



Memorandum to: Members of the 2022 Annual Assembly

Memorandum from: Morling Board

Subject Matter: The role of Principal of Morling College over the next twelve months.

Date: 4 May 2022

The process of appointing a full time Principal of Morling College

1. The constitution of the NSW Baptist Association provides that:
 - 14.1 The appointment and re-appointment of the full time Principal of Morling College will be by Assembly upon the recommendation of Morling College Council with the person being accountable to that council.
 - 14.2 Normally, the Principal of Morling College will be appointed for 5 years and will be eligible for re-appointment.
2. Since 1997, Dr Ross Clifford has served the Association as the Principal of Morling College. His most recent five-year term expires at this year's Annual Assembly.
3. It should be noted that the Morling College Board is responsible to recommend a suitable candidate for the Morling College Principal's role to the Annual Assembly.
4. For the reasons outlined below, the Morling College Board determined that more time is required to find a suitable candidate to succeed the current Principal. Accordingly, the Board has decided to extend the Principal's current contract for 12 months, while a recruitment process takes place with the aim of presenting a suitable candidate for approval at the 2023 Annual Assembly.
5. It is proposed that an information pack regarding the role, and expressions of interest will be made available in June.
6. Although nothing is required in the Assembly guide, because there will be no nomination for the role of Principal in 2022, it is appreciated that some members of Assembly may have been expecting a nomination or recommendation regarding the Morling Principal since the 5-year term expires at the 2022 Annual Assembly. Accordingly, this statement has been prepared to provide a rationale for the Morling Board's actions at this time.
7. We ask members of Assembly to join the Board in prayer regarding this significant decision for the future of Morling College and the Baptist Association.

Background matters

8. Twelve months ago, Ross Clifford advised the Board that he did not wish to allow his name to be nominated by the Morling Board for a further five-year term.
9. At last year's covid-affected Annual Assembly, Kel Willis, the Chair of the Morling Board, since 2000, was not able to re-nominate for the Board under the nine year rule; Ange Gratsounas, who had been the Deputy Chair for the previous eight years also did not nominate because of the nine year rule; and because the vote resulted in only two of the nine nominees obtaining the requisite 50% majority, only two of the five vacancies were filled. Additionally, the November Assembly was abandoned because of

a lockdown in the Sydney metropolitan area at the time, which removed an opportunity to fill the three vacancies.

10. Notwithstanding the matters outlined in the previous paragraph, the Morling Board took initial steps to identify a suitable person to be the next Principal of Morling College.
11. By the end of 2021, it became apparent to the Morling Board that it would not be in a position to identify and nominate a suitable person to be the next Principal of Morling College at the 2022 Annual Assembly. This is especially so having regard to the opportunity available to Morling College and the Baptist Association to further develop the Macquarie Park site and ensure the financial future of Morling College and the Baptist Association moving forward; the importance of bedding down our new relationships in WA; and exploring the possibility of offering initial teacher training to school leavers who wish to train as school teachers.

The way forward in 2022.

12. The Morling Board regards the present time as being a critical moment for Morling, when determining the successor to our long-term Principal, who we acknowledge has greatly impacted the character of the College.
13. Although Ross Clifford is not open to being nominated for a further five - year term, he is open to an extension of his time as Principal for another twelve months and wishes to ensure the best possible transition to a new Principal in 2023, following the 2023 Annual Assembly.
14. The current Board has determined draft criteria for going forward after next week's Annual Assembly. Because there will be five changes to the Morling Board, after this year's Annual Assembly, the current Board has taken the view that, rather than finalising these criteria, it is more appropriate for the new Board to sign off on these criteria, hopefully by June 2022. It follows that a major matter for the incoming Board will be identifying and nominating the most suitable person to be the next Principal of Morling College, as well as the role and priorities of the Principal.