

Victorian Association of Catholic Primary School Principals Inc.

BUSINESS PARTNERS PROSPECTUS 2024/2025

VACPSP. Better, Together.

Proudly representing Victorian Catholic Primary Principals statewide and nationally.



The VACPSP seeks to partner with trusted, engaged sponsors aiming to support our schools to thrive.

ACKNOWLEDGEMENT OF COUNTRY

The Victorian Association of Catholic Primary School Principals (VACPSP) acknowledges the traditional custodians of the land, sea country and waterways across Victoria on which we proudly gather and commit ourselves to the pursuit of educational excellence and opportunity for young people. We honour and pay our respects to Elders past, present and emerging.

PRAYFR

Loving and generous God,

Awaken us to your presence as we continue to discern what is life-giving, empowering and sustainable for the good of all in the communities we serve.

May our inspiration and commitment deepen as we reflect on and respond to the vision of the Gospel and the voice of the Spirit.

Transform us in and through our sacred work so that we radiate for others the compassion of God leaning down into the frailty of life and the daily realities of our service for others.

Amen.

- Mission Discernment, 'A resource for decision making the Catholic Tradition, August 2012.

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"For leadership there is only one road: service. There is no other way. If you have many qualities, the ability to communicate, etc., but you are not a servant, your leadership will fail, it is useless, it has not power to gather [people] together... Leadership must enter into service, but with a personal love for the people."

Pope Francis, 12 May 2014

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INTRODUCTION

Victorian Catholic schools provide the Catholic and local Victorian community with a high-quality education that focuses on the development of the whole person and aims to support the Australian government's ambition for a world-class education that encourages and supports every student to be the very best they can be, no matter their circumstance.

Victorian Catholic primary schools are established under the bishop's authority in their diocese. The Catholic Education Commission of Victoria (CECV) is the single body representing Catholic education providers in Victoria, working on behalf of diocesan education companies in Melbourne, Ballarat, Sale and Sandhurst. It exists to promote Catholic education and advocate for students. CECV is also responsible for receiving, distributing and reporting on government funding provided for Catholic schools in Victoria.

The primary school Principal is the duly employed person by the diocesan governing authority, meeting the Australian government tertiary education qualifications and Victorian Institute of Education (VIT) teacher registration standards. Principals of Catholic primary schools lead the education of 20% (1 in 5) of all Victorian school students. The Catholic primary school sector In Victoria comprises 397 schools, 107,794 students and 11,067 staff (2021).

The Victorian Association of Catholic Primary School Principals (VACPSP) is the peak professional, collegial body for Catholic primary school Principals throughout Victoria, supporting those Principals with the requirements and expectations their role, with an energised focus on building their capacity, skills and wellbeing to ensure that Catholic education in Victoria continues to grow and thrive.

It is the only professional organisation for Principals that is solely:

- Victorian
- Catholic
- Primary Principals

The VACPSP provides direct communication and representation at the national level through Australian Catholic Principals Association (ACPPA) and through that, Australian Primary Principals Association (APPA).

The VACPSP has worked assiduously, with strong leadership, to entrench itself as the peak professional body for Victorian Catholic primary school Principals, delivering a consistent and active representative voice for its members, raising awareness of and addressing matters to improve the professional and personal skills and wellbeing of its members.

Its current strategic objectives are to continue to raise its profile, visibility and influence for its Principal members, to deliver tenacity and strength in its representative and advocacy capacity, supporting the professional learning and wellbeing needs of principals and develop strong, trusted and valued relationships with diocesan offices and other key stakeholders and groups within Catholic education.

"The Spirit nurtures us with living hope".

Pope Francis

HISTORY

In the late 1990s Catholic primary school Principals informally gathered from across diocesan, state, national and church jurisdictions to engage in dialogue about principalship in Catholic primary schools; the future professional needs of leaders in Catholic primary schools, the changing landscape of leadership in Catholic primary schools and how leaders could contribute their "un -encumbered" voice to the broader Catholic education community.

These gatherings eventually led to formalised State and National based principal associations focusing on collegiality, the professional needs of Principals, a State and National perspective within education, and an informed principal voice contributing broadly to both the Catholic and secular education discussion. The focus was around Catholic primary school leadership, the mission of Catholic primary schools, faith formation and curriculum. The spirit of Catholic principalship as a collegial activity and vocational in calling, enacted through professional qualifications and training, emerged strongly in Victoria.

The VACPSP evolved from the work of the Primary Principals' Professional Forum (PPPF) and its visionary members, who resolved that a dedicated and formal professional body was required to provide exclusive and dedicated support to Victorian Catholic primary Principals to ensure that they could meet the requirements of their role whilst delivering quality educational outcomes for students in Victoria. The association would be a vehicle for principals to share and collaborate and support each other in what was becoming an increasingly complex role, whilst extending the reach to all Principals in Victoria, not just those based in Melbourne.

From those discussions, the VACPSP was formed and incorporated in August 2007. The VACPSP has received recognition and support from the various Directors of Education and the Archbishop of Melbourne to undertake its purported function and identify as a Catholic body.

Since incorporation, the VACPSP has grown from the initial iterations of the PFFF to promote direct communication between Principals and the Director of Catholic education in Melbourne, to a representative body, engaged with all the Catholic Commission (VCEA) and diocean prioroties, that supports and enhances the personal and professional capacity and wellbeing of Principals through a wide range of initiatives and offerings.

VACPSP TODAY

The professional, influential and trusted body for Catholic Primary Principals in Victoria

The VACPSP is the professional Catholic, Victorian, Principal voice. We serve this interest through advocacy and action, supporting Principal members and Catholic primary education. This includes National Catholic and Commonwealth partnerships.

The VACPSP continues to lead with strength and vision and is a beacon of prosperity for Catholic primary school Principals across the state. Catholic Primary school Principals embrace the mission of the Church in education, demonstrate a commitment to contribute collegiality to their profession and work in partnership with school governance to bring life-long learning and encounters with God to all who want to experience this hospitality.

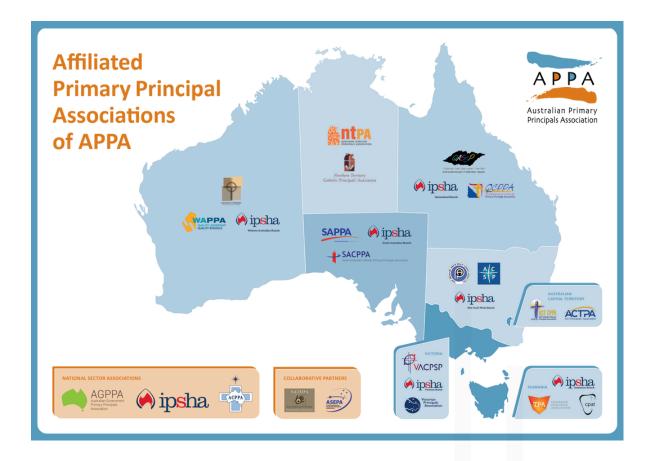
The VACPSP now also represents its Victorian members at the National level, as a member and director of the Australian Catholic Primary Principals Association (ACPPA). At a national level, Victorian Principals are engaged with the Australian Catholic Primary Principals Association (ACPPA), whose structure automatically gave the Victorian VACPSP President broad membership. Through this relationship, Victorian Principals also contribute to the work and functions of the Australian Primary Principals Association (APPA) via the National Advisory Council (NAC).

Following an extensive planning, consultation and implementation process, the President of the VACPSP commenced in a full-time and funded capacity in April 2021. This organisational shift marked the significant development and professionalism of the VACPSP and commenced the new era of stronger representation and advocacy, greater enhancement of the capacity of principals and heightened engagement with Principals across Victoria to drive excellence throughout the Catholic education sector.

The VACPSP remains steadfast in its pursuit of leading and representing Catholic Principals with a strong and active voice, enhancing the value of Catholic education in Victoria.

The work of the VACPSP is guided by the Pope's call to "look others in the eye and listen to what they have to say, to build rapport, to be sensitive to the questions of our sisters and brothers, to let ourselves be enriched by the variety of charisms, vocations, and ministries."

VACPSP IN THE NATIONAL LANDSCAPE



ORGANISATIONAL STRUCTURE AND GOVERNANCE

The VACPSP is committed to maintaining the highest standards of operation and governance.

Constitution

At inception, the VACPSP prioritised the development of an overarching Constitution to ensure transparency and consistency in its leadership, decision-making and performance. The VACPSP Constitution establishes the foundations for the association and guides all decision making, member engagement and strategic planning. The comprehensive document addresses and structures all aspects of the VACPSP's operations, providing a framework within which the Association operates.

In recent years, the VACPSP have undertaken a review and update of the Constitution to ensure that it is reflective of the needs of the Association and its members. Changes have been made to the Constitution to increase the rights of members, identify and enhance the leadership structures, processes and accountability of the Association and to accommodate for changing work practices, particularly in light of the recent global pandemic.

The VACPSP has also focused on improving and maintaining internal policies and procedures to ensure that at all levels, all persons involved with the VACPSP are protected and are accountable for the best interests of VACPSP members. These policies support the VACPSP's vision and the enactment of its Constitution and provide for the professional and reliable governance of the Association.

Through the maintenance and prioritisation of key governance documents and practices, the VACPSP can confidently and proudly state that it is protecting the interests of its staff and members with utmost vigour. That is why it is trusted and relied upon by so many Principals within the Catholic education sector in Victoria.

STRUCTURE AND GOVERNANCE

Leadership of the Association

The VACPSP is led with experience, commitment and energy by its Management Team and Principal Council.

The workings of the VACPSP are undertaken through a combination of staff, contractors, volunteers and professional advisers. This flexible and dynamic team structure allows for the effective deployment of resources, the development and utilisation of varying perspectives and the robust representation.

The President, Vice-President, Secretary and Treasurer are appointed by the members of the Association at the annual general meeting, conducted in October of each year. These appointments, including the manner in which they are ratified, are governed by the Constitution of the Association.

Key Staff

The VACPSP President, Michael Gray, has led the association since 2016, overseeing a number of key strategic projects and achievements that have resulted in consistent membership growth, strong financial performance and industry-leading support and advocacy for VACPSP members.

The President is supported in guiding the association by the Vice President, Secretary and Treasurer. These leaders support the functions of the association and ensure accountability, transparency and compliance with all relevant regulatory requirements.

VACPSP operations and key decision making are effected by President, Michael Gray, Business Development Manager, Josephine Brennan and the collective input and support of the person Principal Council, which consists of currently serving Principals from each area.

The VACPSP is also supported by:

Project Manager Conference - Jennie Douglas

Legal Support - Brennan Law Partners Melbourne

MISSION, VISION AND STRATEGIC PRIORITIES

The role of a Principal is fundamental to the maintenance and development of the mission and identity of the Catholic Church through the embodiment of the life of the local church. As spiritual and educational leaders, Principals are uniquely skilled and positioned to generate a culture of community learning by embracing the families and persons within their community.

To ensure that Principals are empowered to remain as leaders to their community, a strong and active professional association is paramount to building the personal and professional capacity of Principals. Through the active pursuit of its vision and mission in all functions and decision making, the VACPSP has advanced the support available to and lived experience of Catholic primary school Principals in Victoria. The VACPSP leads the way for Principals' professional associations across the country with its innovative and preeminent member representation.

Vision

Catholic Principals leading with a strong, courageous and active voice, promoting educational excellence for Catholic schools.*

Mission

To achieve our vision by:

- · Promoting the mission of the Church in Catholic Primary Schools
- Providing opportunities for collaboration and professional discussion amongst Catholic Primary School Principals
- Liaising with relevant authorities
- Acting as a catalyst and leading initiatives to enrich the work of Catholic Primary School Principals

STRATEGIC PRIORITIES



Consistent and uncompromising representation, voice and advocacy



Commitment to building Principal wellbeing support



Increased awareness for the dedicated legal support and advice for members



High quality and frequent communication with VACPSP members through various platforms



Zealous delivery of the VACPSP strategic plan built by principals for principals



Commitment to sponsorship opportunities to drive the financial support for the VACPSP and principal Networks



Increased Presidential attendance at network meetings



Steadfast national voice for Victorian principals



Very low cost for schools



Unleash the creativity, collegiality, expertise and commitment within Catholic primary school principals



High quality events and learning opportunities

Strategic Direction

The VACPSP has maintained a number of strategic plans since its establishment. As the VACSP evolves and grows, so too do the strategic objectives and aims of the association, to ensure that the VACPSP is continually focused on meeting the demands and requirements of Principals in their role. The strategic plans are developed by the VACPSP Principal Council with oversight and guidance by the VACPSP Management Team. The strategic plan of the VACPSP is developed with input from state-wide membership, small focus groups, stakeholder groups and senior leadership within Catholic education (facilitated by MACS Executive Officer on behalf of CECV), and implemented in 5-year periods. The strategic plan identifies the strengths of the association to guide the ongoing enhancement of its achievements and membership offerings, whilst also recognising opportunities for growth and greater impact within the Catholic education sector in Victoria and across Australia.

The strategic plan is put to and endorsed by all VACPSP Principal members, to ensure accountability and engagement with Principals across the state. This collective approach ensures that the functions and activities of the VACPSP not only reach but positively impact the lived professional experience of Principals and the educational outcomes delivered in their communities.

The VACPSP has worked assiduously, with strong leadership, to entrench itself as the peak professional body for Victorian Catholic primary school Principals, delivering a consistent and active representative voice for its members, raising awareness of and addressing matters to improve the professional and personal skills and wellbeing of its members. Its current strategic objectives are to continue to raise its profile, visibility and influence for its Principal members, to deliver tenacity and strength in its representative and advocacy capacity, supporting the professional learning and wellbeing needs of principals and develop strong, trusted and valued relationships with diocesan offices and other key stakeholders and groups within Catholic education.

Relationships with Key Catholic Education Bodies

In the pursuit of its key strategic objectives and functions, the VACPSP endeavors to maintain positive professional relationships with the various bodies and diocesan offices. The VACPSP, through its President, has worked tireless to engage with and influence the Victorian Commission and each of the four Diocesan Offices (Melbourne, Ballarat, Sandhurst and Sale) on matters relating to and effecting the role of primary Principals in Victoria.

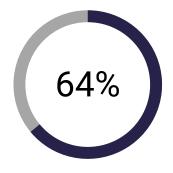
MEMBERSHIP

The VACPSP is proud to support its ever-growing principal membership throughout Victoria. The VACPSP represents members for each of the four dioceses throughout Victoria. Each diocese is represented on the VACPSP Principal Council to ensure consistency and balance in its advocacy and consideration of issues impacting Principals.

Membership Numbers

Membership of the VACPSP has grown consistently since 2015 through the focused efforts of the Association to drive benefit and support to its Principal members. Since 2021 the Association has undertaken a full rebrand and modernisation to boost connection with Members and other stakeholders. Throughout Victoria, the VACPSP is proud to hosts members from 64% of primary schools. Of the 394 schools in Victoria, the VACPSP has 255 member schools (as of November 2024). Whilst the Membership is growing, the VACPSP is still the voice for all Catholic primary schools in Victoria.

Importantly, the VACPSP boasts an incredible 98% member retention rate, giving testament to the value of the Association and the support services it provides to its Principal members. Principals across Victoria appreciate the value that the VACPSP provides, not only to their professional experience, but to the collective experience and enhancement of Catholic primary education in Victoria.



Total membership (% of Victorian primary schools)

(% of Melbourne primary schools)

(% of Ballarat primary schools)

(% of Sale primary schools)

(% of Sandhurstprimary schools)

SPONSORSHIP OPPORTUNITIES

BUSINESS PARTNERSHIPS

The VACPSP offers a series of opportunities for business whose purposes and values align with the Association and who wish to support the functions of the VACPSP to form sponsorship agreements with the Association.

Annual business partnerships and annual sponsorship packages as well as event-based sponsorship opportunities are made available to businesses supporting Catholic education, providing financial benefit for the Association as well as market benefits for the relevant sponsors. The Association benefits from the financial support to enhance its member offerings and the partners benefit from regular exposure to key decision makers in the Catholic education landscape.

To better serve sponsors, and for clarity of offerings by VACPSP Inc, opportunities have been broken into three:

- i. Business Partnerships
- ii. VACPSP Sponsorship
- iii. Event Sponsorship
 - Presidents Ball, 21 March 2025
 - Conference, 24-27 March 2026

BUSINESS PARTNERSHIP \$12,000 P/A (inc GST)

This relationship includes:

- · Communications package (listed below)
- · Priority listing on website footer with link to your website
- · Priority listing in email and newsletter footers
- Company logo, bio and video with VACPSP President on Trusted Partners Directory on website
- Listed in formal VACPSP publications (Annual Report, AGM package)
- Priority listing on Principal Council Reports
- · Logo advertising at zone meetings and presentations
- Invitation to AGM (when held in person)
- · Signed certificate of appreciation
- Priority placing/location at Conference
- · First right of refusal to sponsor President's Ball
- Opportunity to attend a GM Sponsor Day as a VACPSP Guest
- The opportunity to cohost a seminar or professional learning opportunity (virtual or in person) with VACPSP President and advertisement of opportunity. Talk to us about what opportunity would work best for your brand (see page 20 for more details)
- Attendance at exclusive business partner event, "Victorian Catholic Education in Context: How to meet your business goals this financial year" (the date and further details to be emailed to business partners)
- One-hour strategic planning session to provided tailored and expect industry advice from the VACPSP

NB Annual invoicing on the financial year

COMMUNICATIONS PACKAGE

3 Sponsor Spotlight features in newsletter

1 exclusive/individual newsletter showcase (exposure/educative/article etc)
Full page/double spread article in official VACPSP annual publication, *The Chronicle*

15-minute presentation at one Principal Council Meeting (dates on page 21)

Please advise at least 6 weeks before you wish to attend.

4 features on social media (published simultaneously to VACPSP instagram and Facebook)

SPONSORSHIP OPPORTUNITIES

SPONSORSHIP \$6,000 P/A (inc GST)

This relationship includes:

- · 2 Sponsor Spotlight feature in newsletter
- 2 social media posts (published simultaneously to Facebook and instagram)
- · Listing on website footer with link to your website
- · Listing in email and newsletter footers
- Company logo and bio on Trusted Partners Directory on website
- Listed in formal VACPSP publications (Annual Report, AGM package)
- · Listed on Principal Council Reports
- · Logo advertising at zone meetings
- Invitation to AGM (when held in person)
- Signed certificate of appreciation
- Priority placing/location at Conference
- · First right of refusal to sponsor President's Ball
- The opportunity to cohost a seminar or professional learning opportunity (virtual or in person) with VACPSP President and advertisement of opportunity. Talk to us about what opportunity would work best for your brand (see page 20 for more details)
- Attendance at exclusive business partner event, "Victorian Catholic Education in Context: How to meet your business goals this financial year" (the date and further details to be emailed to business partners)

NB Annual invoicing on the financial year

VACPSP VALUE

VALUE OF PARTNERSHIP

By partnering with the Association:

- Your business is aligned with a trusted, influential and leading professional association.
- Your business has an opportunity to be before and communicate with Catholic primary Principals from across Victoria.
- You get insight into the Victorian Catholic education context.
- The VACPSP works with you to support your business goals.
- You support the vital work that the Association does in representing the Catholic primary Principal voice at a local, state and national level.

Find out more and hear directly from the President here: https://vacpsp.org.au/become-a-business-partner/

EVENTS

To drive continued enhancement of member engagement and the pursuit of the VACPSP's mission and vision, the Association undertakes and presents a number of major projects and initiatives. These projects and initiatives are highly professional, balance and prioritise the needs of principals and, importantly, respond directly to the needs of Catholic primary Principals within Victoria.

The VACPSP continues to grow its offerings and the increased services and support provided to members renders its place within the Catholic education landscape absolutely invaluable.

Current VACPSP events include:

- · Biennial Conference
- Biennial President's Ball (alternating year to Conference)
- Annual General Meeting (mid October)
- Principal Council Meetings (1-2 per term)
- · Professional Development Opportunities

Conference

The VACPSP biennial conference is the hallmark of the VACPSP calendar. The conference program is built around inspiring and educating Catholic primary Principals through a world-class program. Each conference run by the VACPSP boasts world-renowned speakers, highly engaging themes and incredible attendance rates to deliver a best in business professional development and collegiality event for members. The conference is also underpinned by daily opportunities for delegates to connect with, explore and develop their faith through masses, reflections, prayers.

We invite sponsors of the conference to also:

- arrange dinners at local restaurants for key Principals
- sponsor drinks
- · prepare activities during break times

A separate Conference Sponsorship Prospectus will be available.

President's Ball

The VACPSP was proud to host a successful inaugural President's Ball in 2023. A Preeminent social opportunity to celebrate the incredible contributions of Catholic primary Principals across Victoria and to promote the health and wellbeing of all VACPSP Members. The Annual VACPSP President's Ball celebrates the achievements of Victorian Catholic Primary Principals on one of Melbourne's grandest stages, showcasing their commitment and contribution to education in Victoria. The "IT" event for Victorian Catholic primary Principals, the President's Ball offers an opportunity for Principals to relax, mingle and celebrate each other with dignitaries from Catholic Education.

Various sponsorship opportunities are exclusively offered to VACPSP Business Partners/Sponsors for involvement in and exposure at the prestigious event.

EVENTS

AGM

The VACPSP AGM was moved to a virtual event during the pandemic period. Feedback from the Principal Council means that this will likely continue into the future. All Business Partners/Sponsors of the VACPSP are invited to attend online.

Business exposure is also in the form of inclusion of VACPSP footer in AGM Member Pack which is distributed to all members.

Principal Council Meetings

Principal Council Meetings take place across the calendar year and are an opportunity for the zone representatives to meet, report and discuss issues of concern. It is also an opportunity to relay updates to the wider community in the form of Principal Council Meeting Reports which are created after every meeting and distributed to Members by their Principal Council Member zone representative.

These meetings are in person or hybrid across Victorian locations and offer an opportunity for Business Partners to present directly to the Principal Council Members and also therefore featuring in the Meeting Report.

Professional Development Opportunities

Many businesses have unique offerings and knowledge base that would be valuable sharing with members. If your business would like to arrange a Professional Development event that showcases your brand but also adds value to our Principal members, please provide a detailed proposal for consideration by our Executive team.

Some ideas may include a breakfast briefing, a virtual PD, an in person learning seminar, a school tour to showcase your work or a site visit to your factory or premises.

The VACPSP President will gladly attend and cohost the event and the Association will advertise the opportunity to members. The VACPSP will also publish photos of the event on social media and share a recap in the weekly newsletter.

2024/2025 KEY DATES

- Weekly newsletters during school term (sent Thursday afternoon)
- 2024 Principal Council Meetings
 - 12 February 2024 (Melbourne location)
 - o 29 April 2024 (Ballarat location)
 - 17 June 2024 (Online location)
 - 5 August 2024 (Sale location)
 - o 9 September 2024 (Online location)
 - o 14 October 2024 (Sandhurst location)
- Annual General Meeting 25 October 2024
- President's Ball 21 March 2025
- 2025 Principal Council Meetings
 - 17 February 2025 (Melbourne location)
 - 31 March 2025 (online only)
 - o 12 May 2025 (Ballarat location)
 - o 11 August 2025 (Sale location)
 - 13 October 2025 (online only)
 - 24 November 2025 (Sandhurst location)
- Annual General Meeting 7 November 2025

COMMUNICATIONS

- Website www.vacpsp.org.au
- Instagram www.instagram.com\vacpsp
- Facebook www.facebook.com/VACPSP
- Linkedin www.linkedin.com/company/vacpsp
- Twitter www.twitter.com/vacpsp
- Digital newsletter each week, Thursday afternoon.
- Newsletter archive https://vacpsp.schoolzineplus.com/archive
- Annual Report, "Chronicle"
- · Online, website Business Partner directory
- · Attendance at zone meetings
- Principal Council Meeting Reports distributed by Principal Council representatives

Communication with Members and Member Beneifits

The VACPSP prides itself on the consistency, frequency and quality of its communication with members. In order to live out its vision and mission, the VACPSP recognises that it must maintain regular, effective communication with members. The more the VACPSP members know about the efforts of the association and the advocacy they provide, the stronger that advocacy and support is.

Accordingly, the VACPSP leadership develop an annual and overarching communications strategy to ensure that member engagement is maintained. This communications strategy includes a range of communication methods to ensure that members are able to receive information from the VACPSP frequently and in a manner that works within their busy schedules. Principally, the VACPSP issues a member newsletter on a weekly basis. This newsletter contains updates on the events and happenings relevant to the VACPSP, as well as providing members with opportunities for engagement, making them aware of offerings from the VACPSP's business partners and keeping them updated with matters relevant to Catholic education across Australia.

The 'open rate' of the VACPSP digital publication sits around 70%.

Instagram and Facebook is also used to communicate and engage with members, as well as other stakeholders.

OTHER OPPORTUNITIES

The VACPSP is committed to a partnership with aligned businesses. As such, if there is a unique, bespoke opportunity you wish to discuss, we welcome the presentation of a bespoke proposal.

Thank you for your support.

Contact josephine@vacpsp.org.au



VACPSP BUSINESS PARTNER PROSPECTUS

