



Avondale University

Year in Review | **2024**



CRICOS Provider No.: 02731D | RTO: 91191 | TEQSA: PRV12015

Contents

| | |
|----|--|
| 3 | From the Vice-Chancellor |
| 4 | About Avondale University |
| 6 | Avondale's Mission and Strategy |
| 9 | Organisational Performance and Data |
| 10 | High Impact Research, Sustained Performance, and Quality |
| 12 | Avondale University Student and Staff Data Snapshot |
| 14 | Key Achievements and Highlights |
| 20 | Avondale University Council and Management Structure |
| 22 | Avondale University Financial Performance |

acknowledgement of God and Country

Avondale University acknowledges our Sovereign God as Provider and Creator of all things. We respectfully acknowledge the Awabakal and Darramuragal peoples as the traditional custodians of the lands on which we live, work, study and worship across our Lake Macquarie and Sydney campuses. We thank them for protecting this coastline and its ecosystems, and we recognise their continuing connection to land and waters. We pay our respects to Elders past, present and emerging, and extend that respect to all First Nations People.

From the Vice-Chancellor

Over the course of 2024, Avondale University continued to implement the council-endorsed program of renewal to reposition the institution in response to institution-specific and sector-wide challenges. Submission of a re-registration application with the Tertiary Education Quality and Standards Agency (TEQSA) has seen reviews of governance, strategic and academic development, as well as financial and risk management in light of comprehensive reviews by independent consultants. Semester 1 census data confirmed that the anticipated enrollment growth had not eventuated, and further savings measures were applied.

In April, Professor Kerri-Lee Krause announced plans to pursue new challenges upon the conclusion of her contract. Following selection and appointment processes, I had the honour of being appointed Vice-Chancellor by the end of June. An announcement by the Chief Financial and Operations Officer (CFOO), Mr Matthew Brown, of plans to move to a new role led to the appointment of Dr Warrick Long as CFOO in September 2024. The members of Avondale University Partnership Alliance (AUPA) had completed work on the refurbished cafeteria, renamed 7@Avondale, but over the course of 2024, AUPA wound back its programs and Avondale University resumed management of 7@Avondale. AUPA made significant contributions to the development of the university over the course of its operations.

The marketing team continued to build strong, mission-aligned programs around the motto: 'For a greater vision of world needs' which resonated widely with staff and students. Strong student engagement in professional placement opportunities in Tonga, participation in the 13th World Choir Games in New Zealand, and involvement in overseas service projects in Thailand and Laos were all consistent with the value Avondale places on service learning. Avondale Seminary staff joined the PNG4Christ program in PNG, which offered personal and professional experience consistent with Avondale's point of differentiation.

The Federal Government's Higher Education Accord informed strategic planning and governance practices. Avondale's First Nations participation rates are above the national average and are forecast to rise as new pathways and partnerships are fully implemented. Analysis of the Quality Indicators for Learning and Teaching (QILT) data continues to highlight Avondale's



effective social cohesion and student safety programs. Avondale University was listed as having the highest rate of full-time graduate employment in the latest QILT reports.

Government initiatives to manage international enrolments had sector-wide influence on marketing strategies, growth forecasts, and added reputational risks. Membership of the NSW Vice-Chancellors' Committee (NSWVCC), Independent Higher Education Australia (IHEA), and the Australian Christian Higher Education Alliance (ACHEA) all offer valuable advocacy and professional input that assists Avondale's engagement with both government and non-government agencies. Generative AI was another disruptor with potential for impact across the sector. TEQSA's collaborative engagement with higher education institutions led to professional development programs to better understand the benefits and evolving risks of AI.

Over the course of 2024, we farewelled a number of senior academics (Professor Maria Northcote, Associate Professor Peter Kilgour, Professor Daniel Reynaud) as they moved into retirement, requiring effective mitigation of risk to research leadership, impact, and output. The successful appointment of Dr Jason Morton as Dean of Research and Research Training, and Professor Tracie Mafile'o as Research Professor and Associate Dean of Research, provided a smooth transition for the implementation of the revised research strategy.

After a year addressing financial sustainability, the announcement that Avondale had secured a five-year \$50M funding agreement provides an opportunity to continue to build on the success of current programs, establish new revenue streams, and secure Avondale's future.

A handwritten signature in black ink that reads "Malcolm Coulson".

Professor Malcolm Coulson
Vice-Chancellor and President, Avondale University

About Avondale University



Avondale University is Australia's newest university, with a long and proud history. Avondale University traces its beginnings to 1892 when its predecessor institution was established in Melbourne, Victoria, to educate young people for employment in the developing work of the Seventh-day Adventist Church in Australia, New Zealand and the South Pacific. In 1897 the College was relocated to its present site in Cooranbong, New South Wales, offering courses in teaching, business, and biblical and mission studies.

Avondale has been preparing students for degrees since the 1950s, initially through external programs (BSc, University of London) and affiliation agreements (BA, Pacific Union College, California; MA, Andrews University, Michigan), and subsequently with Australian accreditation. In December 2014, Avondale achieved self-accrediting status through the Tertiary Education Quality and Standards Agency. Australian University College status was awarded in 2019.

In July 2021, TEQSA approved Avondale's application to become an Australian University in recognition of its long history of quality course offerings, strong student outcomes, commitment to civic leadership and engagement with local and regional communities underpinned by mission-based research and extensive industry collaborations.

As a dual sector university, Avondale offers a bespoke range of vocational (VET) pathways and certificate programs, undergraduate, postgraduate and Higher Degree by Research offerings. Higher education offerings span the fields of Arts, Business, Teaching, Nursing, Counselling, Ministry and Theology. VET

options include Outdoor Recreation and Leadership, and Individual Support certificate courses. High impact, interdisciplinary research is a hallmark of Avondale University, with three Research Centres leading the way in Lifestyle and Health; Christian Education; and Scripture, Spirituality and Society. An academic press and scholarly journal exemplify Avondale's commitment to mission-aligned research and scholarship with practical benefits for our local and global partners.

Avondale University's values of Excellence, Spirituality, Wellbeing, Integrity and Service are at the heart of our student and staff community. These core values are infused in our course offerings and research, as well as extra-curricular activities, mission and volunteer initiatives and in our service to the wider community. The University caters for students from diverse backgrounds who desire a values-based Christian higher education with a focus on student wellbeing, a holistic educational experience and academic excellence. Our main campus is in the picturesque City of Lake Macquarie, NSW, Australia and our nursing-specific campus is on the grounds of one of NSW's largest private hospitals in Wahroonga, Sydney. Avondale is proud to be part of a worldwide educational network within the Seventh-day Adventist Church, welcoming all who want to learn in a values-based, inclusive environment. This learning community includes schools, universities and colleges that prepare students for lifelong learning and a worldview of service.

Our Values

Excellence | Spirituality | Wellbeing | Integrity | Service



Avondale's Mission and Strategy

Our Purpose To transform lives through Christ-centred higher education

Our Way We engage students in authentic, faith-based learning, service and discovery

Our Impact Empowering our University graduates and community with a greater vision of world needs

During 2023 we renewed our commitment to mission, consolidated our University Strategy and refreshed our focus on five strategic priorities aligned with the University Renewal Plan.

Avondale University Strategic Plan 2024-2027: A Strategy for Growth

The refreshed Avondale University Strategic Plan 2024-2027 builds on Avondale's proud history and the profound legacy of those who went before us. The plan charts a course for securing our future as an Australian University, part of the international network of Seventh-day Adventist universities and colleges and welcoming students from all backgrounds who aspire to learn in a high quality, values-based higher education environment. Our roots go deep in the communities we serve as we prepare graduates with a greater vision of world needs.

Starting with our values of excellence, spirituality, wellbeing, integrity and service, the refreshed strategic plan reflects the focal point of spirituality and faith engagement which infuses all that we do. Our five strategic priorities, outlined below, are designed to achieve growth and sustainability to more effectively deliver on our mission.



Five Strategic Priorities

1. Delivering an exceptional Avondale student experience

Building on Avondale's rich history, we will continue to innovate, challenge, and renew what we offer to our students, staff and society. We will ensure as many people as possible, from wide and varied backgrounds, have the opportunity to benefit from Avondale's top rating higher education courses, along with vocational pathways and short courses to prepare them for the world of work. We will combine a focus on spirituality and faith engagement to prepare graduates with an orientation to mission and service, and the capacity to respond ethically and morally in their workplaces and communities locally and globally.

What will success look like, 2024-2027?

- Top 10 in Australia for high quality student experience
- Enhanced spiritual engagement assessed using qualitative and quantitative indicators
- Improved student satisfaction with wellbeing and support services
- Improved student satisfaction, retention and success in undergraduate and postgraduate courses

2. Securing our future

As Australia's smallest university, Avondale will prioritise strategies to secure our future to deliver our unique mission. This priority will be addressed through a combination of business plan renewal, diversifying revenue sources, innovating in coursework offerings and modes of delivery that meet market demand and expanding VET pathway options. Investing to grow is a priority of the renewal plan, particularly in digital renewal and investment in contemporary learning and worship spaces and improved student accommodation to enhance Avondale's ability to attract students to on campus and online learning environments.

What will success look like, 2024-2027?

- Increased higher education student enrolments in current and newly created courses and modes of delivery across all Fields of Education to meet market demand
- Increased VET and short course student enrolments in current and expanded course offerings in priority labour market areas
- Financial sustainability will be measured through increased operating income, diversified revenue streams and reduced operating deficits

3. Engaging in world-class research with impact

Our learning and teaching is enriched by scholarship and world-class, mission-aligned research. Avondale specializes in applied research that: aligns with our core mission; has a demonstrable impact on communities; addresses real world issues and challenges; and serves our world for good. Avondale already demonstrates 'world-standard' research based on overall quality and quantity of research publications, number of citations, research grant income, collaboration with peers internationally and industry engagement (including with Adventist Schools Australia, Sanitarium Health & Wellbeing Group, ADRA and Advent Health). It will be important to sustain and increase the consistency of this performance across all Fields of Research and Education over the coming period.

What will success look like, 2024-2027?

- Annual growth in research quality and productivity through increased submission to high quality (Q1/Q2) journals and improved field-weighted citation impact scores
- Annual growth in research grant, commercialisation and contract income across Fields of Education
- Strategic partnerships growth, prioritising evidence of impact and expanded partnerships with Adventist institutions in the South Pacific region

4. Fostering staff talent and culture

Our people are the bedrock of our strategic success. Our workforce plan focuses on fostering staff talent, capability building and wellbeing. We are intentional about shaping and refreshing our academic and professional staff workforce profile to align with strategic priorities, educational and research focus areas. Opportunities for spiritual engagement and practical wellbeing support are integral to fostering our organisational culture.

What will success look like, 2024-2027?

- Annual improvements in staff wellbeing and spiritual engagement using survey and qualitative indicators
- Continued top quartile performance on benchmarked staff engagement, learning and culture surveys
- Increased senior academic leader ratio by Field of Education

5. Achieving operational efficiency and excellence

A systemic program is underway to enhance data management and automation, improve monitoring of student progress and identification of students at risk, and to counter threats to academic integrity and cyber security. These efforts include investment in systems, research, and education. Avondale benchmarks nationally to maximise cyber risk mitigation, counter foreign interference risks and optimise data security. Operational efficiency measures are monitored closely to maximise financial sustainability and risk mitigation.

What will success look like, 2024-2027?

- Improved resource use, particularly space utilization across the calendar year
- Growth in external event income
- Operational efficiencies through automation and streamlined digitally enabled workflows





Organisational Performance

A 5-star student experience

Avondale University achieved an impressive five-star rating across a range of nationally benchmarked student experience criteria for 2023. These areas include Overall Experience, Teaching Quality, Skills Development, Learner Engagement and Student Support (reported in Good Universities Guide 2025). This phenomenal achievement is testament to the expertise and deep commitment of our staff as they continue to foster a learning environment that is second to none.



Learner Engagement

75.7% of Avondale University students felt they were engaged with learning at their institution.



Overall Experience

88.9% of Avondale University students were satisfied with the overall quality of their educational experience.



Skills Development

85.1% of Avondale University students were satisfied with the skill development they experienced through their studies.



Student Support

83.9% of Avondale University students were satisfied with the support they received from their institution.



Teaching Quality

87.5% of Avondale University students were satisfied with the quality of teaching they experienced.



Graduate Salary

Graduates from Avondale University earn a median salary of \$64,400



Full-Time Employment

89.8% of Avondale University graduates are employed full-time four months after completing their course.



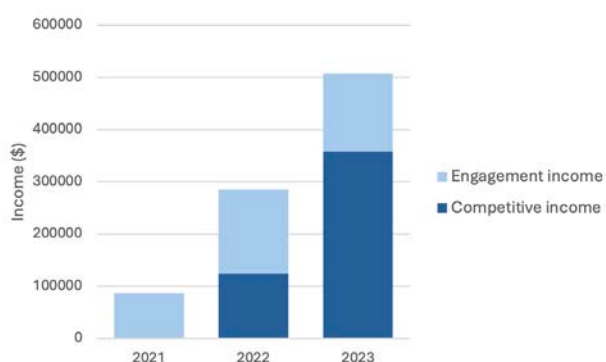
Quality graduate outcomes

Avondale's full-time undergraduate employment rate is 89.8% . We rank #1 in Australia, compared to all other universities, rating well above the Australian average of 75.4% across all universities (Good Universities Guide 2025). Avondale also received a top 5-star rating for graduate mean salary compared to all other higher education providers and Australian universities in 2023.

High Impact Research, Sustained Performance, and Quality

Avondale University continues to focus on three major research strategies: 1) conducting applied, multidisciplinary research that addresses real-world challenges through strategic partnerships with industry, government and the community; 2) achieving research outcomes that are benchmarked at world standards, or above, using best practice indicators; and 3) fostering a research culture that builds staff capacity, enhances educational offerings, and invests strategically in a sustainable research future. This has led to a significant increase in competitive and engagement research income over the past three years (Figure 1) and, for the first time, Avondale received Research Block Grant (RBG) funds from the Department of Education (Australian Government) to the value of \$129,209 to support research and research training.

Figure 1. Trends in research income from 2021 to 2023. Note that research income for 2024 is not yet available.



In 2024, Avondale University demonstrated further commitment to its research strategies by increasing staffing in Research Services by 0.7 FTE to focus on growing mission-aligned research quality, productivity and impact. This has resulted in a significant amount of foundational work being done in the streamlining of internal management processes, building open communication partnerships between the Library, IT, Finance, the Wellbeing Centre and Research Centres, implementing initiatives to support a positive research culture and the dissemination of research findings, and building strategic external research partnerships, particularly with Seventh-day Adventist Church entities and institutions in the South Pacific.

Much of the research-related activity is managed through three Research Centres that are aligned with the mission of the Seventh-day Adventist Church

and support Avondale's motto: For a greater vision of world needs. The **Christian Education Research Centre** (CERC) promotes research that provides critical knowledge for the development of Christian education. CERC mobilises research teams, building partnerships between Christian schools, Christian tertiary institutions and their administering entities, such as Adventist Schools Australia (ASA), Adventist schools in the South Pacific and the worldwide Seventh-day Adventist School System. Examples of projects include:

- Faith Formation in Schools, led by Dr Kevin Petrie, which examines the approaches Adventist Schools in the South Pacific Division take to enhance their students' personal faith journey;
- School Choice, led by Dr Vladka Henley and Dr Peter Morey, which investigates the factors that influence families as they choose a school for their children;
- Service Learning in Adventist Schools, led by Dr Peter Beamish, which aims to develop research-informed curricula and professional development materials to support the inclusion of service-learning programs; and
- Understanding the Relational Web of Adolescent Spirituality, led by Prof Phil Fitzsimmons, which seeks to understand students' perspectives on spirituality.

CERC researchers authored 17 refereed journal and book publications in 2024. CERC also hosts the TEACH Journal of Christian Education, which is a part of The Ministry of Teaching, a collaborative initiative of Adventist Schools Australia. Since 2007, the TEACH journal has highlighted exemplary practice, reported on current research, reviewed philosophical and theoretical positions, and focused on the role of effective teaching as a change agent in the lives of students. In 2024, one issue of TEACH was published and distributed to stakeholders.

The **Lifestyle Medicine and Health Research Centre** (LMHRC) fosters multidisciplinary research in lifestyle, health and wellbeing while working closely with health regulators, hospitals, health food sectors, schools and aged care facilities, including those administered by the Seventh-day Adventist Church. Special focus areas in 2024 included tobacco

and nicotine use, infection prevention and control, lifestyle medicine, behaviour change, and end-of-life care. LMHRC researchers authored 28 refereed journal and book publications and had key roles in major national and international conferences where they shared findings, fostered collaborations and shaped discussions on critical health issues.

Highlights for the LMHRC in 2024 included Prof Brett Mitchell being awarded a Member of the Order of Australia (AM) for his “significant service to nursing, particularly infection prevention and control”. Prof Mitchell also led the CLEEN study, which investigated ways of improving the cleaning of hospital equipment to reduce infections and earned Prof Mitchell the Central Coast Local Health District Maree Gleeson Excellence in Research Award.

The Lift Project, created by Dr Darren Morton (Director of LMHRC) to enhance the mental wellbeing of individuals through engaging, evidence-based mental wellbeing education, has now surpassed 50,000 registrations across approximately 40 countries in educational, healthcare, workplace and community settings, and continues to provide opportunities to disseminate world-class wellbeing initiatives through presentations, publications, podcasts and media interest.

The **Scripture, Spirituality and Society Research Centre** (SSSRC) supports research with practical applications related to the needs of the Christian Church and the wider community, reflecting the beliefs of the Seventh-day Adventist Church. SSSRC researchers authored 34 refereed journal and book publications in 2024 and presented at various national and international conferences/workshops, including as keynote presenters. Major projects in 2024 included:

- Global Adventist Pastors Survey, led by Prof Robert McIver and Dr Wendy Jackson;
- Grit in Ministry commissioned by the New Zealand Pacific Union Conference of the Seventh-day Adventist Church, led by Prof Tracie Mafile'o;
- Adventist Families in Australia Study undertaken for the Australia Union Conference of the Seventh-day Adventist Church, led by Prof Tracie Mafile'o;
- First Nations Community Development, a study commissioned by ADRA Australia, undertaken

by Prof Tracie Mafile'o in collaboration with researchers at QUT;

- PNG for Christ, a collaborative project with researchers from Pacific Adventist University, led at Avondale University by Pr Neil Thompson and Dr Cynthia Barlow; and
- PAU-Avondale University Research Capacity Strengthening project, funded by Australia Awards PNG, in which Avondale University partnered with PAU to lead research capacity strengthening workshops and activities (led by Prof Tracie Mafile'o).

Alongside the operations of the Research Centres is the Higher Degree Research (HDR) program offering research support and training for MPhil and PhD candidates and their supervisors engaged with projects aligned to Avondale's Research Centres. Significant increases have occurred in the number of HDR graduands in 2024 compared to previous years (Figure 2).

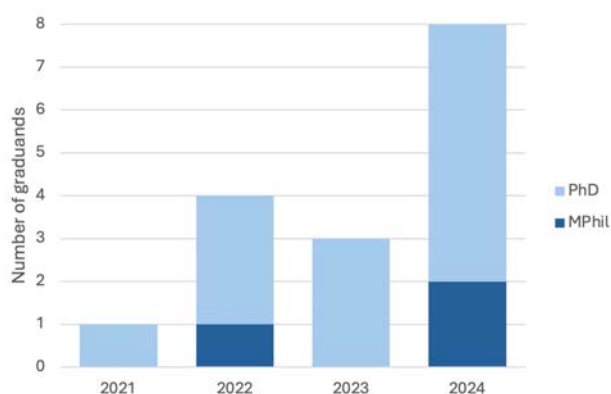


Figure 2. Trends in the number of HDR graduands from 2021 to 2024.



Avondale University Student and Staff Data Snapshot

A brief snapshot of Avondale’s student and staff numbers for 2024 is presented in Table 2 below.

Table 2. Student and staff data, 2024

| | | |
|--------------------------------|--------------------------|-------|
| Number of students (headcount) | Total | 1574 |
| | Undergraduate | 1061 |
| | Postgraduate | 257 |
| | International fee-paying | 71 |
| | VET (Accredited) | 185 |
| Number of staff (FTE) | Total | 142.4 |
| | Academic staff | 49.13 |

Personalised Learning, Wellbeing and Student Support for All

- Avondale University specialises in educating and providing personalised support for learners from all backgrounds. At Avondale, excellence and equity go hand in hand. Our student equity data highlights that we have among the highest proportions of students from equity groups compared to sector benchmarking. Our student demographics are as follows:
- First in Family to access higher education – 22% of students
- Low socio-economic status (low SES) backgrounds – 25.8%
- First Nations Australians – 3.2%, higher than the national average or 2.06% [2023 data, as reported by Australian Government Department of Education]
- Students from inner regional, outer regional, remote and very remote areas – over 16.8%
- Students with a self-reported disability – 14.6%
- Students from non-English speaking backgrounds – 10.9%
- Nearly 7% of Avondale University students are members of more than three of the above equity cohorts. Research confirms that compound sources of disadvantage continue to challenge students’ ability to persist and succeed in higher education. Supporting students to develop resilience and to thrive across all areas of their life, including in their studies, is core to the Avondale student experience.



Key Achievements and Highlights

In 2024, Avondale University advanced its mission through spiritual growth, service, and educational innovation. Initiatives like the Catalyst discipleship program, PNG for Christ, and international service learning trips to Tonga and Thailand empowered students to live out their faith through meaningful action. Investments in student wellbeing and learning environments—from modernised classrooms and The Commons study space to creative collaborations and community impact projects—enhanced student experience and engagement. At the same time, staff professional development through CASTL maintained a focus on integrity and innovation, while achievements in sport and public health training reflected Avondale's commitment to holistic development and community service.

Excellence

Avondale Ranked #1 for Full-time Employment:

Avondale University has been ranked number one in Australia for full-time employment, with graduates like Megan Wilson securing roles shortly after completing their studies, thanks to strong industry connections, supportive staff, and impactful placements. The Good Universities Guide 2025 also ranks Avondale in the top two nationally for "Overall Educational Experience" and "Learner Engagement," with courses in nursing, teaching, and arts receiving top marks. These results reflect the university's commitment to personalised, values-driven education that prepares graduates to meet community needs and make a meaningful difference.

World Choir Games: The Promise of Avondale proudly represented Avondale University and Australia at the 13th World Choir Games in Auckland, where they earned two Gold Diplomas in the Open Gospel Choir and Open University and College Choir categories. Their outstanding performance at the world's largest international choral competition has qualified them for the prestigious Champions Competition, a recognition granted by invitation only. This success not only showcases musical excellence and global engagement



but also reflects Avondale's values of spirituality, service and integrity—highlighting our commitment to delivering an exceptional student experience that shapes character and honours God.

CLEEN Study Finalist for NSW Health Award:

Avondale University's CLEEN Study, led by Professor Brett Mitchell, has been named a finalist in the 2024 NSW Health Awards for its groundbreaking research into reducing hospital-acquired infections through enhanced cleaning practices. Conducted at Gosford Hospital in partnership with the Central Coast Local Health District, the study achieved a 34.5% reduction in infections and was recently published in *The Lancet Infectious Disease*. This recognition underscores Avondale's role in pioneering research with global impact, reinforcing its commitment to improving healthcare outcomes through evidence-based innovation.

My Fair Lady: In September 2024, the Avondale Conservatorium brought the classic musical *My Fair Lady* to life in a vibrant stage production featuring a live orchestra and a talented cast of Avondale students. The production showcased the university's commitment to artistic excellence and collaborative performance, with students excelling in acting, singing, and orchestral accompaniment. Performed to enthusiastic audiences, the show highlighted the Conservatorium's role in nurturing creative expression and providing students with high-quality, real-world performance experience.

Adventist Woman of the Year: In late 2023, Dr Drene Somasundram, Avondale University chaplain, lecturer and staff representative on Avondale University Council, was named Woman of the Year by the Association of Adventist Women for her pioneering leadership and scholarship in pastoral ministry. Recognised for her 35-year contribution, including groundbreaking work as the first female Adventist minister in the UK and her advocacy for gender inclusion in theological education, Drene continues to mentor and inspire women across the South Pacific. Her award highlights Avondale's ongoing commitment to empowering women in ministry and supporting inclusive leadership in faith communities.



Spirituality

Catalyst: A 12-week discipleship course delivered in partnership with the South Pacific Division, exemplifies Avondale's commitment to spirituality, service and excellence through transformative, mission-focused education. Graduates of the inaugural cohort returned to their communities empowered to lead with integrity and purpose, reflecting the program's strong alignment with Avondale's strategic priority of delivering an exceptional student experience. With six of the seven participants now seeking to continue their educational journey at Avondale, Catalyst is also supporting our long-term sustainability by inspiring further study and deepening engagement with our values-driven learning environment.

PNG for Christ: Nine Avondale Seminary students, supported by faculty, participated in the nationwide PNG for Christ evangelistic campaign, preaching and baptising at seven remote sites across Papua New Guinea. As part of their evangelism externship, students engaged deeply with local communities—often in challenging conditions—delivering sermons, conducting children's activities, and responding to spiritual needs with flexibility and boldness. Their efforts contributed to hundreds of baptisms and strengthened cross-cultural ministry skills, with Dr Wendy Jackson noting the strong impact of their work and the enthusiastic response from local church members.



Wellbeing

New Rooms Bring Better Class Experiences:

Avondale University has opened four newly renovated learning spaces on its Lake Macquarie campus, designed to enhance class experiences through flexible seating, advanced technology, and collaborative layouts. These contemporary rooms ensure both on- and off-campus students benefit equally from Avondale's high-quality teaching, with significant improvements noted by distance learners using Zoom. Funded by the university, the Seventh-day Adventist Church, and over \$75,000 in alumni and donor contributions, the project highlights Avondale's commitment to creating inclusive, engaging learning environments.

Young Poets Published with Peers: Avondale University creative writing students and young alumni have been published alongside peers from Perth's Sheridan Institute and professional poets in a new anthology titled *Standing Still In A Hurricane*. The collaboration, sparked at a writing conference, reflects a growing partnership between the two institutions and offers students the opportunity to engage with diverse interpretations of shared themes. Co-edited by Dr Lynnette Lounsbury and Associate Professor Carolyn Rickett, the anthology celebrates the power of writing to explore life's challenges and deepen human understanding.

Students Run for Homelessness: Inspired by Nedd Brockman's fundraising feats, nine Avondale University students—calling themselves *Tired & Inspired*—ran 12.8 km daily for 10 days to raise awareness and funds for homelessness. Their initial goal of \$1,610 was surpassed within days, eventually reaching \$4,663, with the challenge fostering resilience, camaraderie, and community support. Their journey, marked by dedication, personal growth, and powerful moments of encouragement, reflects the spirit of service and perseverance at the heart of the Avondale student experience.

Nicotine addiction training for healthcare professionals: Avondale University is offering a live, online training course for healthcare professionals focused on nicotine addiction and smoking and vaping cessation, timed with Australia's new vape importation ban. Led by Conjoint Professor Renee Bittoun, a pioneer in tobacco treatment, the interactive



three-day course equips participants with evidence-based strategies and empathetic approaches to support patients in quitting. The program enhances professional credentials and responds to the urgent need for healthcare providers to address the growing issue of vaping, especially among young adults.

Students Represent Avondale at University

Games: Avondale University's teams made a spirited showing at the 2025 UniSport Nationals, excelling in basketball and rugby-based events. The men's basketball and mixed touch teams both finished fifth overall after strong pool performances, with narrow wins over regional rivals. The women's basketball team bounced back from a tough start, while the men's rugby league 9s narrowly missed bronze. Avondale also competed in volleyball and netball. Co-captains Tulip Nguyen and Tanner Hagen highlighted the unity and pride among the 84-student team, known for combining competitive spirit with a faith-driven approach, including praying with opponents.

The Commons Student Study Space: On the 4th of March, Avondale University Church officially opened a newly renovated study space for students named "The Commons". The space provides opportunities for collaborative activities or individual focused work with lounges, mobile furniture, and window-lit work benches overlooking the lush environment which is the Lake Macquarie campus. The effort to repurpose the space underscores a commitment to provide students with facilities that support their educational and social experience.

Integrity

CASTL Focuses on AI in Staff Professional

Development: Centre for Advancement of the Scholarship of Teaching and Learning (CASTL) hosted a Generative Ai roundtable discussion. Presenters from around campus lead the discussion by sharing about their interactions with generative Ai technologies. This session is part of CASTL's ongoing commitment to students' positive learning experiences by continuing to provide key resources to support academic integrity. Various staff attended AI conferences and returned with useful insights relating to educational, professional, and strategic functions of the university. Additionally, revised and improved Academic Integrity Module (AIM) was launched in February 2024.



Service

Tonga Service Learning Trip: A recent Ministry of Teaching Overseas (MOTO) trip to Tonga gave 23 Avondale education students hands-on teaching experience and a deeper appreciation for service through education. Held over semester break from July 20 to August 10, the placement took place at Beulah College, Beulah Primary School and Hilliard Memorial School—Seventh-day Adventist schools in Nuku'alofa. Students not only taught in classrooms but also engaged in local life by playing in the Beulah brass band, helping on the school farm, and participating in community events. The immersive experience allowed many, including first-time classroom teachers, to discover the impact educators can make. MOTO coordinator Dr Jason Hinze says the program helps students “see teaching as an opportunity to serve the world and reveal the character of God.” Since 2007, nearly 400 students have joined 24 MOTO trips to destinations including Tonga, Cambodia, India, Nepal, and Darwin.

Students Serve in Thailand: A team of 10 Avondale University students and staff served at Udon Adventist International Mission School in Thailand, assisting in classrooms and constructing a safety fence. The trip provided hands-on teaching experience, daily opportunities for spiritual leadership, and meaningful cultural exchange. Strong community bonds and the hospitality of the UAIMS staff deeply inspired the team, with many considering future mission work.

University Church Hosts STORMCo Kids Club:

In October, Avondale University Church hosted a Community Kid's Club which was facilitated by Avondale students. Over 50 children attended across the first week of school holidays, enjoying fun activities and crafts offering a much-needed service to local parents and service opportunities for students.



Avondale University Council 2024

| | |
|------------------------------------|---|
| Pr Glenn C Townend | Chancellor, President SDA Church in the South Pacific Non-Executive Director Ex officio ⁷ |
| Prof Kerri-Lee Krause ¹ | Vice-Chancellor, Executive Director: Ex officio |
| Prof Malcolm Coulson ² | Vice-Chancellor, Executive Director: Ex officio ⁷ |
| Dr Jean Carter | Non-Executive Director, Appointed by the SDA Church AUC Executive Committee |
| Ms Abigail Carter ³ | Non-Executive Director, Elected by and from Avondale University postgraduate students |
| Dr Peni Fukofuka ⁴ | Non-Executive Director, Appointed by the Members |
| Mr Stephen Jones | Non-Executive Director, Appointed by the Members |
| Mr J Francois Keet | Non-Executive Director, Appointed by the Members ⁷ |
| Mr Timothy McTernan | Non-Executive Director, Appointed by Council |
| Mr Alen-Igor Radonjic | Non-Executive Director, Appointed by the Members |
| Dr Drene Somasundram | Non-Executive Director, Elected by and from Avondale University staff |
| Assoc Prof Carolyn Rickett | Chair, Academic Board, Non-Executive Director: Ex officio |
| Ms Megan Wilson ⁵ | Non-Executive Director, Elected by and from Avondale University undergraduate students |
| Mr Todd Saunders ⁶ | Non-Executive Director, Appointed by the Members |

Notes

¹ Prof Kerri-Lee Krause resigned as Vice-Chancellor and concluded on 23 June 2024.

² Prof Malcolm Coulson was appointed as Vice-Chancellor 1 July 2024.

³ Ms Abigail Carter resigned on 26 February 2024.

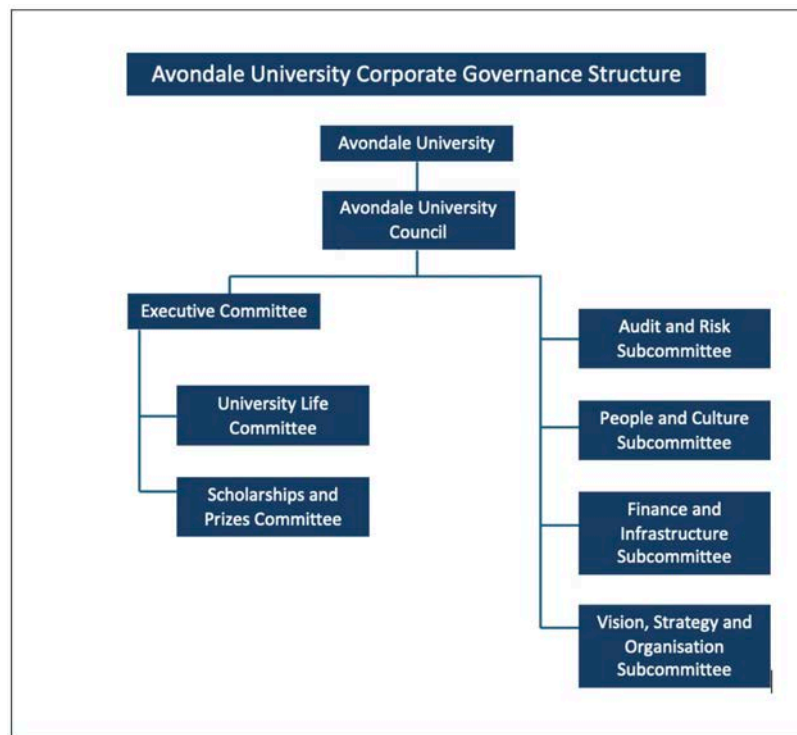
⁴ Dr Peni Fukofuka resigned on 21 April 2024.

⁵ Ms Megan Wilson completed and concluded her term 31 December 2024.

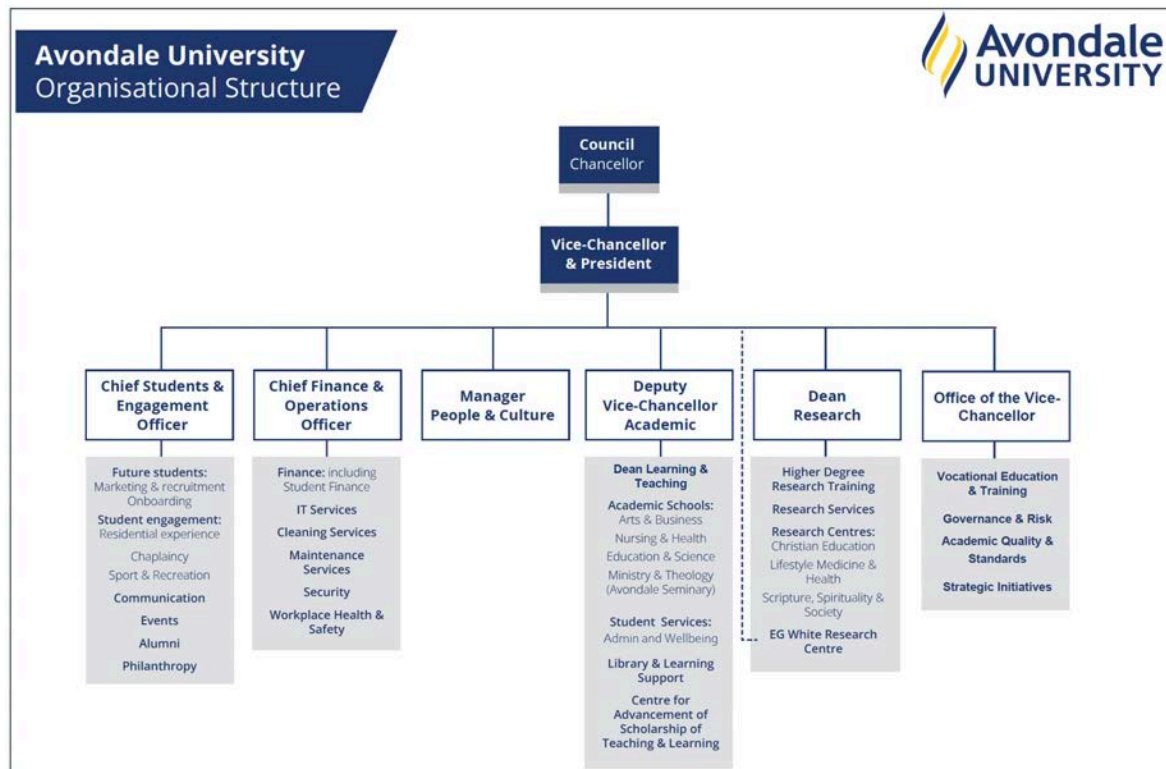
⁶ Mr Todd Saunders completed and concluded his term 31 December 2024.

⁷ Members of Avondale University Ltd

Avondale University Corporate Governance Structure



Avondale University Management Structure



Avondale University Financial Performance

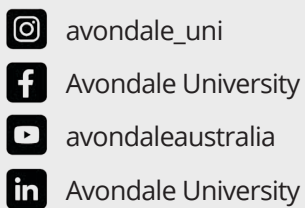
Avondale University is audited annually by external auditors. The Grant Thornton Independent Auditor's Report for Avondale University Limited, 2024 concludes that: the financial report gives a true and fair view of the company's and consolidated entity's financial position as at 31 December 2024 and of their performance for the year ended on that date, complying with Accounting Standards in Australia and the Corporations Regulations 2001 and other mandatory professional reporting requirements in Australia. Avondale University received an unqualified 2024 independent audit report (Source: Avondale University Ltd Financial Report, 2024, p.62). The University's audited financials are summarized below.

Avondale University 2024 Statement of Profit or Loss and Other Comprehensive Income

(source: Avondale University Ltd Financial Report for the Year Ended 31 December 2024, Independent Auditor: Grant Thornton)

| Avondale University Limited ABN 53 108 186 401 | | |
|---|-------------------------------|-------------------------------------|
| Statement of Profit or Loss and Other Comprehensive Income | | |
| For the Year Ended 31 December 2024 | | |
| Source: Audited Financial Statements | | |
| | Parent 2024 \$ | Consolidated 2024 \$ |
| Revenue and income from continuing operations | | |
| Australian Government financial assistance | | |
| Australian Government grants | 8,832,514 | 8,832,514 |
| Higher Education Loan Programs | 4,178,295 | 4,178,295 |
| State and local government financial assistance | 34,115 | 34,115 |
| HECS-HELP – Student payments | 523,200 | 523,200 |
| Fees and charges | 7,084,265 | 7,084,265 |
| Investment income | 610,631 | 610,631 |
| Consultancy and contracts | 455,688 | 455,688 |
| Other revenue and income | 10,424,854 | 10,840,264 |
| Total revenue and income from continuing operations | 32,143,562 | 32,558,972 |
| Expenses from continuing operations | | |
| Employee related expenses | (21,995,098) | (22,753,504) |
| Depreciation and amortisation | (1,907,968) | (2,001,364) |
| Repairs and maintenance | (1,692,368) | (1,726,348) |
| Borrowing costs | (513,531) | (513,531) |
| Impairment of assets | (777,184) | (777,184) |
| Other expenses | (12,325,822) | (12,027,125) |
| Total expenses from continuing operations | (39,211,971) | (39,799,056) |
| Deficit from continuing operations | (7,068,409) | (7,240,084) |
| Income tax expense | -- | |
| Net deficit after income tax | (7,068,409) | (7,240,084) |
| Other comprehensive income | -- | |
| Total deficit for the year | (7,068,409) | (7,240,084) |





This publication is correct as of May 29, 2025 8:25 PM. Check our website for the latest information.

Avondale University: A member of the worldwide Adventist system of universities and colleges
582 Freemans Drive | PO Box 19 Cooranbong NSW 2265 Australia
ACN: 108 186 401 | ABN: 53 108 186 401 | CRICOS: 02731D | RTO 91191 | TEQSA: PRV12015
www.avondale.edu.au

