and cash equivalents	2,297,427	4,714,364
(a) Reconciliation to cash at the end of the year		
The above figures are reconciled to cash at the end of the year as shown in the statement of cash flows as follows:		
Balances as above	2,297,427	4,714,364
Less: OS-HELP balances	-	-
Less: Bank overdrafts	-	-
Balance per statement of cash flows	2,297,427	4,714,364
(b) Cash at bank and on hand		
These bank accounts earn interest at rates at 0.0% (2019 – between 0.0% and 0.1%).	641,805	134,980
(c) Deposits at call		
The deposits are bearing floating interest rates of approximately 0.05% (2019 – 0.40%). These deposits are at call.	955,095	1,348,048
(d) Term Deposits		
These term deposits earn interest at rates between 0.85% and 0.94% (2019 – 0.85% and 1.74%).	700,527	3,231,336
(e) OS-HELP Balance		
The University of Divinity receives no OS-HELP monies.		

Note 15. Receivables

	2020 (\$)	2019 (\$)
Current		
Student fees	5,280	650
HELP debtor from Australian Government	330,651	69,680
Less: Provision for impaired receivables	-	-
	335,931	70,330
Other debtors	26,821	83,029
Total current receivables	362,752	153,359
Total receivables	362,752	153,359

Note 16. Other Financial Assets

	2020 (\$)	2019 (\$)
Non-Current		
Other financial assets at fair value through other comprehensive income	3,663,479	1,205,450
Total non-current other financial assets	3,663,479	1,205,450

Changes in fair values of other financial assets at fair value through other comprehensive income, are recorded in reserves statement (note 25 Reserves).

Note 17. Other Non-Financial Assets

	2020 (\$)	2019 (\$)
Current		
Prepayments	85,801	80,902
Total current other non-financial assets	85,801	80,902
Total other non-financial assets	85,801	80,902

Note 18. Property, Plant and Equipment

	Plant and equipment (\$)	Leasehold improvements (\$)	Work in progress (\$)	Total (\$)
At 31 December 2019				
- Cost	251,271	350,787	-	602,058
- Valuation	-	-	-	-
Accumulated depreciation	(164,339)	(221,127)	-	(385,466)
Net book amount	86,932	129,660	-	216,592
Year ended 31 December 2020				
Opening net book amount	86,932	129,660	-	216,592
Additions	21,793	-	55,300	77,093
Depreciation charge	(31,897)	(25,082)	-	(56,979)
Closing net book amount	76,828	104,578	55,300	236,706
At 31 December 2020				
- Cost	273,064	350,787	55,300	679,151
- Valuation	-	-	-	-
Accumulated depreciation	(196,236)	(246,209)	-	(442,445)
Net book amount	76,828	104,578	55,300	236,706



Note 19. Intangible Assets

	Software (\$)	Total (\$)
At 31 December 2019		
Cost	126,039	126,039
Accumulated amortisation and impairment	(124,874)	(124,874)
Net book amount	1,165	1,165
Year ended 31 December 2020		
Opening net book amount	1,165	1,165
Additions	-	-
Amortisation charge	(1,000)	(1,000)
Closing net book amount	165	165
At 31 December 2020		
Cost	126,039	126,039
Accumulated amortisation and impairment	(125,874)	(125,874)
Net book amount	165	165

Note 20. Right-of-use-Assets

	Buildings (\$)	Equipment (\$)	Total (\$)
At 31 December 2019			
Cost	163,319	10,798	174,117
Accumulated depreciation	(27,220)	(540)	(27,760)
Net book amount	136,099	10,258	146,357
Year ended 31 December 2020			
Opening net book amount	136,099	10,258	146,357
Additions	1,906,366	-	1,906,366
Depreciation charge	(58,993)	(2,159)	(61,152)
Closing net book amount	1,983,472	8,099	1,991,571
At 31 December 2020			
Cost	2,069,685	10,798	2,080,483
Accumulated depreciation	(86,213)	(2,699)	(88,912)
Net book amount	1,983,472	8,099	1,991,571

Note 21. Trade and Other Payables

	2020 (\$)	2019 (\$)
Current		
HELP Liability to Australian Government	-	-
Creditors and Accruals	828,529	140,664
Total current payables	828,529	140,664
Non-current		
Creditors and Accruals	593,062	-
Total non-current payables	593,062	-
Total payables	1,421,591	140,664

Note 22. Borrowings

	2020 (\$)	2019 (\$)
Current		
Lease liabilities	67,051	26,088
Total current borrowings	67,051	26,088
Non-current		
Lease liabilities	1,949,335	126,080
Total non-current borrowings	1,949,335	126,080
Total borrowings	2,016,386	152,168
Financing arrangements		
Unrestricted access was available at balance date to the following lines of credit:		
Credit standby arrangements		
Bank overdrafts	20,000	20,000
Used at balance date	-	-
Unused at balance date	20,000	20,000

Note 22.1. University as a Lessee

	2020 (\$)	2019 (\$)
Amounts recognised in the income statement		
Interest on lease liabilities	18,330	9,937
Expenses relating to short-term leases	-	29,553
	18,330	39,490
Maturity analysis – undiscounted contractual cash flows		
Less than one year	111,935	34,402
One to five years	723,602	107,084
More than 5 years	1,499,449	36,400
Total undiscounted contractual cash flows	2,334,986	177,886
Lease liabilities recognised in the statement of financial position	2,016,386	152,168
Current	67,051	26,088
Non-current	1,949,335	126,080



Note 23. Provisions

	2020 (\$)	2019 (\$)
Current provisions expected to be settled within 12 months		
Employee benefits		
Annual leave	203,844	171,567
Long service leave	92,462	85,502
Study leave	-	4,545
Total current provisions	296,306	261,614
Non-current		
Employee benefits		
Long service leave	71,501	33,729
Total non-current provisions	71,501	33,729
Total provisions	367,807	295,343

(a) Movements in provisions

Movements in each class of provision during the financial year are set out below:

2020	Annual Leave (\$)	Study Leave (\$)	Long Service Leave (\$)	Total (\$)
Current				
Carrying amount at start of year	171,567	4,545	85,502	261,614
Net movement	32,277	(4,545)	6,960	34,692
Carrying amount at end of year	203,844	-	92,462	296,306
Non-current				
Carrying amount at start of year	-	-	33,729	33,729
Net movement	-	-	37,772	37,772
Carrying amount at end of year	-	-	71,501	71,501

Note 24. Other Liabilities

	2020 (\$)	2019 (\$)
Current		
Fees in Advance	24,096	65,880
Total current other liabilities	24,096	65,880

Note 25. Reserves and Retained Surpluses

The University has set aside reserves for funding received for which future expenditure is expected as follows:

	2020 (\$)	2019 (\$)
(a) Reserves		
Asset Revaluation Reserve, established to record the gains/losses on the University's financial assets.	335,909	285,304
Movements		
<i>Asset Revaluation Reserve</i>		
Balance 1 January	285,304	98,574
Movements - Other Comprehensive Income	50,605	186,730
Balance 31 December	335,909	285,304
Building Fund reserve, to enable the University to establish its own building.	676,104	637,834
Movements		
<i>Building Fund Reserve</i>		
Balance 1 January	637,834	529,280
Transfer (to)/from retained earnings	38,270	108,554
Balance 31 December	676,104	637,834
General Reserve Fund, to strengthen the financial viability and sustainability of the University and to mitigate risk.	3,929,837	2,459,513
Movements		
<i>General Reserve Fund</i>		
Balance 1 January	2,459,513	1,777,630
Transfer (to)/from retained earnings	91,026	415,459
Transfer (to)/from Other Reserves	1,379,298	266,424
Balance 31 December	3,929,837	2,459,513
Government Scholarships Reserve Fund, to mitigate risk of losing government scholarship funding.	-	1,376,938
Movements		
<i>Government Scholarships Reserve Fund</i>		
Balance 1 January	1,376,938	1,613,060
Transfer (to)/from retained earnings	2,360	30,302
Transfer (to)/from Other Reserves	(1,379,297)	(266,424)
Balance 31 December	-	1,376,938
Leatherland Fund Reserve, established to provide funds to award the Leatherland Prize and to support the Dalton McCaughey Library.	10,266	10,256
Movements		
<i>Leatherland Fund Reserve</i>		
Balance 1 January	10,256	11,226
Transfer (to)/from retained earnings	10	(970)
Balance 31 December	10,266	10,256
Bursary Fund, established to provide funds to award scholarships to students	5,305	11,008
Movements		
<i>Bursary Fund</i>		
Balance 1 January	11,008	17,858
Transfer (to)/from retained earnings	(5,703)	(6,850)
Balance 31 December	5,305	11,008



St Athanasius Lectureship Fund	3,121	3,383
Movements		
<i>St Athanasius Lectureship Fund</i>		
Balance 1 January	3,383	1,669
Transfer (to)/from retained earnings	(262)	1,714
Balance 31 December	3,121	3,383
Catholic Theological College Fund	45,459	14,247
Movements		
<i>Catholic Theological College Fund</i>		
Balance 1 January	14,247	10,998
Transfer (to)/from retained earnings	31,212	3,249
Balance 31 December	45,459	14,247
Centre for Religion & Social Policy Fund	-	-
Movements		
<i>Centre for Religion & Social Policy Fund</i>		
Balance 1 January	-	5,198
Transfer (to)/from retained earnings	-	(5,198)
Balance 31 December	-	-
Prizes Fund	3,563	4,234
Movements		
<i>Prizes Fund</i>		
Balance 1 January	4,234	2,046
Transfer (to)/from retained earnings	(671)	2,188
Balance 31 December	3,563	4,234
Scholarships Grants Reserve, funding through Research Training Program	-	896,072
Movements		
<i>Scholarships Grants Reserve</i>		
Balance 1 January	896,072	597,015
Change in accounting policy (Note 1(p))	(896,072)	-
Transfer (to)/from retained earnings	-	299,057
Balance 31 December	-	896,072
Janette Gray RSM Fund	120,701	-
Movements		
<i>Janette Gray RSM Fund</i>		
Balance 1 January	-	-
Transfer (to)/from retained earnings	120,701	-
Balance 31 December	120,701	-
Indigenous Theology Fund	115,706	-
Movements		
<i>Indigenous Theology Fund</i>		
Balance 1 January	-	-
Transfer (to)/from retained earnings	115,706	-
Balance 31 December	115,706	-
Total Reserves	5,245,971	5,698,789

(b) Retained surplus

Movements in retained surplus were as follows:

Retained surplus at 1 January	165,345	1,055,944
Change in accounting policy (Note 1(p))	(188,785)	-
Net operating result for the year	(21,861)	(43,094)
Add (Less) transfer to (from) Building Fund Reserves	(38,270)	(108,554)
Add (Less) transfer to (from) General Reserve Fund	(91,026)	(415,459)
Add (Less) transfer to (from) Government Scholarships Reserve Fund	(2,360)	(30,302)
Add (Less) transfer to (from) Leatherland Fund Reserve	(10)	970
Add (Less) transfer to (from) Bursary Fund	5,703	6,850
Add (Less) transfer to (from) St Athanasius	262	(1,714)
Add (Less) transfer to (from) Catholic Theological College	(31,212)	(3,249)
Add (Less) transfer to (from) Centre for Religion & Social Policy	-	5,198
Add (Less) transfer to (from) Prizes Fund	671	(2,188)
Add (Less) transfer to (from) Scholarships Grants Reserve	-	(299,057)
Add (Less) transfer to (from) Janette Gray RSM Fund	(120,701)	-
Add (Less) transfer to (from) Indigenous Theology Fund	(115,706)	-
Retained surplus at 31 December	(437,950)	165,345

Note 26. Key Management Personnel Disclosures

In accordance with the Ministerial Directions issued by the Minister for Finance under the *Financial Management Act 1994* (FMA), the following disclosures are made regarding responsible persons for the reporting period.

(a) Names of responsible persons and executive officers

The University of Divinity is accountable to the Minister for Higher Education. The person who held the positions of the relevant Minister during 2020 is as follows:

Minister for Higher Education

The Hon. Gayle Tierney, MP 1 January 2020 to 31 December 2020

The following persons were responsible persons and executive officers of the University of Divinity during the financial year:

Graeme Blackman (Chancellor); Andrew Menzies (Deputy Chancellor, 1 January – 11 March 2020); Gabrielle McMullen (Deputy Chancellor, 12 March – 31 December 2020); Peter Sherlock (Vice-Chancellor); Frank Rees (Chair of the Academic Board); Jeanette Baird; Annette Braunack-Mayer; Nicholas Fels; Carolyn Francis (from 30 June 2020); Avril Hannah-Jones; Anne Hunt; Terry McCredden; Robert Mitchell; Robert Morsillo; Janette Phelan (from 29 May 2020); Natalie Sims

(b) Other key management personnel

There were no other persons who had authority and responsibility for planning, directing and controlling the activities of the University of Divinity during the financial year.



(c) Remuneration of Board Members and Executives

Income paid or payable, or otherwise made available, to Board Members by the entity and related parties in connection with the management of affairs of the entity:

	2020 (\$)	2019 (\$)
Remuneration of Board Members		
Nil to \$9,999	15	15
Remuneration of executive officers		
\$90,000 to \$99,999	-	1
\$220,000 to \$229,999	1	-
\$260,000 to \$269,999	-	1

(d) Key management personnel compensation		
Short-term employee benefits	207,653	337,524
Post-employment benefits	19,553	31,611
Total key management personnel compensation	227,206	369,135

Note 27. Remuneration of Auditors

	2020 (\$)	2019 (\$)
Audit services		
Fees paid to <i>McLean Delmo Bentleys Audit Pty Ltd</i>		
Audit and review of financial reports and other audit work	22,850	20,800
Other services	-	-
Total remuneration	22,850	20,800

Note 28. Contingencies

At the date of this report there are no contingent liabilities.

Note 29. Subsequent Events

Since the end of the financial year, there have been no significant subsequent events that would materially affect the financial statements.

Note 30. Commitments

(a) Capital commitments

As at 31 December 2020 the University of Divinity had outstanding capital commitments of \$nil (2019 \$nil).

(b) Lease commitments

Refer to Note 22 for lease liability commitments.

Note 31. Reconciliation of Operating Result after Income Tax to Net Cash Inflow from Operating Activities

	2020 (\$)	2019 (\$)
Operating result for the year	(21,861)	(43,094)
Depreciation and amortisation	119,131	80,525
Increase (Decrease) for Annual Leave	32,276	1,836
Increase (Decrease) for Long Service Leave	44,732	(71,382)
Increase (Decrease) for Study Leave	(4,545)	(57,493)
Decrease (Increase) in trade debtors	(182,872)	(10,767)
Decrease (Increase) in other operating assets	(60,200)	(19,834)
Increase (Decrease) in trade creditors	79,865	36,402
Increase (Decrease) in other operating liabilities	(41,784)	28,776
Net cash inflow (outflow) from operating activities	(35,258)	(55,031)

Note 32. Acquittal of Australian Government Financial Assistance

32.1 Higher Education Loan Programs	Notes	FEE-HELP		Total	
		2020 (\$)	2019 (\$)	2020 (\$)	2019 (\$)
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the Programs)		5,102,420	4,715,229	5,102,420	4,715,229
Net accrual adjustments		260,971	84,883	260,971	84,883
Revenue for the period	4(b)	5,363,391	4,800,112	5,363,391	4,800,112
Surplus / (deficit) from the previous year		69,680	(15,204)	69,680	(15,204)
Total revenue including accrued revenue		5,433,075	4,784,908	5,433,075	4,784,908
Less expenses including accrued expenses		5,102,420	4,715,228	5,102,420	4,715,228
Surplus / (deficit) for reporting period		330,651	69,680	330,651	69,680

32.2 Research Training Program	Notes	RTP		Total	
		2020 (\$)	2019 (\$)	2020 (\$)	2019 (\$)
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the Programs)		831,669	888,225	831,669	888,225
Net accrual adjustments		-	-	-	-
Revenue for the period	4(c)	831,669	888,225	831,669	888,225
Surplus / (deficit) from the previous year		896,073	597,015	896,073	597,015
Total revenue including accrued revenue		1,727,742	1,485,240	1,727,742	1,485,240
Less expenses including accrued expenses		2,072,102	589,167	2,072,102	589,167
Surplus / (deficit) for reporting period		(344,360)	896,073	(344,360)	896,073



32.3 Research Support Program	Notes	RSP		Total	
		2020 (\$)	2019 (\$)	2020 (\$)	2019 (\$)
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the Programs)		649,488	671,624	649,488	671,624
Net accrual adjustments		-	-	-	-
Revenue for the period	4(d)	649,488	671,624	649,488	671,624
Surplus / (deficit) from the previous year		-	-	-	-
Total revenue including accrued revenue		649,488	671,624	649,488	671,624
Less expenses including accrued expenses		649,488	671,624	649,488	671,624
Surplus / (deficit) for reporting period		-	-	-	-

32.4 Australian Research Council Grants	Notes	Discovery		Total	
		2020 (\$)	2019 (\$)	2020 (\$)	2019 (\$)
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the Programs)		47,413	34,273	47,413	34,273
Net accrual adjustments		-	-	-	-
Revenue for the period	4(e)	47,413	34,273	47,413	34,273
Surplus / (deficit) from the previous year		-	-	-	-
Total revenue including accrued revenue		47,413	34,273	47,413	34,273
Less expenses including accrued expenses		47,413	34,273	47,413	34,273
Surplus / (deficit) for reporting period		-	-	-	-

Note 33. Financial instruments

33.1. Interest Rate Exposure and Maturity Analysis of Financial Assets										
	Weighted average effective interest rate (%)	Carrying amount	Interest rate exposure (\$)			Past due by (\$)				
			Fixed interest rate	Variable interest rate	Non-interest bearing	Less than 1 month	1-3 months	3 months – 1 year	1-5 years	
2020										
Cash and cash equivalents	0.30%	2,297,427	700,527	955,095	641,805	-	-	-	-	-
Receivables	-	362,752	-	-	-	362,451	301	-	-	-
Other financial assets at fair value	-	3,689,999	-	-	3,689,999	-	-	-	-	-
Total financial assets	-	6,323,174	700,527	955,095	4,331,804	362,451	301	-	-	-
2019										
Cash and cash equivalents	1.64%	4,714,364	3,231,336	1,483,028	-	-	-	-	-	-
Receivables	-	153,359	-	-	153,359	152,709	650	-	-	-
Other financial assets at fair value	-	1,205,450	-	-	1,205,450	-	-	-	-	-
Total financial assets	-	6,073,173	3,231,336	1,483,028	1,358,809	152,709	650	-	-	-



The following table discloses the contractual maturity analysis for the University's financial liabilities:

33.2 Interest rate exposure and maturity analysis of financial liabilities									
	Interest rate exposure (\$)			Maturity dates					
	Weighted average effective interest rate (%)	Nominal amount	Fixed interest rate	Variable interest rate	Non-interest bearing	Less than 1 month	1-3 months		
2020									
Payables	-	1,421,591	-	-	1,421,591	1,420,205	-	1,386	-
Total Financial Liabilities	-	1,421,591	-	-	1,421,591	1,420,205	-	1,386	-
2019									
Payables	-	140,663	-	-	140,663	118,750	-	21,913	-
Total Financial Liabilities	-	140,663	-	-	140,663	118,750	-	21,913	-

The following table discloses the impact on net operating result and equity for each category of financial instrument held by the University at year-end as presented to key management personnel, if the movements disclosed in Note 2 (d) were to occur.

33.3 Market risk exposure									
	Carrying amount (\$)	Interest rate risk (\$)				Other price risk (\$)			
		-1% (100 basis points)		1% (100 basis points)		-10%		10%	
		Profit	Equity	Profit	Equity	Profit	Equity	Profit	Equity
2020									
Financial assets:									
Cash and cash equivalents	2,297,427	(22,974)	22,974	22,974	-	-	-	-	-
Receivables	362,752	-	-	-	-	-	-	-	-
Other financial assets at fair value	3,663,479	-	-	-	(366,348)	(366,348)	366,348	366,348	366,348
Financial liabilities									
Payables	1,421,591	-	-	-	-	-	-	-	-
Total increase/(decrease)		(22,974)	22,974	22,974	(366,348)	(366,348)	366,348	366,348	366,348
2019									
Financial assets:									
Cash and cash equivalents	4,714,364	(47,114)	47,114	47,114	-	-	-	-	-
Receivables	153,359	-	-	-	-	-	-	-	-
Other financial assets at fair value	1,205,450	-	-	-	(120,545)	(120,545)	120,545	120,545	120,545
Financial liabilities									
Payables	104,262	-	-	-	-	-	-	-	-
Total increase/(decrease)		(47,114)	47,114	47,114	(120,545)	(120,545)	120,545	120,545	120,545

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 December 2020

Certification

In our opinion:

The attached financial statements of the **University of Divinity** present fairly the financial performance for the year ended 31 December 2020 and the financial position as at 31 December 2020.

The attached financial statements and notes comply with the Financial Management Act 1994 and with Australian equivalents to International Financial Reporting Standards (A-IFRS), Australian Accounting Standards (AAS and AASB standards) and other mandatory reporting requirements, including the requirements of the Department of Education and Training, Financial Reporting Directions, Standing Directions and Business Rules and the *Australian Charities and Not-For-Profits Commission Act 2012*.

At the date of this certification, there are reasonable grounds to believe that the University of Divinity will be able to pay its debts as and when they fall due; and the amount of Australian Government financial assistance expended during the reporting period was for the purposes for which it was intended and the University of Divinity has complied fully with the requirements of applicable legislation, contracts, agreements and various programme guidelines in making expenditure that apply to the Australian Government financial assistance identified in these financial statements.

The University of Divinity charged Student Services and Amenities Fees strictly in accordance with the *Higher Education Support Act 2003* and the Administration Guidelines made under the Act. Revenue from the fee was spent strictly in accordance with the Act and only on services and amenities specified in subsection 19-38(4) of the Act.

In addition, we are not aware at the date of signing these statements of any circumstances which would render any particulars included in the statements to be misleading or inaccurate.



Dr Graeme L. Blackman AO
Chancellor
10 March 2021



Professor Peter Sherlock
Vice-Chancellor
10 March 2021



Mr Jason Gu
Financial Controller
10 March 2021

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE UNIVERSITY OF DIVINITY

Opinion

We have audited the accompanying financial report of the University of Divinity (the University), which comprises the Statement of Financial Position as at 31 December 2020, the Statement of Comprehensive Income, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory notes and the Certification on behalf of the Council.

In our opinion, the financial report of the University of Divinity is in accordance with the University of Divinity Act 1910, the Financial Management Act 1994, the Higher Education Support Act 2003, the requirements of the Department of Education and Training and Chapter 3 Division 60-45 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- (i) giving a true and fair view of the University's financial position as at 31 December 2020 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for Profits Commission Regulation 2013.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

In conducting our audit, we have complied with the independence requirements of the Australian Charities and Not-for-profits Commission Act 2012.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Council for the Financial Report

The Council is responsible for the preparation of the financial report that gives a true and fair view of the financial report in accordance with Australian Accounting Standards, the provisions of the *University of Divinity Act 1910*, the *Financial Management Act 1994*, the *Higher Education Support Act 2003*, the requirements of the Department of Education and Training and the *Australian Charities and Not-for-profits Commission Act 2012*. The Council responsibility also includes such internal control as the Council determines is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Council is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Council either intends to liquidate the Entity or to cease operations, or have no realistic alternative but to do so.

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF THE UNIVERSITY OF DIVINITY (CONTINUED)**

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Council.
- Conclude on the appropriateness of Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Council with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

McLean Delmo Bentleys Auditor Pty Ltd.

McLean Delmo Bentleys Audit Pty Ltd



**Rod Hutton
Partner**

Hawthorn
15 March 2021

AUDITOR'S INDEPENDENCE DECLARATION

To the Members of the Council to the University of Divinity

As engagement partner for the audit of the University of Divinity for the year ended 31 December 2020, I declare that, to the best of my knowledge and belief, there have been:

- (i) No contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) No contraventions of any applicable code of professional conduct in relation to the audit.

McLean Delmo Bentleys Audit Pty Ltd.

McLean Delmo Bentleys Audit Pty Ltd



Rod Hutton
Partner

Hawthorn
10 March 2021

Established by the University of Divinity Act 1910.

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