



Old Boys' Union

# 2018 **ANNUAL REPORT**

## ANNUAL GENERAL MEETING

Comprising the President's Report for 2017  
and the Operational Direction for 2018



The background of the entire page is a repeating pattern of golden lions. Each lion is depicted in a heraldic style, standing on its hind legs with its front paws raised and its tail curled. The lions are arranged in a grid-like pattern across the yellow background.

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**“O that we may be worthy of our forefathers”**

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# CONTENTS

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<b>PRESIDENT'S REPORT</b>	<b>2</b>
Letter to Members	3
Introductory Letter	4
<b>President's Review of 2017</b>	<b>6</b>
Investing in the future by recognising excellence	6
Backing our Indigenous Old Boys to advance their futures	7
Honouring our heritage and investing in displaying it	8
Continuing the tradition of honouring student excellence	8
Bringing talent back to Scots	9
Continuing and strengthening new traditions	10
Growing and strengthening Back to Scots	12
Engaging our GPS counterparts	13
Engaging our older Old Boys	14
Launching social media campaigns	14
Listening to our community	15
Developing our Clubs, Societies and Activities	15
<b>Secretary's Review</b>	<b>16</b>
Overview	17
Governance Reporting	18
Official Documents report	19
Register of Committee members	20
Disclosures of interests by Committee members	21
Authorised signatories for the Old Boys' Union	21
Calendar for 2018	22
<b>OPERATIONAL DIRECTION FOR 2018</b>	<b>24</b>
<b>Our focuses for 2018</b>	<b>24</b>
<i>Outcome 1:</i> Care	25
<i>Outcome 2:</i> Torus	26
<i>Outcome 3:</i> Young Old Boys	27
<i>Outcome 4:</i> Clubs, Societies and Activities	30



# PRESIDENT'S REPORT

## LETTER TO MEMBERS

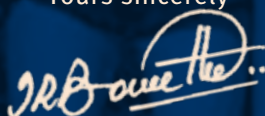
**Members of the Old Boys' Union  
C/O Secretary of the Old Boys' Union  
The Scots College  
Locked Bag 5001  
Bellevue Hill NSW 2023  
AUSTRALIA**

Dear Members

Pursuant to the Constitution of the Old Boys' Union, specifically the provisions of S.15.2(b) that requires the President to present a report on the 'activities of the Union', I hereby report on the activities of the Old Boys' Union through the text of this President's Report (the 'Report').

We have determined 'activities' to refer to both governance and operational activity of the Old Boys' Union in the twelve-month period since the 2017 Annual General Meeting. To enhance readability and increase engagement, the President's Report comprises three components — an Introductory Letter, the President's Review of 2017 and the Secretary's Review of 2017. For the latter review we have requested the Secretary of the Old Boys' Union update Members on governance matters — particularly, the status of Official Documents — and to also transmit calendar arrangements for 2018.

Yours sincerely



**IAN BONNETTE**

President

# INTRODUCTORY LETTER

*Dear old boys*

In 2017, the Old Boys' Union committed to moving into the future with a stronger sense of who we are and where we are heading. We are an association centred squarely on our people and we are heading in a direction that will benefit us all.

Every day, places of communal gathering are breaking down in favour of social compartmentalisation. The erosion of consistent normative standards, social structures and life pathways has sown confusion and loneliness. To be alone in the crowd is now common as institutions become hollow shells of their former selves. Simply put — it is no longer enough to suggest 'what was' will continue to be 'what is'.

It is my privilege to report to all members that the plight of the declining institution has neither visited us or come within striking distance — that is a testament to the hard work of each person in this room. Thanks to you, our digital presence is expanding every day, our programs are growing and every year we are blessed with hundreds of young men eager to become part of our lifelong community.



Second Row: S. W. MANVEL, C. P. MAULEY, R. W. MACTER, R. V. DULHUNTY, G. N. LUVANOS, T. J. RYAN, J. C. IRVING  
First Row: R. J. SCOTT, L. X. YU, C. J. MORROW, J. M. BURNS, J. S. McCAHMAN, J. P. SIMPSON-MORGAN, T. B. J. BOOTH, D. C. SEATON  
Third Row: E. G. GULLIVER, S. D. MUNRO, M. R. C. BAKERWELL, M. P. SCRUTON, P. D. ESTE, S. A. DALTON, S. L. MARTIN  
Absent: E. TAPP

Crucial to our tremendous success in 2017 was the support of the Principal and his team. Dr Lambert's leadership is both inspirational and transformational — it has resulted in thousands of Scots Old Boys having a renewed pride in their College and has led to the culture of excellence for which we are now known. We remain the most passionate advocates for his vision for transforming boys' education at home and abroad.

It is incumbent upon us all to not just keep pace with societal and collegiate change but to truly enrich and enhance all aspects of our members' lives. To remain an outstanding and valued part of the College community is not a tagline — it is a deeply held aspiration. As a body, we offer a lifelong source of connection, care and camaraderie in the hearts and minds of Scots Old Boys. Irrespective of social, economic or cultural status; Old Boys are part of an outstanding, relevant and valued community that transforms and enriches their lives. Over the past year, you have seen our reinvigorated Old Boys' Union in action.

Together, we have connected more Scots Old Boys with each other, and the broader College community, than ever before. Through targeted investments in

philanthropy and capital works, we have supported a unique and diverse culture of excellence within our community. We have built a truly living community that grows and develops in line with a timeless mission centred squarely on our Old Boys.

In short — we have grown a community that cares, connects and celebrates excellence by implementing programs that benefit the lives of Old Boys. A testament to the hard and diligent work of our team; the Old Boys' Union not only set a plan this year but began achieving the goals enumerated in it with immediate effect.

We listened to our community, devised a strategy to enrich all aspects of our association and then began to implement that vision with clarity and purpose.

In particular — the Old Boys' Union Committee must offer its sincere thanks to the Operational team at the College. Without the support of Finance, Facilities, ICT, Catering and Events we would be a less effective organisation — thank you all, you have helped make a difference in the lives of Scots Old Boys.

Scots is heading in an outstanding direction and the Old Boys' Union will seek not only to keep pace but to enhance all aspects of the College we know to be one of the best in the world.

I commend this report enclosed to you as a record of how we have enriched the lives of Scots Old Boys in 2017 and planned for our future.

Yours sincerely

**IAN BONNETTE**  
President



# PRESIDENT'S REVIEW OF 2017

## INVESTING IN THE FUTURE BY RECOGNISING EXCELLENCE

For Scots Old Boys, the three annual events of most interest are GPS sporting events, Back to Scots and the Old Boys' Union Annual Dinner. Our community has a passion for sport and we want to make sure that, irrespective of geographic location, our Old Boys can access the electric atmosphere of a Scots sporting fixture. That's why we invested in breaking down geographic barriers with livestream technology associated with the Graeme Dedrick Scoreboard.

By honouring the outstanding contribution of a distinguished Scots Old Boy, we assisted the completion of a project that now offers Scots Old Boys across the country the chance to 'tune in' and enjoy a game with their friends.

I was particularly impressed to hear the heart-warming anecdote of some country Scots Old Boys gathering at their local primary school, equipped with access to the National Broadband Network, to share in the atmosphere of Back to Scots.





## STRATEGIC OBJECTIVES ACHIEVED WITH THIS PROJECT:

- ✓ Increasing our profile within the College community by leveraging diverse digital projects to promote and sustain engagement with our strategic priorities.
- ✓ Increasing the sustainability and accessibility of events by keeping costs down and encouraging regional, national and global engagement.
- ✓ Integrating our activities across the College community, and wherever possible, partnering with parents, students and staff to deliver high impact cultural activities.
- ✓ Developing programs and events that run in conjunction with international partners.

## BACKING OUR INDIGENOUS OLD BOYS TO ADVANCE THEIR FUTURES

Scots Old Boys are proud to support Indigenous Education at Scots. That's why we have committed to backing our Indigenous Old Boys and helping them to advance their future after Scots. In 2017, we launched the first tranche of this support with the Indigenous Advancement Grant. Designed to correct for long-term inequalities and to drive the advancement of young Indigenous men at a local and national level; the Indigenous Advancement Grant is targeted, responsible and powerful.

Delivered by the Old Boys' Union Committee at the Indigenous Education Gala Dinner, the Advancement Grant is an expansion of our philanthropic capacity that will deliver \$5,200 to an Indigenous graduate to assist in their pursuit of excellence as an Old Boy.

## STRATEGIC OBJECTIVES ACHIEVED WITH THIS PROJECT:

- ✓ Establishing advancement grants that support and nurture young Old Boys as they begin their professional lives.
- ✓ Establishing young Old Boy centric mentoring programs to correct for the impersonal nature of post-secondary life.
- ✓ Supporting the residential community at Scots through events and activities that drive boarding as a continuing cultural influence.



*“In a survey of over eight hundred Old Boys, 77% of respondents noted that supporting the College’s history and its archival history was of high importance.”*

## **HONOURING OUR HERITAGE AND INVESTING IN DISPLAYING IT**

In a survey of over eight hundred Old Boys, 77% of respondents noted that supporting the College’s history and its archival history was of high importance. That’s why the Old Boys’ Union honoured our heritage by investing in displaying it through Touchtable. Debuted at the 1967 Reunion, Touchtable brings our archival collection to the fore and features a diverse range of photographs and resources from the past 125 years. Each day, our library grows — photographs, videos and sports records forming part of a rich living history that chronicles the lifelong contributions of Scots Old Boys. Additionally, it also contains records from school publications.

### **STRATEGIC OBJECTIVES ACHIEVED WITH THIS PROJECT:**

- ✓ Deepening partnerships with the College that are conducive to promoting our shared heritage and tradition.
- ✓ Supporting projects that acquire historical artefacts and share living histories.

## **CONTINUING THE TRADITION OF HONOURING STUDENT EXCELLENCE**

We admire the excellence, talent and dedication of Scots boys who lead on the sports field. That’s why we continue to support the acquisition of sporting equipment for the First team of a given sport. This year, we broadened our support to include Snowsports and Sailing.

This year, we plan to expand this program to other cultural pursuits across the College — representing our commitment to the modern College and all its varied activities. We will achieve these goals through specific objectives outlined in early 2018.

### **STRATEGIC OBJECTIVES ACHIEVED WITH THIS PROJECT:**

- ✓ Integrating our activities across the College community, and wherever possible, partnering with parents, students and staff to deliver high impact cultural activities.
- ✓ Providing an avenue for the College community to engage with its graduates from a friendly base.



## BRINGING TALENT BACK TO SCOTS

In 2018, we brought talented Old Boys back to Scots. We launched **“In Conversation”**. Aimed at providing current students with an opportunity to connect with and hear from a distinguished Old Boy, we have partnered with graduates like: Dr Casey Handmer ('05), Peter van Onselen ('93), Andrew Bullock ('87) and Rowan Tink ('73) to bring back to Scots interesting and thought provoking conversations about the future of leadership, our nation and the world.

## STRATEGIC OBJECTIVES ACHIEVED WITH THIS PROJECT:

- ✓ Integrating our activities across the College community, and wherever possible, partnering with parents, students and staff to deliver high impact cultural activities.
- ✓ Establishing a program of guest speakers that nurtures the development of personal skill.
- ✓ Attracting inspirational leaders from the Old Boy community to be leaders of our mentoring program and role models to our younger Old Boys.



## CONTINUING AND STRENGTHENING NEW TRADITIONS

In 2016, we brought Tartan to Torus back to Scots and reincarnated the tradition of Old Boys and Prefects developing strong ties with one another. In 2017, we hosted Prefects in the Patribus Room and outlined how we intend to expand the relevance of the Old Boys' Union for their demographic and use the might of our community to improve and enrich their lives. Our engagement with the Class of 2017 has been deep and meaningful. As a result, the Class of 2017 graduates with a closer engagement with the Old Boys' Union than any preceding it in recent memory.

### STRATEGIC OBJECTIVES ACHIEVED WITH THIS PROJECT:

- ✓ Providing an avenue for the College community to engage with its graduates from a friendly base.
- ✓ Seeking out Old Boys who have become estranged from the Old Boys' Union and encouraging them to join in the modern, cosmopolitan activities of the contemporary Old Boys' Union.
- ✓ Attracting inspirational leaders from the Old Boy community to be leaders of our mentoring program and role models to our younger Old Boys.
- ✓ Building strong relationships with the Principal, the College Council and other governance stakeholders





**Speech excerpt from  
an Address by the Old  
Boys' Union President  
on the occasion of the  
Graduation of the Class  
of 2017 — Given on  
December 10 2017**

As you go out into the world remember that celebrating our diversity and championing our inherent equity as people, makes us better men. Life isn't a zero-sum game — for you to win does not mean some must lose. Live a life that defines the world, rather than letting the world define you. Embrace your world and everyone in it — for that is how you will become truly successful. Our community is blessed with fine examples of Old Boys who did just that — Graeme Clark AC who pioneered the bionic ear, George Bell OBE who performed the first direct blood transfusions on the battlefield, Dr Charlie Teo AM saving the lives of his patients and Andrew Purchas OAM arguing that sport is for all, by all and to the exclusion of none. When I am told of 'Old Boy traditions' — those are the actions to which I defer. Not legends passed down uncritically or contrived after the fact — I think of Old Boys whose lives defined the world rather than the world defining them.



## GROWING AND STRENGTHENING BACK TO SCOTS

In just one day we hosted reunions for the Classes of 1940-1947, 1977,1987,1997, 2007 and 2012. Back to Scots is equally about enjoying a fine game of schoolboy rugby, the melody from our student musicians and providing a precious chance to reconnect with classmates and friends. This is a day that honours what is great about Scots – its connectedness, commitment to excellence and sense of purpose. Back to Scots consists of three key events: the Old Boys' Union Annual Dinner, a home rugby fixture and a family chapel service.

Starting on Friday evening, the Old Boys' Union Annual Dinner was an opportunity for Scots Old Boys to reconnect with each other and to hear from one of our most distinguished Old Boys, Lt Col Rowan Tink AM. Lt Col Tink is a decorated combat veteran from the war in Afghanistan and a recipient of the United States Bronze Star. With well over 150 Scots Old Boys in attendance, it was particularly inspirational to hear from Old Boys who haven't returned to Scots in many years. A significant number of young Old Boys – in particular, the classes of 2012 and 2014 – attended the Old Boys' Union Annual Dinner for the first time. Indicative of our efforts to broaden the appeal of the Old Boys' Union and build a community that connects, these young men are developing deep connections within industries that will ultimately enhance not only their own potential but that of our entire College community. Of particular note, was the commitment of the Classes of the 1940s to still regularly meet for lunch at Back to Scots. In 2017, our senior Old Boys enjoyed a reinvigorated connection with Scots that has offered them the chance to shape the recording and presentation of our rich living history. Remembering



a time when the Aspinall Ballroom was a long dorm rather than a restored function space, Old Boys like Mr John Ryrie spoke and bonded with each other over their passion for all things Scots. After the event in the Aspinall Ballroom and the Dining Room, Scots Old Boys moved to the Lang Walker Business Centre and Principal's Balcony to watch an exhilarating game of rugby. Best described as positively electric, Old Boys and their families cheered for our boys as they played in a tough fixture against a strong opposition.

**STRATEGIC OBJECTIVES ACHIEVED WITH THIS PROJECT:**

- ✓ Providing an avenue for the College community to engage with its graduates from a friendly base.
- ✓ Seeking out Old Boys who have become estranged from the Old Boys' Union and encouraging them to join in the modern, cosmopolitan activities of the contemporary Old Boys' Union.
- ✓ Attracting inspirational leaders from the Old Boy community to be leaders of our mentoring program and role models to our younger Old Boys.
- ✓ Building strong relationships with the Principal, the College Council and other governance stakeholders.

**ENGAGING OUR GPS COUNTERPARTS**

We're engaging our GPS counterparts in a conversation about how to strengthen our respective communities. We hosted the first GPS Presidents' Forum in the Patribus Room and have started a regular schedule of meetings. From this came a commitment to focus on the mental health of our communities, an issue which over 75% of Scots Old Boys note as of crucial importance.

**STRATEGIC OBJECTIVES ACHIEVED WITH THIS PROJECT:**

- ✓ Engaging with leading practitioners and thinkers on men's and family mental health, working with them to implement programs that ensure no Old Boy is without care and compassion in his life.
- ✓ Providing spaces to discuss and consider mental health issues within a context specific to the needs of men and families



## ENGAGING OUR OLDER OLD BOYS

The Patribus Room has ‘changed the game’ for reunions for our older Old Boys. Rather than taking place at a distance, we welcome Old Boys back to Scots as they welcome each other back into their lives. In addition to the six functions that took place at Back to Scots, we welcomed back the Classes of 1952, 1957, 1967 to the Patribus Room for functions throughout the year. With strong attendance at all, it was clear that the Patribus Room provides the hardware for our vision to reconnect with graduates from around the world.

### STRATEGIC OBJECTIVES ACHIEVED WITH THIS PROJECT:

- ✓ Providing an avenue for the College community to engage with its graduates from a friendly base.
- ✓ Launching new programs for older Old Boys that provides them with a friendly, regular voice to ensure their continued wellbeing.
- ✓ Committing to a comprehensive and sustained reunions program.
- ✓ Supporting and encouraging the hosting of class reunions at five year intervals.
- ✓ Organising a yearly program of events that are attractive to a diverse range of people in our community.

## LAUNCHING SOCIAL MEDIA CAMPAIGNS

Engaging our community through comprehensive digital projects remains a core strategic objective for the Old Boys’ Union and, more foundational, represents a commitment to reaching as many Scots Old Boys as possible.

We have grown the Old Boys’ Union social media presence on Facebook to now comprise nearly 3,000 ‘likes’. Our posts reached up to 30,000 people and engaged hundreds in the process of reacting, commenting and sharing. 2017 also saw the launch of a new Instagram presence to connect with audiences of a different demographic.

### STRATEGIC OBJECTIVES ACHIEVED WITH THIS PROJECT:

- ✓ Using a variety of mediums to engage with Old Boys and curating new articles, photographs and historical materials for publication in The Lion & Lang Syne.
- ✓ Implementing new strategies to enhance engagement with Old Boys’ Union communications.
- ✓ Increasing our profile within the College community by leveraging diverse digital projects to promote and sustain engagement with our strategic priorities.





## LISTENING TO OUR COMMUNITY

As noted throughout this document, we knew that to achieve our bold vision for the Old Boys' Union we needed to know what our community wanted. We consulted widely by forming a sub-committee to examine improvements to be made to our operational arrangements. By listening to our community during our consultation survey, we've learned three key things:

- 73% of Scots Old Boys have a high level of satisfaction with our activities and initiatives
- 68% of Scots Old Boys note that the Old Boys' Union has considerably improved its communication over the past three years
- The clear majority of our community would like to serve a mentoring role to current/past students, participate in career networking events and networking functions with guest speakers

In building a community that cares, the three most important areas are:

- Mental health programs
- Scholarships for Old Boys in need
- Mentoring programs

In building a community that connects, the three most important areas are:

- Reunions
- Increasing and improving communications to Old Boys
- Interesting and varied annual events

In building a community of camaraderie, the three most important areas:

- Promoting the College's history and supporting archives
- Strong relationships with the Principal and Council
- Supporting boarding at Scots

## STRATEGIC OBJECTIVES ACHIEVED WITH THIS PROJECT:

- ✓ Increasing governance controls and policies that prevent mismanagement.
- ✓ Providing sound governance from the Old Boys' Union Committee that emphasises wise financial stewardship

## DEVELOPING OUR CLUBS, SOCIETIES AND ACTIVITIES

Through our new funding arrangements for Clubs, Societies and Activities we have enriched the lives of a diverse range of Scots Old Boys this year. This year, we will continue to develop our Clubs, Societies and Activities in consultation with the President's Committee for Young Old Boys to ensure they are relevant and aligned.



# SECRETARY'S REVIEW

The President's 'Letter to Members' provided for the Secretary to 'update Members on governance matters — particularly, the status of Official Documents' and to also 'transmit calendar arrangements for 2018'. It is with that in mind that I present the following review in accordance with the Constitution of the Old Boys' Union and the obligations of relevant legislation. The Old Boys' Union is an incorporated association for the purposes of the Associations Incorporation Act 2009 (NSW). Governed under its Constitution, the Old Boys' Union complies with the terms of the act and its rules. Additionally, the Old Boys' Union is associated with The Scots College and complies with policies pertaining to child protection and safety given its close association.

I certify that the Committee elected by members present at the 2017 Annual General Meeting of the Old Boys' Union met the minimum requirement of four meetings as prescribed by the Old Boys' Union Constitution. The Committee exceeded this requirement in meeting on five occasions. The dates of each meeting are included below:

- April 5 2017
- May 10 2017
- June 14 2017
- July 5 2017
- October 11 2017

As required by legislation, Committee members should disclose conflicts of interest as they arise at each meeting. I note that there were no known disclosures of interests for the purposes of the 'Record of any disclosure of interest by a committee member' procedures.

I note that a casual vacancy emerged on the Committee with the death of Oscar Lonngren on May 15 2017 and that the President elected to not fill the vacancy. I note that all Committee members are, to the advice I have received from College staff responsible for such matters, compliant with relevant child protection policies and guidelines.

I note that Zachary August, Ian Bonnette, Andrew Bullock, Richard Sands and Marshall White are authorised signatories of the Old Boys' Union. I note that the Public Officer of the Old Boys' Union remains Richard John Sands.

## OVERVIEW

The role of the Secretary of the Old Boys' Union is to provide governance support to the President, fulfill the Secretary's constitutional and legislative obligations, ensure the management of Official Documents and provide administration direction to staff associated with the Old Boys' Union. As is custom, a staff member drawn from the Alumni Relations Office acts for the time being as the Secretary — thus, the Secretary pro tempore delivers this review. At the conclusion of 2016, the Old Boys' Union was

presented with an opportunity to reconceptualise its place within the College community. This required a complete rethink of how to increase output and focus on core function. Together with the College, the Old Boys' Union moved to an effective organisational structure with streamlined workflows; digital information systems; and efficient mobile technologies.

# GOVERNANCE REPORTING

The performance of the Old Boys' Union's mission is facilitated through sound administration, communications and governance by the Secretary.

OUTCOME	DIRECTION	REPORT
<b>PROGRAM 2017.1</b>	Develop governance controls and policies that prevent mismanagement.	The President directed the Secretary to improve governance controls by implementing an invoice payment system that improve accountability and reduces instances of failed completion. Under previous administration systems, the payment of Old Boys' Union invoices were sporadic and inconsistent. Together with College administration, the Secretary migrated to MediusFlow which provides for real time approvals and tracking of expenses. Now, there is a tiered authorisation approval system that is developed in line with relevant policies and obligations. This sought to ensure that sound financial stewardship was achieved. This was implemented immediately after the 2017 Annual General Meeting. The direction given by the President was achieved and governance controls were strengthened. Greater oversight now exists and payments are made on a regular schedule through College finance services.
<b>PROGRAM 2017.2</b>	Develop succession planning mechanisms that reduces the risk of institutional knowledge loss.	The President directed the Secretary to develop succession planning mechanisms to reduce the risk of institutional knowledge loss. Together with the College administration, the Old Boys' Union has migrated to an electronic records and documents management system that stores a copy of all Operational Documents, Main Documents and Official Documents in a location that is secure and guaranteed for continuation irrespective of individuals holding office from time to time. The direction given by the President was achieved and mechanisms were put in place to reduce the risk of institutional knowledge loss.
<b>PROGRAM 2017.3</b>	Steward a subcommittee to develop and implement a new strategic framework	The President directed the Secretary to steward a Strategy Subcommittee established under terms of delegation from the Old Boys' Union Committee to develop and implement a new strategic framework. The Strategy Subcommittee met three times to discuss and review the Old Boys' Union. The Secretary was charged by the President with stewarding the work of the Subcommittee and with developing its philosophical underpinning. This strategy was adopted in September 2017. The direction given by the President was achieved and A Timeless Mission: The Strategic Plan of the Old Boys' Union (2017-2020) was implemented.
<b>PROGRAM 2017.4</b>	Develop a yearly program of events that are accessible, high-quality and attractive to a diverse range of community stakeholders	The President directed the Secretary to develop a yearly calendar of events and implement their operation. Throughout the year, a number of reunions and other events were held and administered through the Alumni Relations Office. These events were well attended, complimented on broadly and appealed to a number of different community stakeholders. The direction given by the President was achieved.

OUTCOME	DIRECTION	REPORT
<b>PROGRAM 2017.5</b>	Review documents relevant to the Old Boys' Union's constitutional, legal and College obligations	The President directed the Secretary to review documents held by the Old Boys' Union and for establishing a governance library that ensured the meeting of constitutional, legal and College association obligations. This led to the adoption of the <b>Confluence reporting system</b> and the creation of three document categories: Official Documents, Main Documents and Operational Documents. The direction given by the President was achieved.
<b>PROGRAM 2017.6</b>	Develop a communications plan that leverages diverse digital projects to promote and sustain engagement with Old Boys' Union strategic priorities.	The President directed the Secretary to develop a communications plan and to implement that in such a way that improved community engagement. As per the President's review, social media, email newsletters and other strategies were employed to achieve sustained engagement. The direction given by the President was achieved.

## OFFICIAL DOCUMENTS REPORT

At the time of writing, there exist nine Official Documents of the Old Boys' Union. These are:

- Committee Responsibility Plan
- Document inspection plan
- Document Management Plan
- Minutes of the proceedings of general meetings
- Record of any disclosure of interest by a committee member
- Record of current public officer and official address
- Register of authorised signatories
- Register of Committee members
- Register of members

All documents noted above are accessible by all members of the Old Boys' Union — to access them, please write to the Secretary at [scotsoldboys@tsc.nsw.edu.au](mailto:scotsoldboys@tsc.nsw.edu.au)

*"All documents noted above are accessible by all members of the Old Boys' Union"*

## REGISTER OF COMMITTEE MEMBERS

FIRSTNAME	SURNAME	DATE TOOK OFFICE	DATE VACATES OFFICE	POSITIONS HELD
David	Adkins	March 7, 2017	March 7, 2018	
Max	Agapitos	March 7, 2017	March 7, 2018	
Zachary	August	March 7, 2017	March 7, 2018	Secretary pro tempore
Ian	Bonnette	March 7, 2017	March 7, 2018	President
Jonathon	Browne	March 7, 2017	March 7, 2018	
Toby	Browne	March 7, 2017	March 7, 2018	
Andrew	Bullock	March 7, 2017	March 7, 2018	Vice President, Community Relations
Michael	Burrell	March 7, 2017	March 7, 2018	
Morgan	Campbell	March 7, 2017	March 7, 2018	
Mathew	Collett	March 7, 2017	March 7, 2018	
Douglas	Gordon	March 7, 2017	March 7, 2018	
Brent	Hill	March 7, 2017	March 7, 2018	
Brett	Hinch	March 7, 2017	March 7, 2018	
Richard	Horton	March 7, 2017	March 7, 2018	
Benjamin	Jeavons-Fellows	March 7, 2017	March 7, 2018	
Oscar	Lonngren	March 7, 2017	May 15, 2017	
Geoffrey	Menzies	March 7, 2017	March 7, 2018	
Steven	Patterson	March 7, 2017	March 7, 2018	
Andrew	Patterson	March 7, 2017	March 7, 2018	
Warwick	Pilcher	March 7, 2017	March 7, 2018	
Richard	Sands	March 7, 2017	March 7, 2018	Treasurer
Thomas	Scott	March 7, 2017	March 7, 2018	
John	White	March 7, 2017	March 7, 2018	
Marshall	White	March 7, 2017	March 7, 2018	Vice President

## DISCLOSURES OF INTERESTS BY COMMITTEE MEMBERS

Associations Incorporation Act 2009 (NSW) provides rules for disclosing interests to the Committee and for recording those disclosures.

### **When is disclosure required**

Section 31 of the Act requires disclosure, if:

- (a) a committee member has a direct or indirect interest in a matter being considered or about to be considered at a committee meeting, and
- (b) the interest appears to raise a conflict with the proper performance of the committee member's duties in relation to the consideration of the matter,

The Act further requires that the committee member must, as soon as possible after the relevant facts have come to the committee member's knowledge, disclose the nature of the interest at a committee meeting.

Generally, it is provided by S. 31 of the Act that the following interests requires disclosure by Committee members:

- if they are a member, or in the employment, of a specified company or other body
- Is a partner, or is in the employment, of a specified person
- Has some other specified interest relating to a specified company or other body or to a specified person

### **How are disclosures recorded**

Disclosures made under Section 31 must be recorded by the committee in a book kept for that purpose. The register must be open during all business hours to any member of the association for viewing. It must be kept with the register of committee members. The

disclosures, for the purposes of the Old Boys' Union, are retained by the Secretary and can be accessed via email to [scotsoldboys@tsc.nsw.edu.au](mailto:scotsoldboys@tsc.nsw.edu.au)

### **What is the impact of a disclosure**

After a committee member has disclosed the nature of an interest in any matter, the member must not be present during any deliberation that concerns the matter or take part in any decision with respect to that matter. The committee may, however, resolve to waive the impact of the disclosure. The committee member in question, however, must **not** be present during any deliberation for the purpose of making the determination or take part in the making of the determination. A contravention of Section 31 does not, however, invalidate any decision of the Committee.

## AUTHORISED SIGNATORIES FOR THE OLD BOYS' UNION

Associations Incorporation Act 2009 (NSW) provides that the association's public officer is an authorised signatory for the association. Additionally, the committee may appoint additional authorised signatories.

Section 36 of the Act provides:

### **36 Authorised signatories**

- (1) An association's public officer is, by virtue of that office, an authorised signatory for the association.
- (2) An association's committee may from time to time appoint additional authorised signatories from among such of its members as are ordinarily resident in Australia, and may at any time revoke any such appointment.
- (3) A person (other than the association's public officer)

vacates office as an association's authorised signatory if:

- (a) his or her appointment as an authorised signatory is revoked, or
- (b) he or she ceases to be a committee member, or
- (c) he or she ceases to be ordinarily resident in Australia.

The Committee resolved in March 2011 to adopt the *Investment Strategy & Policy Statement* that appointed, under S.36, additional signatories.

These signatories are:

- Old Boys' Union President (Class A)
- Old Boys' Union immediate past President (Class A)
- Old Boys' Union Vice President (Class A)
- Old Boys' Union immediate past Vice President (Class A)
- Old Boys' Union Treasurer (Class B)
- Old Boys' Union immediate past Treasurer (Class B)
- Current Alumni Relations Manager (Class B)
- Current member of TSCOBUE Finance Committee (Class B)

# CALENDAR

# 2018

The calendar of the Old Boys' Union has been broadly finalised and contains a number of additions given the College's 125th anniversary celebrations. Note that this does not include the reunions schedule for 2018.

*Note that this does not include the reunions schedule for 2018.*

## FEBRUARY

### OLD BOYS' CRICKET CLUB PRESENTATION

Saturday 3 February  
Patribus Room, The Scots College

### OLD BOYS' GOLF DAY

Wednesday 28 February  
Avondale Golf Club

## MARCH

### OLD BOYS' UNION ANNUAL GENERAL MEETING

Wednesday 7 March  
Patribus Room, The Scots College

### HEAD OF THE RIVER

Saturday 17 March  
Sydney International Regatta Centre

### 125TH ANNIVERSARY LAUNCH AND OPEN DAY

Sunday 18 March  
The Scots College

## APRIL

### THE CLANSMEN LUNCHEON

Friday 20 April  
Patribus Room, The Scots College

### OLD BOYS' PIPES & DRUMS | ANZAC DAY SERVICE

Wednesday 25 April  
Sydney CBD

## MAY

### GALA SPORTS LUNCHEON

Friday 11 May  
Royal Randwick

### OLD BOYS' UNION NATIONAL CELEBRATORY EVENTS (CONNECTED WITH GALA SPORTS LUNCHEON)

Friday 11 May  
Adelaide, Brisbane and Melbourne



## **JUNE**

### **TARTAN TO TORUS**

Thursday 14 June

Patribus Room, The Scots College

### **REGIONAL NEW SOUTH WALES CELEBRATORY TOUR**

Sunday 17 June to  
Thursday 21 June

Scone, Tamworth, Forbes, Yass

### **125TH ANNIVERSARY GALA HIGHLAND BALL**

Friday 29 June

Australian Technology Park

### **YOUNG OLD BOYS' RUGBY DAY**

Saturday 30 June

The Scots College

## **AUGUST**

### **THE OLD BOYS' UNION ANNUAL DINNER**

Friday 10 August

Patribus Room, The Scots College

### **BACK TO SCOTS**

Saturday 11 August

The Scots College

### **THE CHIEFTAIN'S LUNCHEON**

Wednesday 22 August

The Scots College

## **SEPTEMBER**

### **INTERNATIONAL CELEBRATORY TOUR**

Saturday 1 September to  
Friday 14 September

China, Hong Kong, Singapore,  
London, New York, San Francisco

## **OCTOBER**

### **BACK TO GLENGARRY DAY**

Saturday 13 October

Glengarry

### **OFFICIAL OPENING OF BANNOCKBURN**

Sunday 14 October

Bannockburn

## **NOVEMBER**

### **67TH ANNUAL PARADE OF REMEMBRANCE**

Sunday 11 November

The Scots College

### **THE VINTAGE LUNCHEON**

Friday 30 November

Royal Sydney Golf Club

## **DECEMBER**

### **SENIOR SCHOOL SPEECH DAY**

Friday 7 December

Sydney Opera House



# OPERATIONAL DIRECTION FOR 2018

## OUR FOCUSES FOR 2018

**TO:** Alumni Relations Office

**SUBJECT:** Alumni Relations Office Operational  
Focuses for 2018 with respect to the Old Boys' Union

### ESTABLISHMENT

In 2018, we will celebrate the College's 125th anniversary and we will take all action to rally our community to support the vision established by the Principal. In doing so, we will implement our strategic objectives enumerated in *A Timeless Mission: The Strategic Plan of the Old Boys' Union (2017-2020)*; particularly, we will closely integrate our activities across the College community to build a community of camaraderie. We will focus on four key operational outcomes in 2018:

Outcome 1: **Care**

Outcome 2: **Torus**

Outcome 3: **Young Old Boys**

Outcome 4: **Clubs, Societies and  
Activities**

In doing so, we recognise that continued development requires a focus on community care, digital innovation and the future generations of our community. We will launch the Patribus Medal to recognise excellence in our 125<sup>th</sup> anniversary year; knowing that in doing so we will honour those who solidified our institutional aspiration years ago. Further to this, we will provide continuing and ongoing cultural leadership in the College community by bringing the best Old Boys

## OUTCOME 1: CARE

People thrive in communities and our sociality goes deeper than simply being in the company of others. Community health depends on the formation and maintenance of rich interpersonal connection; with them, communities survive and thrive. Social relationships are, therefore, key to personal and professional success.

*“...we will honour those who solidified our institutional aspiration years ago.”*

back to Scots through developing ‘In Conversation’ and building a community that connects. The Alumni Relations Office will focus on implementing strategic objectives and outcomes that enhance the College’s relationship with its alumni and the strength of the Old Boys’ Union. These outcomes stand alongside other responsibilities — including the organisation of sustainable, excellent and engaging reunions and events.

## REPORTING

The Secretary shall report to Committee meetings and the Principal regularly on each outcome and the strategic objectives relevant to each. The Annual General Meeting in 2019 shall also receive a report that covers the attainment of these outcomes.

To implement this direction, I provide further guidance as follows:

The need to belong is a significant driver of personal and professional action. The extent to which we, as an association of people, can make an impact on our community depends on caring for each member. These meaningful and special bonds will be enhanced in 2018 by focusing on a special bond of brotherhood borne from the shared experiences of Scots Old Boys.

In 2017, *A Timeless Mission* was adopted with care at its centre.

Concentrating on the strategic objectives enumerated in that document, the Old Boys’ Union will focus on our plan to build a community that cares. In doing so, care will become a recurring theme of all programs and activities of the Old Boys’ Union. Specifically, we will care for our community in 2018 by:

- developing and implementing supportive programs related to mental and community health
- increasing access to education
- building support networks and structures for Old Boys.

In an ever-changing world, the Old Boys’ Union is strengthened through diversity of experience. To that end, we believe that our role is to serve all Old Boys of The Scots College in a manner consistent with our foundational aspiration — striving to be worthy of our forefathers.

## OUTCOME 2: TORUS

Digital engagement is crucial to ensuring the viability of a modern social community. While it must never take the place of social interaction, it is a useful value add. In every instance, targeted and diverse digital projects must be brought to fruition after community consultation. The ordinary activities of the Old Boys' Union — that being the organisation of reunions, events and activities — can be enhanced through the development of comprehensive communication systems.

The digital engagement of the Old Boys' Union will be overhauled in 2018 through the introduction of Torus, one-stop destination for Old Boys to connect with their classmates and the College community.

Torus will:

- Make it easier to find out about **clubs, societies and activities**
- Increase visibility of **upcoming events**
- Improve **networking, mentoring and directory services**
  - Offer up-to-date directory information to find Old Boys across the world
  - Facilitate the mentoring of Old Boys
- Offer a **customised experience** that shows information relevant to you
- Act to help you **fundraise within your year group** for important goals
- Simplify **finding a friend** and help to reconnect Old Boys through a secure portal
- Provide interesting **news and stories** from around the College community
- Bring **live Scots Sports** and **sport results** into clear view
- Give Old Boys **employment options** with internships, tutor roles and other opportunities
- Integrate **seamlessly with Facebook and Instagram** to decrease barriers to engagement
- Make it **easier to find mentors and professionals** in their field to network with them organically
- Include a dedicated **subsection with special events and offers** for Young Old Boys



*“Digital engagement is crucial to modern social community.”*



### OUTCOME 3: **YOUNG OLD BOYS**

Reconnecting with Young Old Boys is crucial to ensuring the sustainability, relevance and value of the Old Boys' Union in future years. Equally, the Young Old Boys of today will be the successful of tomorrow. Building a bridge into their lives now means that an organic association grows in their hearts and minds throughout their life. In *A Timeless Mission: The Strategic Plan of the Old Boys' Union (2017-2020)*, a focus is placed on the following as it relates to Young Old Boys:

- Establishing advancement grants that support and nurture young Old Boys as they begin their professional lives.
- Establishing young Old Boy centric mentoring programs to correct for the impersonal nature of post-secondary life.
- Attracting inspirational leaders from the Old Boy community to be leaders of our mentoring program and role models to our younger Old Boys.
- Deepening partnerships with College leaders to build pathways for young Old Boys into Old Boys' Union clubs, societies and activities.

Further, *A Timeless Mission* references the importance of cross generational engagement, programs and events that engage diverse demographics and ensuring that community feedback is at the heart of 'what we do'. The plan contained in this document seeks to achieve the aforementioned strategic objectives.

In 2017, the President of the Old Boys' Union constituted the President's Committee for Young Old Boys to advise him, and through him the Committee, on matters that relate to Young Old Boys. By bringing younger members of our community onto key decision making bodies, the focus of the Old Boys' Union has shifted from a reactive stance toward younger graduates to a proactive one. The Class of 2017, for example, has now graduated with a greater understanding of what it means to be an Old Boy than any preceding it. Further, with the Principal now having served at Scots for over a decade, there is now over 2,000 Scots Old Boys who graduated from a College that is — in many ways — demonstrably like that which exists today.

*ensuring the viability of a*

- Build **new opportunities to form clubs, societies and activities** around common experience
- Accommodate **adaptive technologies** and be usable by those with lower technical competence
- Simplify access to heritage records and make it easier to **discover our shared, living history**



2018 provides a unique opportunity to attract Young Old Boys back into the College's sphere, develop an organic interest in our community and ultimately retain them because of their own interest.

Young Old Boys are less likely to attend events that have a high cost per head, although the Annual Dinner is a notable exception to this rule given the interest that surrounds it, and have interests that are different to that of older Old Boys. Simple things contribute to the engagement of a Young Old Boy. For example, it is impractical to assume that a daytime event during the week could be attended given the intense nature of working in corporate environments as a recent starter.

To ensure that the Old Boys' Union is meeting its strategic objectives and that the College remains connected with the outstanding young men who have graduated in the past 10 years, the following guidance is given to elucidate operational focus. Centred around three distinct realms — digital strategy, event targeting and network development — we will enrich the lives of Young Old Boys in 2018.

### **Digital strategy**

Through the development of Torus, the new digital strategy and online presence of the Old Boys' Union, Young Old Boys will be placed at the centre of what we do. For Young Old Boys, Torus:

- Gives you **employment options** with internships, tutor roles and other opportunities
  - Job Connect 2.0 lets you find Old Boys who are advertising
  - Advertise your expertise as a tutor to parents of current Scots boys
- Integrates **seamlessly with Facebook and Instagram** to decrease barriers to engagement
- Makes it **easier to find mentors and professionals** in their field to network with them organically
- Includes a dedicated **subsection with special events and offers** for Young Old Boys
- Builds **new opportunities to form clubs, societies and activities** built around common experience

Young Old Boys will be able to, of their own volition, establish groups to meet to discuss areas of common interest. For example, a graduate of the Class of 2010 can use Torus to 'fill in the gaps' of his LinkedIn

network and find other Old Boys who work in the financial sector in Sydney. With that information, a small group can be established based around common interest. Torus will never be the primary place of networking — third party tools like LinkedIn will always be superior and far more useful — but it does provide a vehicle to engage directly with Scots Old Boys.

Old Boys who have recently graduated often seek work as a tutor to other senior students studying at Scots. Through Torus, parents at Scots will be able to find and recruit recently graduated Scots Old Boys to tutor their sons.

By matching Young Old Boys with present Scots families, we are integrating our activities deeply across the College community and providing opportunities for the financial advancement of our younger members. With one of the largest and most active social media profiles of a GPS school, the Old Boys' Union is in an excellent position to grow and develop its engagement through those channels. In 2018, events that are relevant to Young Old Boys will now be created as Facebook events for sharing amongst the younger community. These will be linked to main event pages that are created within Torus and will serve to drive attendance and engagement. Through developing a distinct 'identity' for Old Boy events, coming back to Scots will be less of an occasional endeavour but rather a regular and valued part of the lives of Scots Old Boys.

### **Event targeting**

What an Old Boy from the Class of 2012 wants from his Old Boys' Union is different to that of a graduate from 1960 — to cater for that, the Old Boys' Union will start several activities that are specific to Young Old Boys; based on the following principles:

- We will hold **affordable** event costs with no single event costing more than \$50
- We will develop **engaging** concepts that reflect contemporary activities

- We will **redesign** our clubs, societies and activities to offer social events alongside their routine pursuits
- We will **publicise** what's happening with Young Old Boys more clearly through word of mouth and social media

The following events are being considered for operation in 2018:

- **Networking** events
  - 4 evening drinks in the CBD between Young Old Boys and older Old Boys with developed careers (March, May, July and September)
- Invitation to a broader parents and Old Boys network evening in April 2018
- **Social** events
  - Year launch function at the Point Piper Boatshed for PCYOB members
  - Head of the River
  - Skiing with Scots
  - Band nights in the Patribus Room
  - Young Old Boys rugby day
  - Rowing at Back to Scots from Point Piper Boatshed

Each event will be supported in its operation by the Alumni Relations Office and will be 'championed' by the President's Committee for Young Old Boys. These events are in addition to reunions occurring for the following year groups:

- 2008 — 10 Year Reunion
- 2013 — 5 Year Reunion

### **Network development**

In addition to the programs associated with our digital strategy and events targeting strategies, specific network development activities will be implemented for Young Old Boys.

- Reconstituting the **School Positions Committee** to place graduating and Young Old Boys with mentors and internships

- Extending **Institute of Business and Economics** (IBE) events to Young Old Boys
- Developing **In Conversation** to connect Year 12 students with excellent Old Boys

### ***School Positions Committee***

The Scots College Positions Committee existed at the College throughout the 20th century. Its purpose was simple - to bring together leaders from around the College community to secure employment and mentoring for graduating Scots boys.

Overtime, the Positions Committee faded into informality and ceased to have the same institutional presence that it once held. The Old Boys' Union will formally seek the reestablishment of the Positions Committee and for it to be vested with the necessary support to ensure that graduating Scots boys are given the best opportunities to succeed. The Committee will be constituted as a joint endeavour of the Principal, Parents Association, the Women's Association and the Old Boys' Union.

The Positions Committee shall meet at least four times annually, best practice would indicate a once termly meeting. This would be to discuss new connections within the community and the best approaches to engaging them for mentoring. The Positions Committee will run a CV preparation workshop early in the year and provide guidance to recently graduated Old Boys and Year 12 students in preparing a summary of their achievements.

Later in the year, all Year 12 students will submit to the Positions Committee their CV and a short description of what they would like to do after school. The Positions Committee will then review all CVs submitted and seek to pair them with mentors and community members that have previously been identified as willing to engage in mentoring activities. Ultimately, the aim of the Committee would be to place every boy with a mentor.



## **OUTCOME 4: CLUBS, SOCIETIES AND ACTIVITIES**

Clubs, Societies and Activities deliver long-lasting professional and personal engagement through their ability to connect Old Boys of all ages over common interest areas. In 2017, we introduced a new framework for our Clubs, Societies and Activities to thrive within. In 2018, we will develop that framework further to introduce a greater number of clubs than ever before. We will begin by introducing five new Clubs and two new Societies in early-mid 2018 — these are:

- Scots Old Boys' London Club
- Scots Old Boys' San Francisco Club
- Scots Old Boys' New York Club
- Scots Old Boys' Rugby Club
- Scots Old Boys' Rowing Club
- Scots Old Boys' Law Society
- Scots Old Boys' Business Society

### ***International Clubs***

Scots Old Boys moving abroad often do so for professional reasons. While moving with a burgeoning





international profile, often personal connection is lost in the hustle of global metropolis. The Old Boys' Union has a plan to correct for this and, in doing so, fulfil its strategic objectives. In *A Timeless Mission: The Strategic Plan of the Old Boys' Union (2017-2020)*, a focus is placed on developing programs and events that run in conjunction with international partners. In 2018, we will:

- Establish a London, New York and San Francisco club for Scots Old Boys to connect with one another — this list will grow in time to include Asian regions
- Build mentoring and networking opportunities in London, New York and San Francisco by developing localised and community based digital engagement opportunities
- Leverage diverse digital projects to build a unique value add for Scots Old Boys at home and abroad
- Launch the aforementioned initiatives at the Principal's Celebratory Tour in September 2018

Styled as a Club of the Scots Old Boys' Union, each will have several ceremonial heads who will be supported by the Secretary of the Old Boys' Union. Representing one of the greatest expansions of our networking

capacity in many years, international development brings three advantages:

- Ensures Young Old Boys moving abroad have a network to connect with for professional and personal fulfilment
- Brings Old Boys doing outstanding things back to Scots through digital projects and engagement
- Positions the Old Boys' Union, and by association the College, as an international school of choice for boys

Our Rugby Club will launch at a Young Old Boys' Rugby day to be held in August — it will also be advertised in the May Edition of *The Lion & Lang Syne*. Our Law Society will launch later in the year and will focus on providing networking opportunities for those in the legal fraternity. Our Business Society will launch later in the year and will centre on partnering with the Institute of Business & Economics.

We will get back to our foundations, stronger in the knowledge that our new focus on contemporary development will bring us success.







  
Old Boys' Union



## THE SCOTS COLLEGE **OLD BOYS' UNION**

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