

BEYOND PMSA SUBMISSION

REGARDING THE PRESBYTERIAN AND METHODIST SCHOOLS ASSOCIATION

DELIVERED TO:

THE MODERATORS OF THE PRESBYTERIAN AND UNITING CHURCHES

AND THE HON. MR RICHARD CHESTERMAN, AO RFD QC

15 December 2017

WITHOUT PREJUDICE



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OVERVIEW

OVERVIEW OF THIS SUBMISSION

This Submission is detailed and covers a range of issues relating to the role of the Presbyterian and Methodist Schools Association (**PMSA**) in the governance of Brisbane Boys' College, Clayfield College, Somerville House and Sunshine Coast Grammar.

Fundamentally, this Submission concludes that:

1. The PMSA operates under an archaic legal structure that conflicts with its objects as an organisation charged with the education of children under a Christian mission, and is also a structure that challenges modern and effective governance expectations;
2. The PMSA has a dysfunctional and toxic culture that is damaging to the schools and will ultimately, given time, serve to further diminish the position of the schools and significantly damage the reputation of the Churches;
3. Recurring crises will be ensured by inaction and the problem will get worse if it is not urgently addressed;
4. The PMSA is structurally incapable of delivering the skilled and experienced professionals necessary to effectively govern the schools;
5. The PMSA has lost the trust of the school communities, and this trust cannot be regained by the PMSA or the Councillors who presently comprise it;
6. The PMSA should be dissolved and have no further ongoing role in the ownership or management of the schools under its control;

7. The trust of the school communities can only be rebuilt with the active engagement of the Churches (whose continued role in the ownership of the schools is valued) in a process of wholesale reform that will deliver autonomous control to independent school Boards or Councils; and
8. The Churches have an historic opportunity to show enlightened leadership and turn the current crisis into advantage in the PMSA's centenary year.

The Submission that follows addresses these issues in detail.

INCORPORATION BY REFERENCE OF INFORMED PERSON REPORT

This Submission addresses material, long-term systemic management failings of the PMSA. In so doing, and in order to reduce the size of this Submission, this Submission incorporates by reference, and in its entirety, the report prepared by Mr Anthony Moore entitled 'Position of an Informed Person - Assessment of PMSA and School Information from Publicly Available Information' (**PIP**). The PIP was formally submitted by Mr Moore to the Moderators of the Presbyterian and Uniting Churches On 27 November 2017. The PIP contains publicly available information of direct relevance to future Church decisions with discussions being held between the author and the Church Moderators and is not therefore annexed to this Submission.

Beyond PMSA has received express written permission from the author of the PIP to refer to the PIP in this Submission and endorses the issues, observations and conclusions contained in that report which is based on publicly available information relating to the PMSA, its schools and related entities. We are advised that the author also requested the Moderators to provide a copy of the PIP to Mr Chesterman on 30 November 2017 in accordance with public representations made by the Moderators. In accordance with the author's request to the Moderators we understand that Mr Chesterman will already have the PIP in his possession.

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1. EXECUTIVE SUMMARY

ABOUT BEYOND PMSA

Beyond PMSA represents more than 4500 concerned parents, donors, past students and other stakeholders of Brisbane Boys' College, Clayfield College, Somerville House and Sunshine Coast Grammar School (**Beyond PMSA Members**).

THIS SUBMISSION

Recently, some members of the Presbyterian and Methodist Schools Association (**PMSA**) school community were invited by the Moderators of the Uniting and Presbyterian Churches to make submissions to the Moderators about their concerns regarding the PMSA (via their appointed facilitator, The Hon Mr Richard Chesterman AO RFD QC). This Submission is made on behalf of all Beyond PMSA Members to the Moderators of the Uniting and Presbyterian Churches and Mr Chesterman.

SUMMARY OF KEY POINTS

This Submission contains significant detail, but the basis of the Submission is simple:

1. The current crisis in our schools has been solely and directly caused by the actions of the PMSA and its Council.
2. Although the current crisis arose as a consequence of actions and events directly affecting Somerville House, those actions and events are merely symptomatic of broader failings affecting *all* four schools under the control of the PMSA.
3. A process which endeavours to 'resolve' or 'heal' tensions with the Somerville House community alone will not resolve the issues besetting all four schools. It will not appease growing sentiment against the

PMSA and frustration over inaction about its continuing role as the governing body.

4. The conditions giving rise to the crisis have deep roots in:
 - a. the archaic legal structure of the PMSA which does not require or encourage transparency or accountability;
 - b. a cultural dysfunction within the PMSA that has existed for many decades which:
 - i. is *enabled* by its legal structure and perpetuated by the PMSA's choices; and
 - ii. does not recognise fee paying parents, donors or past students as stakeholders in the schools in any genuine and practical sense.
5. The cultural dysfunction is toxic and has, over many decades, progressed to a point where the school communities overwhelmingly have no confidence in the continuation of the PMSA as the governing body of the schools in any form.
6. There is no confidence in the current PMSA Council because of its recent decisions and actions. No current Councillor has disclaimed or publicly distanced themselves from those decisions and actions and each must therefore be taken to have explicitly endorsed them. The position of all current Councillors is therefore tainted and none of those Councillors should have a continuing role in discussions about governance reform.
7. The reaction and actions of individuals and groups such as Beyond PMSA which represent the school communities is justified and does

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nothing to diminish or transfer the culpability of the PMSA for the current crisis or any resultant impact on the four schools.

8. Beyond PMSA has always encouraged responsible debate and constructive solutions to the issue of governance reform. We actively encourage students and families to stand by their schools and support them. Any assertions to the contrary which may serve to undermine the Moderators' confidence in Beyond PMSA's stated role and objects are incorrect and are **utterly rejected** by Beyond PMSA.
9. The fact that responsible public debate is occurring in multiple forums may be uncomfortable for the PMSA and those who would support it, but it does not make the debate wrong, particularly in circumstances where that public debate has occurred because of inaction and attempts to censor or control legitimate discussions by the school communities through other means.
10. The PMSA's position as a governing body of the four schools is untenable and is no longer relevant in the 21st Century. It should be dissolved and replaced with a governance structure that retains church ownership and involvement but delivers genuine autonomy to the schools through independent School Councils of Boards with qualified Councillors or Directors possessing identified skills and who are selected through a transparent process.

WHY ARE WE MAKING THIS SUBMISSION?

Beyond PMSA has not been formally invited to make this Submission. However, we are doing so because of the significant concerns that the Beyond PMSA Members have over material failings of the PMSA in the governance of our schools. These concerns transcend the recent, events that have tarnished Somerville House and destroyed the careers of fine educators and professional staff members at that school. All of the concerns outlined in this Submission are serious and directly affect all four schools which are presently under the control of the PMSA.

The submissions made in this document do not constitute a 'how to' manual which can be used or relied upon to 'fix' or 'improve' the PMSA. The fundamental point of this Submission is that the PMSA, as an organisation, is not an appropriate body to be governing these schools and its legitimacy has been irreparably damaged at its own hand over many decades. Accordingly, every submission in this document must be read subject to this qualification.

WHY IS THIS SUBMISSION IMPORTANT?

This Submission is important and should be given due consideration and attention.

Beyond PMSA Members include the community members the Moderators have invited to make submissions. However, as the precise scope and terms of reference of the process have not been made public, many Beyond PMSA Members have expressed private reservations about the nature and scope of the facilitation process. Many are concerned that, as the scope of the process appears limited only to a review of events that occurred at Somerville House and may not take account of the broader governance concerns of all four school communities, it can only lead to a predetermined outcome which supports the preservation of the PMSA in its current form (perhaps with some moderate reforms which are designed to appease). This has impacted upon the confidence of some to individually participate in the process.

Rightly or wrongly, some Beyond PMSA Members have also expressed private concerns about the consequences for their children and families if they make individual submissions. Beyond PMSA does not perpetuate these concerns and has actively encouraged individuals to avail themselves of the opportunity to have their voice heard via the process offered by the Moderators. This is a matter of public record.

The current PMSA Chairman, Mr Greg Adsett, attended a Beyond PMSA Town Hall Meeting on 4 December 2017 and made a public statement at that meeting that no parents or stakeholders should fear any reprisals for speaking out in support of Beyond PMSA or its objectives while he is

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Chairman of the PMSA. Despite that statement, it is clear many members of the school communities still retain concerns. Those concerns have been fuelled by the entrenched adversarial and litigious culture of the PMSA over many years and they have been evidenced by the PMSA's aggressive approach in its dealings with certain volunteer school groups recently. Our statement about this sentiment is not a criticism of Mr Adsett's comments at the meeting, but is rather an observation (based upon our interaction with Beyond PMSA's followers) that full public acceptance of a change in a decades-long culture of such behaviour is difficult to achieve with one single statement. We acknowledge the constructive spirit in which his comments were given, and they were gratefully received by Beyond PMSA.

This Submission is therefore also made on behalf of those concerned Beyond PMSA Members and contains input from numerous members of the school communities who wish to remain anonymous.

WHY MUST THIS SUBMISSION BE CONSIDERED?

To fail to give this Submission appropriate consideration simply because Beyond PMSA has not been formally invited to make it, or because one of Beyond PMSA's objectives is to dissolve or replace the PMSA would, with respect, ignore so many members of the broader school communities who share the valid concerns contained within it, and would do a great disservice to the strong Christian values of grace, hope, justice and faith that we all seek to instil in our children, and which we expect our schools and their governing body to uphold.

The validity of this Submission is underpinned by in excess of **2000 signatories to the Petition**¹. The Petition will be simultaneously delivered to the Moderators by Beyond PMSA with this Submission. The Petition supports a motion of no-confidence in the PMSA and its Council, as presently constituted.

¹ A great many more have expressed support but have been fearful of open support due to perceptions that they may be subjected to reprisals for doing so. Regardless, Beyond PMSA supporters number well in excess on 4,500 after only 6 weeks. This number will continue to grow into 2018.

WHAT DO BEYOND PMSA MEMBERS EXPECT OF A PROCESS TO REFORM THE GOVERNANCE OF THEIR SCHOOLS?

There are many lessons we can take from good governance in the corporate sector. But good governance is very different in the context of educational institutions, because, if anything, the stakes are much higher. Educational Institutions are dedicated to the care and education of young men and women. Failures of governance can affect them personally, both momentarily, or they can affect their entire life journey, and there is no second chance to resolve these impacts.

We respect the step the Moderators took to more broadly engage with some stakeholders. However, after 99 years, it's time for the governance of these schools to completely change in line with contemporary expectations and practices.

To only consider options for 'improvement' of the current archaic governance structure will not solve the serious problems outlined in this Submission, nor will it appease the negative sentiments directed against the PMSA or dampen the heightened public attention on the cause for its removal. We respectfully submit that a genuine review of the governance structures of these schools should not take any options for reform 'off the table'.

WHY WE CAN'T ACCEPT PMSA INVOLVEMENT IN A SOLUTION

True change cannot occur in the absence of broader engagement with all four school communities. The PMSA's belated and 'forced' process of engagement with each school in response to the current scandals has been designed to compartmentalise those communities. Furthermore, the process has been designed to restrict engagement to discussions with representatives of school bodies who are clearly not free to express their true opinions or to communicate to the wider school communities due to the governance restrictions and obligations imposed upon them by the PMSA.

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The current governance structures and restrictive communications protocols imposed upon all of the schools have clearly been used to enforce that process. This strategy has reinforced existing negative views about the PMSA's culture and the view that it lacks genuine respect for parents and donors as true stakeholders in the schools and who want to work in partnership with the schools.

Despite the PMSA's public assertions to the contrary, the objectives of the Deloitte 'As One' report are *already* being implemented. Beyond PMSA understands the PMSA has taken steps to redeploy communication staff from Somerville House to Clayfield College. This follows recently negotiated changes to the Enterprise Agreement for PMSA school staff which includes a new provision enabling the PMSA to require staff at any PMSA school to be redeployed to any of the other PMSA schools². These changes to the Enterprise Agreement provisions enable the objectives of the Deloitte Report to be implemented, and redeploying the communications staff is a first step in centralising or consolidating administration functions. The timing of this staff change demonstrates a lack of judgment over public perceptions of the change and as it runs counter to previous denials of centralisation and consolidation, it also reflects the lack of respect the PMSA has for stakeholders and keeping them informed of changes to their schools. It does, however, explain why the PMSA took such heavy-handed action to shut down debate about the Deloitte report prior to the P&F meeting of October 2017³.

With respect, these are not the actions of an organisation that has any genuine interest in discussing change or 'improvement' of its practices. They are the actions of an organisation that places self-preservation above all else.

The PMSA has also recently sought to elicit sympathy from the school communities and cast blame on others, such as Beyond PMSA, for its current predicament is wrong. Simply put, an organisation that expects *total*

² (See clauses 1.10 and 1.10.9(f) of the current PMSA Enterprise Agreement approved by the Fair Work Commission On 8 November 2017, effective from 15 November 2017).

³ (See Section 2.5 of this Submission at p 53).

authority over its schools, and which actively lays claim to that authority by virtue of its Letters Patent, must accept nothing less than *total* responsibility for its actions and its failings. The PMSA cannot choose to dissociate itself from the consequences of its own actions and decisions because individuals or groups who choose to exercise a right of free speech elect to question them about it. Even more so if they choose not to respond or to selectively (and inadequately) respond to legitimate questions.

Furthermore, the PMSA has consistently demonstrated over many decades it is not willing to accept or adopt reasonable submissions for reform made by concerned and well-credentialed stakeholders (some of whom include previous PMSA Councillors). Therefore any process for change which includes the PMSA and its current Councillors as part of a solution can *never* receive legitimate endorsement.

It is an unavoidable fact when it comes to credibility on reform, trust in the PMSA has well and truly 'left the building'. That trust can no longer be restored by the PMSA adopting its usual, time honoured and recycled 'wait it out' strategy. It also can not be restored by making minor adjustments to a Constitution which is totally unacceptable on any reasonable assessment, or by making other token gestures to placate. This time, the push for genuine change is growing, and it is far too strong.

MISCONCEPTIONS ABOUT THE NATURE OF OUR INVOLVEMENT IN THE DEBATE

Beyond PMSA's objects are constructive to the future of the schools, and it is a misconception on the part of the PMSA and others to suggest that Beyond PMSA's actions are damaging the schools; it is feeding the media; or it is aligned with or endorses other social media platforms. It is not, and any assertions to the contrary which may serve to undermine the Moderators' confidence in that position are incorrect and are **utterly rejected** by Beyond PMSA.

We are on the record about these issues previously in response the PMSA's misleading letter to the school communities dated 17 November 2017 which

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made numerous incorrect assumptions and accusations, based entirely on supposition and without basis in fact. Furthermore, we have made it clear Beyond PMSA does not endorse statements or actions which seek to target individuals in a negative manner.

AN URGENT CALL FOR ACTION

Beyond PMSA's following and influence is clearly gathering pace. It will continue at an increased pace until a modern, skills-based, accountable, transparent and compassionate governance framework is delivered. The sooner genuine change occurs, the sooner oxygen will be taken away from the continuing questions and commentary about the recent actions and decisions of the PMSA and its employees, and the increasing interest by many in the PMSA's activities generally.

While the success of Beyond PMSA's cause may, in many respects, be more comprehensively served by a drawn-out campaign, we do not want that. We do not desire the current situation (which has been entirely brought about by the PMSA and which is being perpetuated by the PMSA's continued background manoeuvring and transparent 'white-anting' of legitimate debate about reform) to progress to the point where it may have an irreversible affect upon the reputation of the Churches. Our call for action is therefore urgent.

THE HARD DECISION IS THE RIGHT DECISION

We respect the ownership of our schools by the Churches, and the strong financial and faith contributions they have made to them over the 99 year history of the association, and we continue to value their strong role in the education of our children.

While our objectives challenge 99 years of history, they are neither radical nor destructive. They simply represent contemporary expectations and are in line with successful school governance models around Australia. Yes, we do want to see the PMSA dissolved, and we understand that this objective may not be favoured by the Churches. Clearly it is not supported

by the PMSA itself. It requires leadership by the Churches, but it also requires all parties, including the the current PMSA Council, to step back and question the PMSA's value proposition and relevance in delivering best practice educational outcomes for our schools in the 21st Century. It requires hard choices to be made. Good decisions are seldom easy.

Despite the serious problems with the PMSA that we have outlined in this Submission, there are many things that the PMSA can be proud of over the course of its 99 year history, and we do not seek to destroy the legacy of those positive contributions, nor those who have contributed to it. However, after such a long period of management under an outdated governance structure, the persistent problems with the PMSA's effectiveness, lack of trust and culture are incapable of being be fixed in any manner that will elicit endorsement from the school communities. So we implore you not to take the 'easy' path and be criticised for it, but take the 'right' path and see these schools flourish.

OUR PLEDGE OF RESPECT

If the hard decision to dissolve the PMSA and provide autonomous governance to the schools is made:

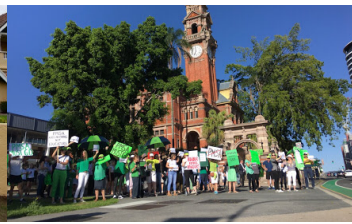
- willingly;
- with the guidance and ownership of the Churches; and
- with respect for the fact that it is the schools, the students and teachers who are the most important people in all of this,

then the process of reform can deliver more than just much-needed change. It can deliver reconciliation and may even restore some respect to the PMSA and its Councillors. If the PMSA passes the responsibility for the future of these schools to new custodians operating under a contemporary governance structure that is better equipped to lead them for the next 100 years and beyond.

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We trust you receive this Submission in the genuine collaborative spirit intended and thank you for taking the time to read and consider it.

We would be happy to discuss any aspect of it in further detail should you require further information or clarification.

Yours sincerely,



CHRIS HUMPHREY
PRESIDENT

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2. DETAILED SUBMISSION

THE STRUCTURE OF THIS SUBMISSION

Beyond PMSA's detailed submissions are set out in the following pages and broken down into five key areas of failings:

1. Structural Failings;
2. Governance Failings;
3. Financial Management Failings;
4. Child Safety Failings; and
5. Cultural Failings.

We have identified multiple failings across each of these areas. Where appropriate we have provided commentary upon those failings and have listed examples (some of which are recent, and others historic, but in either case entirely relevant). In order to manage the length of this Submission, the list of examples which have been identified is not exhaustive and should not be treated as such.

FUNDAMENTAL PRINCIPLE UNDERLYING EACH SUBMISSION

The submissions made in this document do not constitute a 'how to' manual which can be used or relied upon to 'fix' or 'improve' the PMSA. We do not seek or require a response by the PMSA to the submissions. The fundamental basis of this Submission is that the PMSA, as an organisation, is not 'fixable' and cannot be improved to any degree which would result in it becoming an appropriate body to continue governing these schools. Its legitimacy has been irreparably damaged at its own hand over many decades. Accordingly, every submission set out below must be read subject to this qualification.

ANNEXURE A – THE PROCESS AND STRUCTURE FOR IMPLEMENTATION OF AN ACCEPTABLE GOVERNANCE MODEL

Annexure A to this Submission discusses the potential need for a transitional process to be employed if the Moderators accept the proposition that the PMSA must be dissolved. It acknowledges that doing so may potentially require a series of steps to enable governance reforms to be appropriately implemented. For that purpose, Annexure A sets out Beyond PMSA's submissions on the minimum requirements for such a process to be effective, including the requirements for newly created school Boards or Councils and any Church ownership entity (if necessary)⁴.

ANNEXURE B – REGISTER OF UNANSWERED QUESTIONS

Annexure B to this Submission contains a detailed register of questions posted by individuals on the PMSA's Facebook Page. It sets out extracted comments and questions that have been posted and retained on the PMSA Facebook Page since it was established on or about 1 November 2017, up to and including 10 December 2017.

The questions and comments posted and retained on the PMSA Facebook Page were not fed or contributed to by Beyond PMSA, although it is clear that many of the posters are also individual supporters of Beyond PMSA's objectives and participate in posting comments on multiple social media platforms in their individual capacity. We have not edited those questions or comments for the purposes of incorporating them into this document⁵. The comments and questions are in the public domain and have been reproduced for referencing purposes and to aid the Moderators and Mr Chesterman to understand and consider the wide-ranging concerns held by member of the school communities about the PMSA.

⁴ Beyond PMSA's submission is that a separate interposed ownership entity is not required.

⁵ Some comments or questions may have been redacted to ensure appropriate standards of fairness are applied where the comments or questions reference individuals.

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2.1 STRUCTURAL FAILINGS

BACKGROUND

The following table sets out Beyond PMSA's views of the key structural deficiencies of the PMSA. It provides examples where they are applicable. Due to a desire to keep this Submission as brief as possible, the list of examples is for illustrative purposes only and is not exhaustive.

Issue	Failure	Commentary / Examples (where applicable)	Submission
Composition of Council	<p>No transparent process for appointment of Councillors.</p> <p>Insufficient skills-based representation on the Council.</p> <p>Insufficient representation on the Council of Councillors with tertiary educational qualifications.</p> <p>Many Councillors have served for far too long by any reasonable</p>	<p>The PMSA Council is comprised of up to 15 members at any one time. Each of the Presbyterian and Uniting Churches are entitled to appoint up to six Councillors, with the appointed Councillors being collectively entitled to appoint up to three 'independent' Councillors to serve concurrently with them.</p> <p>There is no publicly disclosed process which clearly sets out the selection methodology and appointment process for the Councillors.</p> <p>Clause 3 of the PMSA by-laws set out loose qualification requirements for appointment, but we submit that these requirements are wholly insufficient as a basis for selection and appointment to a body which is responsible for the management of over \$400m and in excess of \$120m of annual revenues.</p> <p>Many Councillors have served for far too long by any reasonable assessment (sometimes for multiple decades). Mr Geoff Hines in his 2011 report: "The Presbyterian and Methodist Schools Association – Should it Continue?" said Mr Bernie Stein had served for more than 30 years; Mr Guido Kettniss had served</p>	<ol style="list-style-type: none"> 1. The benchmark qualification requirements for appointment of Councillors are deficient and do not accord with best practice or contemporary expectations having regard to the nature, size and scope of the undertakings for which the PMSA is responsible. 2. The composition and skill sets of the current PMSA Council members individually and in aggregate are wholly inadequate for the effective performance of the undertakings for which the PMSA is responsible. 3. There is a significant lack of Councillors with tertiary educational qualifications. (While it is noted that Mr Con Graves does hold a Masters of Education (in Counselling and Guidance), it has also been observed that Mr Graves was 'parachuted' in as an independent Councillor in late October, presumably in response to this deficiency

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Issue	Failure	Commentary / Examples (where applicable)	Submission
	assessment (sometimes for multiple decades).	for 24 years ⁶ ; Mr Des Robinson had served 21 years ⁷ ; Mr Alan Grummit had served more than 30 years and Mrs Jaqueline McPherson had served for 19 years ⁸ .	being publicly identified by Beyond PMSA Members). ⁹ 4. Many past and current Councillors have served on the PMSA Council for multiple decades. This is not consistent with modern governance expectations. Some might argue that doing so provides a 'steadying hand' to the governance of the organisation, but we submit in the context of the PMSA it entrenches cultural failings, impedes fresh thinking and inhibits reform.
Letters Patent	The legacy structure under which the PMSA is constituted and continues to operate, fails every reasonable expectation of what a modern and dynamic organisation charged with the education of children should embody.	The PMSA is incorporated by Letters Patent under the <i>Religious Education and Charitable Institutions Act 1861 (RECI Act)</i> . The RECI Act did not provide for the incorporation of the whole membership of an association, but was limited to the incorporation of the association's office-holders. The main reason for the granting of Letters Patent was so the incorporated entity could receive, purchase, acquire and possess lands, goods and chattels to and for the uses of relevant corporations like the PMSA. The majority of the original Councillors listed on the original Letters Patent were members of the clergy.	1. A governing body which was incorporated under the RECI Act and which continues to operate under archaic Letters Patent issued in 1918 can never guarantee open, transparent and accountable governance to stakeholders of the institutions which it oversees. Such guarantees can never be robustly provided, even if the PMSA were to propose and implement a significant restructure of its constituent documents. The very existence of the Letters Patent represents a continuing threat to the principles of transparency and

⁶ Estimated to be approximately 29 years by the time of his retirement in or about 2016.

⁷ Estimated to be approximately 26 years by the time of his retirement in or about 2016.

⁸ Still serving and estimated to be approximately 25 years as at the date of this Submission.

⁹ Details of Mr Graves' qualifications have been sourced from other publicly available information sources as no details of his qualifications or background are contained on the PMSA website as at the date of this Submission.

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Issue	Failure	Commentary / Examples (where applicable)	Submission
		<p>The majority of Councillors in more recent times have been, and continue to be, laypersons.</p> <p>The RECI Act was repealed in 1982 by the <i>Associations Incorporation Act 1981 (Qld) (AIA Act)</i>. Although the AIA Act preserved the Letters Patent and allowed associations like the PMSA to continue under the RECI Act, it was noted in the Parliamentary debates when the bill was introduced that <i>“It has become increasingly apparent that the Religious Education and Charitable Institutions Act is just not good enough administratively to cope with today’s problems.”</i></p> <p>There was no compulsion for associations incorporated by Letters Patent under the RECI Act to be dissolved and reincorporated under the AIA Act. However provisions were included for them to apply to the Minister for cancellation of their Letters Patent and to reincorporate under the AIA if they wished. The AIA Act provided for greater accountabilities in respect of the management of associations incorporated under it, including specific requirements around financial reporting and disclosure. The PMSA, for reasons which appear never to have been disclosed, elected <i>not</i> to re-incorporate under the AIA Act.</p>	<p>accountability that are so important in modern governance structures.</p> <p>2. The absence of adequate regulatory oversight of the PMSA which is guaranteed by the Letters Patent will always remain a material obstacle to stakeholder confidence in matters of governance and will continue to undermine trust.</p>
Constitution and By-Laws	Out-dated and not requiring transparency expected of contemporary	Example - Clause 16 of the PMSA Constitution: Example – Grant of gratuities and annuities under clause 16 of PMSA Constitution: Clause 16 of the Constitution states that the Council may “ <i>at any time</i>	1. The Constitution and By-Laws of the PMSA are outdated and wholly insufficient to support proper, transparent and accountable governance of a body with

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	constitutions.	<p><i>and from time to time in its discretion remunerate or grant to any person or persons who is or shall have...served the Association...and who shall have retired or shall be about to retire from service or any person or persons whom the Council shall consider to be or have been dependent on any such persons as aforesaid who shall have died, such lump sum or periodical gratuity or annuity of benefit...as a recognition of or reward for services...".</i> This clause is inappropriate in the context of a Church-owned organisation that purports to be constituted by 'volunteers'. Even if the rights and powers under the clause are not actively utilised, its very existence undermines trust and transparency in the organisation. There is no disclosure around the current or historic payment of amounts (if any) under this clause</p> <p>Example – Payments to former Councillors under clause 3.14 of the By-Laws of the PMSA: Clause 3.14 of the By-Laws of the PMSA grants the power to Councillors to (amongst other things): "<i>(a) pay a gratuity, pension or allowance, at the time of or following retirement or other vacation of office to a Councillor or a relative of a Councillor;..</i>" "<i>(b) make contributions to any fund or pay any premiums for the purchase or provision of that gratuity, pension or allowance.</i>" Even if the rights and powers under the clause are not actively utilised, its very existence undermines trust and transparency in the organisation. There is no disclosure around the current or historic</p>	<p>responsibility for overseeing the ownership and management of educational institutions of the size and nature of the undertakings managed by the PMSA.</p> <ol style="list-style-type: none"> The Constitution and By-Laws of the PMSA contain wholly inappropriate provisions which entitle PMSA Councillors to benefits in the form of annuities and gratuities which do not reflect the publicly stated position of the PMSA that appointments to the PMSA Council are 'voluntary' in nature. Whether or not individual PMSA Councillors receive or have received annuities or gratuities or other payments now or in the past has never been adequately disclosed. However, even if they do not and have never received such entitlements, the very existence of many of these clauses within the By-Laws is wholly inappropriate and feeds mistrust around the already poor view of the culture of the PMSA. The absence of full disclosure around the payment of existing and historical annuities, gratuities and other benefits to Councillors (any) is entirely unacceptable. If such payments have occurred or continue to occur in any manner (and this position has not been made clear by recent responses by the PMSA to the media), then it

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		<p>payment of amounts (if any) under this clause.</p> <p>Example – Payment for Extra Services under clause 3.13 of the By-Laws of the PMSA: Clause 3.13 of the By-Laws of the PMSA states: “A Councillor who is called upon by the Association to perform extra services or to make a special exertion or to undertake executive or other work for the Association beyond the Councillors’ ordinary duties may be paid as the Council determines for those services, exertions or work.” There is no disclosure around the payment of amounts (if any) under this clause.</p> <p>Example – Payment of Councillor Expenses under clause 3.12 of the By-Laws of the PMSA: Clause 3.12 of the By-Laws of the PMSA states that: “The Councillors may be paid all travelling, accommodation, and other expenses properly incurred by them in attending and returning from meetings of Council or any Committee, or otherwise in the execution of their duties.” There is no disclosure around the payment of amounts (if any) under this clause.</p> <p>Example – Councillor Contracts under clause 7.9: Clause 7.9 of the By-Laws of the PMSA is of particular concern. Although a Councillor is required to declare interests in contracts with the PMSA, clause 7.9 states that a Councillor is not disqualified from holding office as a Councillor or from contracting or entering into any arrangement with the Association even if the Councillor fails to declare his or her interest in accordance with the By-Laws and further that such contract or</p>	<p>represents a scandalous breach of the trust that the school communities have placed in the PMSA over many decades. This issue should be fully clarified regardless of the outcome of any governance reform process.</p>

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		<p>arrangement is not liable to be avoided and the Councillor is not liable to account for any profit realised from that contract in those circumstances. This can effectively nullify the purpose of clause 7.11 which requires Councillors to abstain from voting on contracts in which they hold an interest. The clause further specifically states: “A Councillor and a firm in which the Councillor is interested may act in a professional capacity for the Association. The Councillor and that firm are entitled to remuneration for professional services as if the Councillor was not a Councillor of the Association.” The entire clause is problematic and its application can be potentially open to abuse. It is inconceivable that a clause such as this could have operative effect in a modern organisation which controls significant assets and manages substantial revenues, including government grants, on an annualised basis.</p> <p>Example – Retirement benefits under clause 10.1 of the By-Laws of the PMSA: Clause 10.1 states that the “Council may recognise the service or contribution of any person towards the attainment of the Associations (sic) objects.” The broad nature of this clause and its potential application are concerning. Again, even if the rights and powers under the clause are not actively utilised, its very existence undermines trust and transparency in the organisation. There is no disclosure around current or historic payment of amounts (if any) under this clause.</p>	

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<p>Communication Protocols</p>	<p>All communications to school communities are one directional.</p> <p>The PMSA has the power to censor and restrict all means of communication by and between all members of the school communities via their representative bodies.</p> <p>The restrictive nature of the communications architecture within the schools demonstrates a lack of respect for stakeholders.</p> <p>The restrictive nature of the communications architecture can potentially be a risk to the welfare and safety of students and staff.</p>	<p>All communications to stakeholders of the P&Fs are controlled, or capable of, being directly censored or restricted by the PMSA.</p> <p>It is clear from recent events and for historical reasons (dating back to governance changes which were implemented by the PMSA in response to a BBC fire-safety issue that was raised in 2002 and which subsequently resulted in the P&F preparing a governance review submission to the PMSA at that time) stakeholders have no effective and free means of providing or receiving information which is relevant to the operation of the schools and the well being of the students. The communications architecture is ultimately controlled by the PMSA and the communications protocols appear to be actively managed by the PMSA when it suits them.</p> <p>Example – Censoring of Somerville House P&F: On 24 October 2017, following an article published that day in <i>The Australian</i> referring to a secret report commissioned by the PMSA from Deloitte which proposed a merger of the four PMSA schools under an ‘As One’ strategy, the PMSA caused its solicitors, Hopgood and Ganim to send correspondence to the Somerville House P&F Executive Committee, via its President.</p> <p>The letter wrongly presumed members of the P&F Executive had a copy or copies of the Deloitte report and stated, in part, “<i>Release by the Association of any of the Deloitte reports or any information contained in or derived from them, at a meeting of the Association</i></p>	<ol style="list-style-type: none"> 1. The ability of the PMSA to impose (or direct the imposition of) restrictions which control and in some cases prevent communication to and between parents by volunteer groups within the schools such as the P&F, is an overreach in the application of the PMSA’s powers and is completely at odds with principles of transparency which ought to apply to the manner in which educational institutions are run in a modern democratic society. 2. Where issues of concern need to be discussed and debated and such issues are at odds with the views or interests of the PMSA, these restrictions pose a potential risk to the safety and welfare of students and staff, and this is entirely unacceptable. 3. The restrictive nature of the communications architecture within the schools demonstrates a total lack of respect for stakeholders and the representative groups within the schools.

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		<p><i>or otherwise, would perpetuate what appear to be breaches by persons presently unknown of obligations of confidence they have to the PMSA including under the Code of Conduct.”</i></p> <p>The clear inference from this letter was the members of the P&F Executive Committee had a clear primary obligation of confidentiality to the PMSA under the PMSA Code of Conduct. The letter served as a direction to the P&F to not communicate with parents and stakeholders of the school on any matters connected with it.</p>	
<p>Information Disclosure, Record Keeping and Retention</p>	<p>PMSA reporting of financial results is on a consolidated basis with no clarity on individual school financial performance.</p> <p>No confidence that the PMSA has a robust and auditable document retention and management system.</p>	<p>Numerous requests for information or documents from the PMSA to explain its position in respect of recent decisions and actions and in respect of its own governance and reporting frameworks generally have been largely ignored. In the days leading up to the delivery of this Submission the PMSA has provided promises to respond to questions on its own facebook Page, but only via private email. So far, Beyond PMSA is not aware of the PMSA providing substantive responses to any questions that have been posted on the PMSA’s own Facebook Page – which appears to remain the PMSA’s primary public point of access for information. (A full register of the questions asked of the PMSA and the limited responses received is set out at Annexure B to this Submission).</p> <p>Beyond PMSA Members have expressed considerable concern about the lack of information in relation to whether the PMSA has a robust and auditable</p>	<ol style="list-style-type: none"> 1. The current level of information disclosure to stakeholders is wholly inadequate and is routinely defended on the basis that the PMSA is not required to disclose documents or information due to reasons of confidentiality. In some instances this may be appropriate, but the majority of information being requested by interested stakeholders, particularly in relation to financial matters, should be reported. 2. The full purpose and scope of retainer for the recently appointed firm of IT security experts by the PMSA is concerning and has never been fully explained. It should be. 3. The PMSA has never disclosed details of its IT and document retention system. Given the importance of recent events and

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		<p>document retention policy AND system. Given the importance of recent events and the requirement for preservation of documentation for further review and consideration by the Moderators and other interested parties such as the ATO, ASIC, CCC, NSSAB and others, it should be required to do so. This is particularly important given perceptions of its extremely poor handling and response to the data breach issue and the subsequent explanations given about how the relevant data was handled and destroyed. Public perception and confidence about these issues is critical and can not be dismissed by incomplete or 'high level' responses.</p>	<p>the requirement for preservation of documentation for further review and consideration by the Moderators and other interested parties such as the ATO, ASIC, CCC, NSSAB and others, it should be required to do so. Beyond PMSA submits that this is particularly important given perceptions of its extremely poor handling and response to the data breach issue and the subsequent explanations given about how the relevant data was handled and destroyed. Public perception and confidence about these issues is critical and can not be dismissed by incomplete or 'high level' responses.</p>
<p>Engineered Structural Control over School Bodies</p>	<p>Creates a natural structure for conflicts.</p> <p>Creates risks for child safety.</p> <p>Amplifies the lack of respect that the PMSA has for its stakeholders.</p>	<p>Example - BBC P&F raises fire safety issue in 2002: As mentioned above, regressive governance changes were implemented by the PMSA in response to a BBC fire-safety issue that was raised in 2002 and the unsuccessful governance review submission that was made by the BBC P&F to the PMSA at that time.</p> <p>The response was to change the constituent documents of the P&F to provide an overriding obligation of confidentiality (and by implication through the control of that obligation, obedience) to the PMSA.</p> <p>Stakeholders have no effective and free means of providing or receiving information relevant to the</p>	<ol style="list-style-type: none"> 1. The historical refusal by the PMSA to allow P&Fs to incorporate¹⁰ has caused concerns over liability of individual volunteers within those groups. 2. The engineered control over P&F groups has resulted in those volunteer groups operating under restrictive frameworks which: <ol style="list-style-type: none"> a. create a heightened environment for conflicts with the PMSA; b. increase the likelihood of inferior

¹⁰ As in the case of BBC, which formed the basis of a request in or about 2002 that was rejected by the PMSA.

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	<p>Inability for school P&Fs to incorporate potentially gives rise to unacceptable levels of risk for volunteers.</p>	<p>operation of the schools and the well-being of the students via their P&Fs is concerning.</p> <p>Example – Censoring of Somerville House P&F: On 24 October 2017, following an article published that day in the Australian which referred to a secret report that had been commissioned by the PMSA from Deloitte which proposed a merger of the four PMSA schools under an “As One” strategy, the PMSA caused its solicitors, Hoggood and Ganim to send correspondence to the Somerville House P&F Executive Committee, via its President.</p>	<p>responses to potential issues of child safety;</p> <ul style="list-style-type: none"> c. amplifies the lack of perceived respect that the PMSA has for stakeholders within the schools; and d. create angst and frustration amongst parents who can not understand why their P&Fs have no ability to openly respond to their legitimate issues concerns. <p>All of these conditions are entirely unacceptable and reflect the commonly held view of PMSA culture as toxic.</p>
<p>Conflicts of Interest</p>	<p>Structural design of the PMSA <i>schools system</i> creates conflicts of interest.</p>	<p>Example – P&F volunteers owe overriding duties to PMSA and not the school communities that they serve: Parents and other members of the school communities have an opportunity to volunteer services through the P&F Executive, Parent Support Groups and the Foundations. However, the reality is the PMSA has a clear view these groups owe an <i>overriding</i> obligation of confidence and obedience to the PMSA before the schools and the stakeholders they represent. This is outlined in constituent documents for those groups. As a consequence, there can be no other position other than the ‘PMSA position’. This can create unmanageable personal conflicts of interest for many volunteers on those executives who feel unable</p>	<ol style="list-style-type: none"> 1. The structural design of the PMSA <i>schools system</i> has in-built flaws which create clear conflicts of interest between roles and responsibilities of PMSA Councillors. 2. There are clear structural failures which lead to conflicts of interest between the PMSA and school bodies which also represent the interests stakeholders at a structural level. This creates an unmanageable conflict of interest for many volunteers on those executives who feel unable to properly discharge their obligations 3. There appears to be a clear failure to

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		<p>to properly discharge their obligations.</p> <p>Example – The circumstances giving rise to the recent resignation of a number of independent Somerville House School Councillors: The reasons for the recent and public resignations of the independent Somerville House School Councillors were all predicated on non-disclosure of information and issues of transparency. When the PMSA-appointed School Councillors refused to disclose information critical to the proper discharge of duties by the independent Councillors, it highlighted a clear conflict of interest between the role of the PMSA Councillors advocating support for the position of the PMSA over its decisions concerning (amongst other things) the data breach, and the circumstances surrounding the resignation of Mrs Kearney. The obligations of those PMSA Councillors to the school community in their capacity as members of the Somerville House School Council, were clearly unable to be discharged. These issues were being appropriately agitated and interrogated by the independent Councillors (which was entirely appropriate given the very nature of their roles and independents).</p>	<p>recognise legal and other conflicts of interest, which in turn creates considerable concern that issues of conflict management on multiple levels may be subject to systematic mishandling or simply not recognised at all.</p>

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2.2 GOVERNANCE FAILINGS

BACKGROUND

The following table sets out Beyond PMSA's views of the key governance failings of the PMSA. It provides examples where they are applicable. Due to a desire to keep this Submission as brief as possible, the list of examples is for illustrative purposes only and is not exhaustive. The table does not focus on detailed governance policies, procedures and protocols of each PMSA school, but rather on the organisational structure of governance which we submit impedes the good governance of the schools.

Issue	Failure	Commentary / Examples (where applicable)	Submission
Accountability	<p>Lack of accountability is <i>enabled</i> by the nature of the PMSA's incorporation. Their decision not to be accountable is a <i>choice</i>.</p> <p>Consistent absence of willingness to account to stakeholders for actions and decisions throughout its history.</p> <p>No attempt to account for recent actions or decisions until forced to do so as a</p>	<p>The establishment of the PMSA as a body corporate by way of Letters Patent under the <i>Religious Education and Charitable Institutions Act (RECIA)</i> has led to a dysfunctional state of affairs whereby the PMSA is effectively accountable to no one but itself. The PMSA had an opportunity, like many institutions originally established under similar structures via the RECIA to transition to an incorporated association under the <i>Associations Incorporation Act (AIA)</i> in or about 1982. The PMSA, for reasons known only to it, chose not to do so.</p> <p>As a consequence, it is not subject to the same governance requirements and accountabilities as an incorporated association under the AIA. The existence of the Letters Patent <i>enables</i> the lack of accountability, but the absence of accountability by the PMSA is a conscious <i>choice</i>.</p> <p>Example – Clear Policy of 'Non-Engagement': Until 26 October 2017, the PMSA refused to engage in any</p>	<ol style="list-style-type: none"> 1. The PMSA has not demonstrated any accountability to external stakeholders. If it did, then it would have willingly offered explanations for its recent actions and decisions. For reasons known only to the PMSA, and which no doubt have their origins in the events leading up to the data breach and the appointment of Mr Hiley, they have chosen not to do so. 2. The absence of appropriate regulatory oversight does not accord with the contemporary standards expected from a body with responsibility for overseeing the ownership and management of educational institutions. 3. If the PMSA expects to retain total authority and power which is unchecked by contemporary expectations for regulatory oversight and accountabilities, then the

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	<p>consequence adverse public attention.</p> <p>Following adverse public attention, attempts to account for recent actions and decisions have been selective and wholly insufficient.</p>	<p>meaningful way with members of the school communities regarding the events at Somerville House relating to the theft of data and breach of the Privacy Act allegedly by Mr Rick Hiley; the concerning events involving the Korean bathhouse; the forced resignation of Mrs Flo Kearney; the 'standing down' of Sarah Dreaver¹¹; the subsequent exodus of many well respected and liked senior Somerville House staff in protest over the PMSA's actions; and the media revelations of the Deloitte Report and other issues.</p> <p>This lack of engagement was not an oversight. It was deliberate and is symptomatic of the toxic culture and superior attitude the PMSA and its Councillors have demonstrated over many decades. Beyond PMSA submits there is a culture of secrecy which underpins a broader contempt for the proposition that the PMSA should have stakeholders to which it is accountable. The PMSA's belated and awkward attempts to engage with the school communities from late October 2017 onwards only occurred as a consequence of the adverse media coverage that was caused by their own actions. It is submitted the change in strategy occurred for no other reason.</p> <p>Example - Appointment of Mr Rick Hiley: No transparency in respect of the appointment process for Mr Rick Hiley as Executive Manager of the PMSA.</p>	<p>PMSA and its Councillors must also accept <i>absolute</i> responsibility to be accountable for its failings.</p>

¹¹ Although most people clearly see Mrs Kearney as having been (effectively) terminated as no explanation for her departure has been given. This is a disgraceful injustice to a hard working, well liked and highly respected professional. For the PMSA to allow that state of affairs to continue to impact upon the reputations of Mrs Kearney and Ms Dreaver is wholly unacceptable and has been resoundingly condemned by the school community that Mrs Kearney and Ms Dreaver served so professionally and ethically.

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		<p>This is evidenced by the apparent lack of any external search process for the role and no rationale being given for Mr Hiley's excessive salary package (particularly given the lack of explanation as to any apparent change in the nature or scope of the role which was previously occupied by Mr Rob Walker). There is a clear suggestion of collusion and nepotism associated with the appointment, as reported by the media, about the content of sms messages between Mr Hiley and then Chairman of the PMSA Council, Mr Rob McCall and the background interactions with PMSA Councillors and others in the decision-making process.</p>	
Transparency	<p>Inadequate financial reporting.</p> <p>Non-disclosure of critical information that is of clear public interest to stakeholders.</p> <p>Inappropriate and persistent reliance on 'confidentiality' as an explanation for non-disclosure in many</p>	<p>Example - Inadequate Financial Reporting: The PMSA does not provide adequate financial reporting to stakeholders. The PMSA prepares its Annual Reports on a consolidated basis only and does not provide a breakdown of the financial position of each school. It is therefore difficult to determine the financial viability of individual schools.</p> <p>Individual school annual reports are not in fact annual reports in the context of what would be expected from an independent operating entity. They contain little information apart from basic information concerning student performance and attendance statistics. They contain no individual financial information concerning the schools.</p> <p>Example - Refusal to provide the independent Q</p>	<ol style="list-style-type: none"> 1. Reporting of financial results is inadequate, and what little financial reporting is made public is only reported on a consolidated basis and does not provide details on individual school performance. 2. Claims of 'confidentiality' are consistently and inappropriately used as a tool to avoid disclosure of information that is of clear public interest to fee paying parents, donors and other stakeholders. 3. Non-disclosure of highly relevant information to independent Somerville House School Councillors concerning issues of considerable importance to the operation and management of that school

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	<p>instances.</p> <p>Adversarial approach to dealings with independent School Councillors.</p>	<p>Workplace Solutions report to independent School Councillors who were entitled to review it: The refusal to provide independent Somerville House School Councillors with the report of the ‘independent workplace consultants’ Q Workplace Solutions which apparently exonerated the Executive Manager and former PMSA Chairman is, entirely inappropriate. It is also an untenable position to maintain and the continuing decision not to disclose the report in its entirety lacks integrity particularly given the broad concerns over Mr Hiley’s appointment and the process and events surrounding it. Resolving issues of integrity concerning the most senior executive appointment within the PMSA goes to the very heart of good governance. The continuing defence by the PMSA of its non-disclosure on the grounds of ‘confidentiality’ is unnecessary if the true scope and terms of reference of the report actually addressed the issue of the data breach as claimed because the broad facts around the incident are already in the public domain.</p> <p>Failure to explain the abrupt resignation of an outstanding Principal: The unexplained and abrupt resignation of Somerville House’ respected Principal, Mrs Flo Kearney, followed by her being escorted from the premises during her agreed notice period has had a significant and damaging impact on that school’s staff, students and parents.</p>	<p>created an untenable situation for those Councillors and rendered them incapable of performing their duties to the standard required.</p> <p>4. The adversarial approach by the PMSA to “independent” School Councillors and its refusal to provide relevant information to them (and the subsequent statements by the PMSA that the relevant issues were discussed with those independent Councillors when they were clearly not¹²) is:</p> <ol style="list-style-type: none"> indefensible; demonstrates an unwillingness on the part of the PMSA to act transparently when the interests of the school communities, and those who volunteer to independently represent them, conflict with the PMSA’s own interests; demonstrates a continuation of the historic contempt by the PMSA for the role and function of independent Councillors generally; and is a breach of all acceptable standards of good governance.

¹² See joint statement from Sarah Kelly and Ian MacDonald.

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<p>Recognition of stakeholder rights and participation</p>	<p>Non-recognition of stakeholder rights.</p> <p>Lack of response to valid stakeholder questions.</p>	<p>Example – Clear Policy of Non-Engagement: Up until late October 2017, the PMSA had engaged the services of a communications consultant who had been advising them on communications strategies in respect of the adverse publicity the PMSA had been receiving as a consequence of the public disclosure and media coverage of the events leading up to and following on from the data breach issue involving Mr Hiley and others. Apart from a communique to the Somerville House community on 12 October 2017 which attempted unsuccessfully to respond to a Courier Mail article, the clear strategy of the PMSA throughout that period was not to communicate with or provide explanations to anyone.</p> <p>Example – No Response to Questions on PMSA Facebook Page: The PMSA appointed crisis communications consultants in late October 2017, and it appears that following receipt of advice to do so, the PMSA created a Facebook Page in response to persistent public criticism of its failings. The PMSA has received a substantial number of questions from numerous concerned community members which were posted on its Facebook Page. The overwhelming majority of those questions remain unanswered. Most of the questions were of a technical nature and a large percentage of them requested the PMSA to provide information or to disclose documents. The PMSA ignored questions for a significant period of time.</p>	<ol style="list-style-type: none"> 1. Stakeholder rights are not recognised in any meaningful way in any of the constituent documents of the schools, and to the extent they are, those rights via representative school bodies such as the P&Fs are subordinated to the ownership rights of the PMSA in every practical sense when a true issue of concern arises that conflicts with the position or views of the PMSA. 2. That the PMSA consistently fails in its engagement with stakeholders by refusing to answer valid questions or to selectively respond to questioning, underscores a lack of respect for stakeholder rights. 3. The PMSA clearly has the resources (via the application of revenues sourced from fee paying parents and taxpayers) to employ lawyers, communications consultants and other advisers to assist it to defend its own decisions and actions, improve its own image and preserve its own position and standing. However, the PMSA seems conveniently unwilling to invest any similar time, effort or resources to answer legitimate questions from the stakeholders in its schools about legitimate issues of

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		<p>When the questioning became more intense, the PMSA attempted to post some responses, but they generally provided little if any information to satisfy the requests of those posting questions. After a considerable period of time, the PMSA finally posted a statement on its Facebook Page on 8 December 2017 which stated, in part: <i>“The PMSA established this Facebook page to communicate with our school community and interested stakeholders. Although we would like to respond to questions and comments on this page, our limited resources do not currently allow us to do so. If you would like a response to your comment or query, please email us at communications@pmsa-schools.edu.au. We will respond as soon as we can.”</i></p> <p>This statement infuriated many members of the school communities for two reasons:</p> <ol style="list-style-type: none"> 1. The PMSA clearly has the resources (via the application of revenues sourced from fee paying parents and taxpayers) to employ lawyers, communications consultants and other advisers to assist it to defend its own decisions and actions, improve its own image and preserve its own position and standing. However, the PMSA seems unwilling to invest any time, effort or resources to answer legitimate questions from the stakeholders in its schools about its own organisation, its actions and decisions. 2. The suggestion that public questions on its 	<p>concern to them.</p> <ol style="list-style-type: none"> 4. The PMSA should not be ‘learning’ how to engage with stakeholders after 99 years of operations. That they have recently publicly stated via their Facebook Page they are endeavouring to do this, is too little too late. Recognition of this fact by the PMSA only serves to underscore the existence of the culture that has supported the recalcitrant non-recognition of stakeholder rights for so many years.

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		<p>Facebook page, many of which have been posted or reposted by more than one individual, should be directed to a private email address before they will be considered for a response demonstrates that the PMSA has no intention of engaging transparently with the school communities.</p> <p>As a consequence, the members of the school communities consider stakeholder rights are materially subordinated to the concerns of the individual PMSA Councillors and the PMSA's own agenda of self preservation. Stakeholder rights are simply not recognised.</p> <p>Example – Stakeholder submissions about reform neither acknowledged, reviewed or implemented: There have been countless examples of submissions that have been made by well regarded members of the BBC school community in 2002¹³, 2011¹⁴ and 2014 to the PMSA recommending governance reform. It is understood that none of those submissions were acknowledged by the PMSA, and certainly none of the recommendations were implemented. Quite frankly, not to recognise the significant amount of time and effort that was invested by these individuals in examining legitimate issues requiring reform by a simple and courteous acknowledgement of receipt (even if the PMSA disagreed with the premise or</p>	

¹³ BBC Parents & Friends Association Submission to Presbyterian & Methodist Schools Association Governance Review Committee (March 2002).

¹⁴ The Presbyterian and Methodist Schools Association – Should it Continue? By Geoff Hines (PMSA Council Member 2006-2011; BBC Council Member 2006-2011; BBC Chairman 2008-2011) – Delivered to the PMSA and Moderators.

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		<p>content of those submissions) is utterly contemptuous and demonstrates arrogance, a superior attitude and sense of entitlement which is shameful. It also demonstrates complete rejection by the PMSA of the concept that fee paying parents, donors and other members of the school communities have any rights whatsoever in their eyes.¹⁵</p> <p>Example – Overriding obligation of confidence and obedience of volunteer groups to PMSA undermines the ability for stakeholders to participate in any genuine manner: While it is conceded that parents and other members of the school communities have an opportunity to volunteer services through the P&F Executive, Parent Support Groups and the Foundations, the reality is the PMSA has a clear view that these groups owe an <i>overriding</i> obligation of confidence and obedience to the PMSA before the schools and the stakeholders that they represent. In that dynamic, there can be no genuine respect for the views and concerns of volunteer representatives. This position was unequivocally reinforced in the correspondence sent by the PMSA to the Somerville a House P&F Executive on 24 October 2017, as reported in <i>The Australian</i> newspaper several days later.</p>	
Efficiency	Efforts and resources	Example - Significant efforts applied to ineffective	1. The PMSA has failed to demonstrate that it

¹⁵ However, it is understood that the PMSA has also on occasion ignored governance reviews that it has commissioned itself. It is understood that the PMSA commissioned a governance review to be conducted by 'Effective Governance' in or about 2009, but that none of the recommendations in the report were implemented.

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	<p>are applied to the wrong things.</p> <p>Inefficient and costly use of consultants</p>	<p>communications: Resources have been poorly applied by the PMSA to delivering the wrong 'messages' rather than simply answering the genuine questions asked.</p> <p>Example – Extravagant and inefficient use of consultants: The effective use of consultants requires knowledge, skills and processes to select, brief, supervise and hold them accountable for agreed deliverables. The PMSA has demonstrated it has a tendency for the use of consultants and advisers of various kinds, virtually guaranteeing extreme inefficiency without the ability to adequately assess the quality of the advice being given or the best way to implement it to achieve effective outcomes.</p>	<p>is operating efficiently and applying funds and resources appropriately and in the best interests of the schools, the students and staff. This issue can never be adequately resolved because, apart from not reporting on individual school financial performance, the PMSA has never disclosed adequate details of its own operating expenditures, and clearly never intends to do so.</p> <p>2. The lack of disclosure around the appointment and remuneration of the PMSA's consultants is concerning. However, a greater concern is the unwillingness of the PMSA to demonstrate those consultants are being utilised to further the objects of the PMSA which is (according to clause 2 of its own Constitution) to "<i>establish and carry on schools where pupils may obtain an education which is in accordance with sound educational principles and which is consistent with basic Christian doctrine</i>".</p> <p>3. It appears the PMSA is expending considerable sums of money on lawyers, communications consultants and IT security consultants which have no apparent connection with the above object and serve only to assist the PMSA in defending its own embattled position. This is neither</p>

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			appropriate nor consistent with its purpose.
Integrity	<p>Refusal to provide adequate explanations regarding actions and decisions which have materially damaged the schools despite being afforded ample opportunity to do so.</p> <p>Refusal to disclose documents that allegedly support the PMSA's public assertions about the appropriateness of their actions and decisions.</p>	<p>Example – Process used in the selection and subsequent appointment of Mr Hiley: Confirmation of the employment of Mr Hiley despite revelations of the data breach and in the face of clear evidence of non-arm's length dealings and activity in his appointment process. The PMSA has never sought to publicly address or deny claims that the appointment process was improper. The text messages disclosed in the media clearly highlighted significant irregularities and fall significantly short of what would be expected of an organisation which owns and oversees educational institutions and undertakings of a similar size and nature.</p> <p>Failure to explain the abrupt resignation of an outstanding Principal: The unexplained and abrupt resignation of Somerville House' respected Principal, Mrs Flo Kearney, followed her being inexplicably escorted from the premises during her agreed notice period has had a significant and damaging impact upon that School. The failure to openly and adequately explain the circumstances of Mrs Kearney's departure has arguably tarnished the reputation of an exemplary and respected educator and administrator. The same can be said of Ms Sarah Dreaver who was an equally well regarded and respected professional. To allow that state of affairs to exist is unacceptable and lacks integrity.</p>	<ol style="list-style-type: none"> 1. Integrity must be earned through authentic action. It is submitted that the PMSA is incapable of maintaining a position of integrity in the current debate on these and many other issues because of its culture of secrecy and non-disclosure. 2. Even where the PMSA has sought to make disclosure or to provide explanations, their statements have not been supported by fact-based evidence which has been sufficient in its scope or detail to instil trust in those receiving it. This has usually been because most responses appear to be selectively and carefully made. The perception is the PMSA is not 'authentic' in its engagement with stakeholders. Excuses that they are 'learning' to do better are simply not believed and only add weight to arguments about its toxic culture. 3. The failure to openly adequately explain the circumstances of Mrs Flo Kearney's departure has arguably tarnished the reputation of an exemplary and respected educator and administrator. The same can be said of Ms Sarah Dreaver who was an equally well regarded and respected professional. For the PMSA to allow that

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Issue	Failure	Commentary / Examples (where applicable)	Submission
		<p>Refusal to provide the ‘independent’ Q Workplace Solutions report to independent School Councillors who were entitled to review it: The refusal to provide independent Somerville House School Councillors with the report of the ‘independent workplace consultants’ Q Workplace Solutions which apparently exonerated the Executive Manager and former PMSA Chairman is, entirely inappropriate. It is also an untenable position to maintain and the continuing decision not to disclose the report in its entirety lacks integrity particularly given the broad concerns over his appointment and the process and events surrounding it. Resolving issues of integrity concerning the most senior executive appointment within the PMSA goes to the very heart of good governance. The continuing defence by the PMSA of its non-disclosure on the grounds of “confidentiality” is ridiculous if the true scope and terms of reference of the report actually addressed the issue of the data breach as claimed because the broad facts around the incident are already in the public domain.</p> <p>False assertion that the ‘independent’ Q Workplace Solutions report was discussed with independent Councillors: The issue of the PMSA’s integrity on this matter is further called into question in respect of the PMSA’s false claim the ‘independent’ Q Workplace Solutions report was discussed with independent Somerville House School Councillors when this has been directly contradicted by them in public statements</p>	<p>state of affairs to continue to exist is unacceptable and lacks integrity.</p> <p>4. The PMSA is in an irrecoverable position on the issue of integrity.</p>

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		<p>made by them.</p> <p>Refusal to sign enforceable undertakings confirming the truth of the PMSA's stated position: The refusal of members of the PMSA to sign enforceable undertakings which would support the PMSA's claim to have destroyed the hard drive to which stolen donor data files had been downloaded.</p>	
Leadership	Total inaction, where prompt and decisive actions was required.	<p>The PMSA has made statements to multiple school communities that plans are in place, actions will be taken and change will be made but with next to no actual action on any issues taken.</p> <p>Failure to appoint replacement councillors to the Somerville House Council since the resignation of Dr Sarah Kelly on 31 August 2017 and Mr Ian MacDonald 26 October 2017, leaving the council with only two councillors, Mr Jim Demack and Dr Russel Bird as at time of submission.</p>	<ol style="list-style-type: none"> Leadership requires positive action and not simply hollow words. The continued inaction and background manoeuvring by the PMSA shows without question the PMSA and its Councillors have not demonstrated appropriate leadership in resolving the issues before it. Leadership also requires people to lead who are willing to follow you. The lack of trust which has resulted from the occurrence of recent events means that PMSA and its Councillors are incapable of leading and participating in any governance reform process that will be endorsed by the stakeholders within its schools.

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2.3 FINANCIAL MANAGEMENT FAILINGS

BACKGROUND

The following table sets out Beyond PMSA's views of the key financial management failings of the PMSA. It provides examples where they are applicable. Due to a desire to keep this Submission as brief as possible, the list of examples is for illustrative purposes only and is not exhaustive. The table therefore does not focus on the details of individual financial management failings (which will clearly be the subject of further ongoing review, investigation and reporting by interested persons and appropriate regulatory bodies over coming weeks and months), but rather on the structural conditions and deficiencies which have been allowed to exist and which give rise to significant concerns about the financial position of the schools.

INCORPORATION BY REFERENCE OF INFORMED PERSON FINANCIAL REPORT

This Submission addresses material financial management failings of the PMSA. In so doing, and in order to reduce the size of this Submission, this Submission incorporates by reference, and in its entirety, the report prepared by Mr Anthony Moore entitled 'Position of an Informed Person Assessment of PMSA and School Information from Publicly Available Information' (**Informed Person Financial Assessment Report** or **PIP**).

The PIP was formally delivered by Mr Moore to the Moderators of the Presbyterian and Uniting Churches On 27 November 2017. The PIP will, in due course, be publicly disclosed by the author in his own capacity and it is not therefore annexed to this Submission.

Beyond PMSA is grateful to have received express written permission from the author of the PIP to refer to the PIP in this Submission and endorses the issues, observations and conclusions of that report which is based on publicly available financial information relating to the PMSA. We are advised that the author also requested the Moderators to provide a copy of the PIP to Mr Chesterman on 30 November 2017 in accordance with public representations made by the Moderators.

A fundamental and unresolved question posed in the PIP was whether any reasonable person would ask if the PMSA is being run as an 'education business' on business lines but supported by spiritual values and ethics underlying its operations or whether it is in the 'religious business' endowed with the resources generated. There appears to be some conflict in arriving at a conclusion on this important issue.

As the PIP contains considerably broader and more detailed information and observations on the PMSA's financial management of the schools than this Submission, our comments in this section are brief. However, that fact does not detract from the considerable concerns that we have in respect of financial management issues and the PMSA's stewardship.

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Issue	Failure	Commentary / Examples (where applicable)	Submission
Consistency	Inconsistent financial reporting between Group consolidated reports and ACNC reporting	The PMSA's basis of financial reporting is inconsistent. For example, ACNC records show Grammar Early Learning Limited reports as a separate reporting entity. ACNC records also show that the reporting entities grouped within the PMSA do not include Grammar Early Learning Limited. The audit reports shows the 2016 PMSA Consolidated Financial Report includes the activities of Grammar Early Learning Limited. A clear and unexplained inconsistency exists.	<ol style="list-style-type: none"> 1. There are clear inconsistencies on a number of fronts with financial reporting. 2. We defer to and support the issues, observations and conclusions on this issue that were identified in the PIP.
Accountability	No accountability or disclosure with regard to the PMSA's new early learning centre ventures	<p>The PMSA has entered into a child care strategy for the community of the Sunshine Coast Grammar School, but has not done so for the communities of the other three schools. It is submitted that the existence of this business strategy is divergent from the PMSA's objects in its Constitution and in any event</p> <p>Example: Lyndhurst Childcare Centre (London Road): Clayfield College was gifted 'Lyndhurst' prior to 2001 as a bequest and was 'sold' to the PMSA (according to official documents). It is now under the management of the PMSA as per the Letters Patent and constitution the schools do not own property.</p> <p>In 2014 a lease was entered into between Children First Early Learning Centres, not for the purposes of Outside School Hours Care which it provides to Clayfield Collge, but for long day care.</p>	<ol style="list-style-type: none"> 1. The absence of proper disclosure around the early learning centre strategies and business model, and in particular how it is funded, how revenues are applied and how risk is absorbed and allocated across the PMSA "group" is irregular. 2. We defer to and support the issues, observations and conclusions on this issue that were identified in the PIP.

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		<p>Clayfield College has on its grounds a building fit for use as a long day care centre, however it is apparent the PMSA has leased the building for less than market rent. It is submitted that a reasonable market rent for a commercial child care centre is calculated on a rate of between \$3000 to \$3300 per child per annum. There are 105 places at Lyndhurst and therefore the reasonable annual rent ought to be between \$315,000 and \$346,000. It is unclear why, in the current financial environment, the lessee is paying considerably less than market rent at approximately \$80,000 per annum under a long term lease. As the fees are \$130 per day, so it is assumed this centre is in a higher rent area.¹⁶</p> <p>There are similar unanswered questions in respect of Grammar Early Learning on the Sunshine Coast relating to its operation, the nature of the investment in it, the risk attached to it from a PMSA “group” perspective, and the application of revenues derived from it.¹⁷</p>	
Transparency	Reporting on a consolidated basis is not transparent because it provides no detail about the performance and viability of individual	Example – Consolidated reporting: If the PMSA can report its financial position on a consolidated basis and maintains that all of the four schools under PMSA control are financially viable, then there can be no valid defence to any refusal for full disclosure of the individual accounts of each school. Not to do so simply fuels increasing public conjecture that the PMSA’s	1. The PMSA’s refusal to report on the financial performance of each individual school is entirely inappropriate by modern governance standards and shows a complete lack of respect for fee paying parents, donors and taxpayers who provide

¹⁶ It is noted that this child care provider appears to have exceeded all the criteria in the National Quality Framework. Accordingly, this Submission does not call into question the standard of this centre or the ability of the lessee to run a child care business.

¹⁷ These issues and the resultant financial impacts are covered at length in the PIP and are not restated here.

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	<p>schools.</p> <p>Inadequate reporting and disclosure of PMSA annual operating expenditures.</p>	<p>stated position on this matter, which was reinforced by unequivocal statements from the PMSA's Chairman on ABC Radio on 27 October 2017, is incorrect.</p> <p>Example - Inadequate Financial Reporting: The PMSA does not provide adequate financial reporting to stakeholders. The PMSA only prepares its Annual Reports on a consolidated basis only and does not provide a breakdown of the financial position of each school. It is therefore difficult to determine the financial viability of individual schools. Individual school 'Annual Reports' are not in fact annual reports in the context of what would be expected from an independent operating entity. They contain little information apart from basic information concerning student performance and attendance statistics. They contain no individual financial information concerning the schools.</p>	<p>all of the PMSA's annual revenues.</p> <ol style="list-style-type: none"> The absence of detailed reporting on PMSA annual operating expenditures, including the expenses associated with current and former PMSA Councillors is concerning and underscores the PMSA's poor culture which does not recognise any obligation to be accountable to fee paying stakeholders and donors. The failure by the PMSA to disclose whether past and serving PMSA Councillors are currently receiving (or have at any time previously received) a discount on tuition fees as a result of them serving in a 'voluntary' capacity is noted with concern. Full fee-paying parents should be entitled to know if their contributions to PMSA revenue are subsidising PMSA Councillors. An absence of disclosure on this issue also goes to the issue of integrity. We defer to and support the issues, observations and conclusions on this issue that were identified in the PIP.
Financial stewardship		<p>In its letter dated 17 November 2017 to the four school communities, the PMSA stated: "<i>All our schools are in robust financial health and performing to budgeted levels. In 2016, the PMSA oversaw the management of over \$386 million of net assets, returning an EBITDA</i></p>	<ol style="list-style-type: none"> The PMSA has exercised poor choices in relation to its management of the schools, and this has particularly manifested itself at Clayfield College which has been suffering the effects of poor HR outcomes, lax cost

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		<p><i>for the group of 18% (improving from 17% in 2015)."</i> Further, in the same letter, the PMSA stated that: <i>"Our students are not deserting our schools – we are at 98% of target student numbers for 2018 and new entrant numbers remain strong."</i></p> <p>There is a difference between the concepts of 'enrolment numbers' necessary to underpin viable financial performance, 'target' student numbers and attrition of students. Clearly, by way of example, there have been significant and ongoing issues with enrolment numbers at Clayfield College over many years. There are serious questions about the inability of the PMSA to contain the financial issues impacting on Clayfield College across 2015, 2016 and 2017 and there has been a clear impact on enrolment levels at that school due to PMSA decisions.¹⁸ It is true that competition for private school enrolments in that area is strong, but other schools such as St Margarets have actually increased enrolment numbers over the same period. There is no other environmental or economic factor contributing to these divergent outcomes, other than the PMSA itself.</p>	<p>control and under investment in capital resources over many years.</p> <ol style="list-style-type: none"> The PMSA has clearly been unable to adequately address the issues at Clayfield College which has suffered a 25% reduction in enrolments over the past 5 years. The PMSA's public position on these issues does not reconcile with publicly available financial information. There is a considerable concern these poor choices are now being replicated at other PMSA schools such as Somerville House. We defer to and support the issues, observations and conclusions on this issue that were identified in the PIP.
Fundraising	The PMSA's poor governance practices, lack of transparency and lack of accountability is a drag	The cultural failings of the PMSA is an impediment to stakeholders donating funds to the schools. There is significant anecdotal evidence that many parents, friends and past students want to donate to the schools, but do not wish to do so 'because of the	<ol style="list-style-type: none"> The problems created by PMSA and in particular its culture have given rise to considerable concern amongst many school community members about donations to the schools. The primary

¹⁸ These issues and the resultant financial impacts are covered at length in the PIP and are not restated here.

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	on donations.	<p>PMSA'. This is a potentially significant brake on future investment within the schools and future opportunities for their enhancement in a school environment where competition for enrolments amongst private schools is increasing. This is a significant potential problem for the schools that can only be redressed if the PMSA is dissolved.</p> <p>Beyond PMSA encourages donors to continue their generous support of the schools despite these concerns whilst the issue of governance reform remains unresolved. Donors should be proactive in demanding disclosure about use of funds and reporting.</p>	<p>reason given is the poor brand of the PMSA and perceptions about the quality of its financial stewardship of the schools.</p> <p>2. The perception is the existence of the PMSA is holding back donations to the schools in many instances and donors would have more confidence in providing increased financial support to the schools through donations if a better, more transparent and accountable governance structure was in place.</p>
Application of Funds and Waste	Wasteful application of revenues.	<p>Given the issues besetting the PMSA through its own actions and decisions, it is clear that it must be incurring excessive legal and communication costs. Full disclosure of these costs has been requested by multiple individuals via the PMSA's own Facebook Page. So far, no requests have been acknowledged or responded to.</p> <p>The PMSA does not separately account for its own costs and is clearly acting as if revenues received from fee-paying parents and government funding can be legitimately spent on endeavours to maintain its own relevance and to protect itself from the consequences of its poor decisions. This is a wasteful application of funds when revenues should be applied to bolstering the position of institutions such as Clayfield College,</p>	<p>1. There is a strong view the PMSA is wasteful in its application of revenues derived from fee paying parents and government funding on lawyers, communications consultants and other advisers that serve no other purpose than to ensure the self-perpetuation of the PMSA itself.</p> <p>2. There is no disclosure around expenditure on such consultants, but external observations are that the scope of their engagement is material.</p> <p>3. It is not appropriate for revenues to be expended in this manner as the application of those funds delivers no benefit to the</p>

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		fulfilling promised infrastructure commitments and providing support for staff and students.	educational institutions the PMSA is charged with managing.
Risk Management	No transparency at all around investment and risk management protocols.	There is no publicly disclosed information about the types of policies and strategies the PMSA employs to manage risk around investment and application of funds that it receives. Any organisation of a similar size and with similar assets value and revenues under its control would have these protocols in place and would make them available.	<ol style="list-style-type: none"> 1. The absence of public information about the types of policies and strategies the PMSA employs to manage risk around investment and application of funds that it receives is problematic and undermines confidence in current and former Councils. 2. Even if financial risk management policies and procedures are in place, they are not disclosed is not in accordance with appropriate governance standards.
Related Party / Arms Length Transactions	Perception of material lack of disclosure around PMSA contracting and dealings generally.	There is a lack of disclosure around the nature and extent of dealings between the PMSA and other entities and in respect of dealings between PMSA Councillors (or their related entities) connected with the PMSA. Whilst this Submission does not imply impropriety, the basis of reporting and disclosure is clearly insufficient and the provisions of the PMSA Constitution and By-Laws create additional concerns around probity on these issues. This is a material structural failing that is enabled by the PMSA's basis of incorporation.	<ol style="list-style-type: none"> 1. There is a perception of a lack of disclosure around PMSA contracting and dealings generally that is enabled by the PMSA's basis of incorporation.
HR Management	Poor HR decisions leading to disastrous outcomes for the	Example – Legal actions and claims: A growing stream of legal cases for potential unfair dismissals, industrial relations claims and (it is presumed) constructive termination claims may result in material	<ol style="list-style-type: none"> 1. HR issues are not managed well. PMSA Schools have lost a large number of senior and well-respected staff through terminations, forced resignations and

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	<p>schools.</p> <p>Flawed recruitment processes.</p>	<p>legal costs, settlements and additional recruitment costs.¹⁹</p> <p>Example - Process for Mr Hiley's Appointment: The process for the appointment of Mr Hiley as Executive Manager if the PMSA which involved no outside search and selection process.</p> <p>Example - Mr Hiley's role and remuneration: No justification has been given for Mr Hiley's excessive remuneration package, particularly in respect to unanswered questions concerning what is assumed to be a material change in the scope of the Executive Manager's role and duties when compared with his predecessor Mr Rob Walker. This has simply fed further public speculation that Mr Hiley's role was in fact intended to implement the recommendations in the "As One" Deloitte Report with an increased centralisation of power and control within the PMSA. No other explanation for this level of remuneration has been given and many Beyond PMSA Members are clearly of the view that it can not be justified unless it was intended that he was to undertake a significantly expanded role. This speculation has been further fed by the PMSA's aggressive actions in attempting to stop debate about the Deloitte Report via legal letters to the Somerville House P&F Executive. Clearly such aggressive and panicked action would not have been required if, as the PMSA's Chairman claimed in an</p>	<p>resignations in protest over the conduct of the PMSA.</p> <p>2. Poor HR decisions initiated by a remote, part-time group of Councillors who do not possess the requisite knowledge or skills necessary to make quality decisions regarding appointment or removal of educators within the schools leads to:</p> <ul style="list-style-type: none"> a. poor outcomes; b. costs the schools significantly in terms of termination payments, settlement costs for unfair dismissal and constructive termination claims, as well as legal and recruitment costs. <p>None of these costs are disclosed by the PMSA. The absence of disclosure suggests the costs and potential exposures are significant. This is a waste of funds which could be more efficiently and productively deployed within the schools.</p> <p>3. Numerous and consistently poor HR decisions lead to increased challenges to recruitment of quality staff in a competitive private school market. The PMSA is presiding over a challenging recruitment environment of its own making. The</p>

¹⁹ For example, Chittenden, Messenger, Bellamy, Kearney, Dreaver etc.

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		<p>interview on ABC Radio, the Deloitte report was not special because it was simply 'one of many' the PMSA commissions from time to time and they had no intention of implementing the recommendations contained in it. This is not the first time the PMSA has commissioned reports on amalgamations of the schools.</p> <p>Example – Dr Tony Chittenden's removal from his position as Head of Middle School at BBC: This issue is well known and has been widely reported. It concerned Dr Chittenden being removed as the Head of Middle School at BBC without notice and without advising the school community, who had to find out in the press. This seems to be a common theme for communication of senior departures in PMSA schools over recent years.</p> <p>Example – Recent changes to the PMSA Schools Enterprise Agreement: Recent negotiated changes to the Enterprise Agreement for PMSA school staff include a new provision which enables the PMSA to require staff at any PMSA school to be redeployed at any of the other PMSA schools. This has led to concerns about the future management of HR issues by the PMSA and conjecture about possible scenarios which could lead to deployment of staff.</p> <p>Example – Unsuccessful appointment of former Clayfield College Principal: Appointment of Ms Melissa Powell to Clayfield College as Principal in or about 2015. Ms Powell was principal of the</p>	<p>persistent senior staffing issues that have beset Clayfield College over the past five years suggest the PMSA is not equipped to manage significant responsibilities associated with senior educational and administrative appointments.</p> <p>4. The issue of poor HR decisions can not be resolved simply through the appointment of advisors and consultants because it is submitted that the PMSA is also ill-equipped to adequately utilise and critique the quality of information received from consultants to make quality decisions and to then appropriately utilise that information when implementing it.</p>

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		<p>International School of Western Australia (ISWA) a 400-600 student school in Perth. Ostensibly she had the experience for the position of principal at Clayfield but it transpired culturally she was not a fit to the school. The nature of the students at the ISWA were transient and parents of the school were subject to the vagaries of the mining industry booms and busts. The view of many Clayfield College parents is that the recruitment process for Ms Powell by the PMSA was flawed because it failed to factor in cultural differences between the communities of Perth and the inner north of Brisbane. The cultural 'fit' did not work. At that time, the Clayfield College community also suffered from the occurrence of some unfortunate and tragic incidents that deeply affected the community, students and staff. None of that was the fault of the then Principal, but the circumstances and timing of her departure affected the school adversely at a time when it needed genuine leadership and stability to steer it through those events. The PMSA failed dismally to deliver this. Ms Powell lasted one year before finding another position in Adelaide. There was a long lead time between her resignation and departure. The PMSA failed to act promptly to appoint an interim Principal. The result was the loss of a significant number of students within a short space of time.</p>	

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2.4 CHILD SAFETY FAILINGS

BACKGROUND

The PMSA has a number of policies and procedures that have been written in order to comply with the law in so far as it relates to child protection.

The PMSA's **Child Protection Risk Management Strategy 2017** states at page 16 that: *"The PMSA Education and Pastoral Care Committee has responsibility for oversight relating to child protection matters. The primary objective of the Committee is to assist the PMSA Council in fulfilling its duty in relation to the safety and wellbeing of members of the PMSA school communities."* At page 17 it goes on to state, *"Incidents, risks or breaches of major significance, including criminal acts, are reported directly to the PMSA Councillors on a more urgent basis as they are identified. Consultation by the individual School Council Chairman and the Principal with the PMSA Chairman to determine the trigger for such reporting is recommended."* It also states that: *"The PMSA in consultation with its schools, reviews its Child Protection Risk Management Strategy annually and after any incidents to ensure that risks continue to be addressed and minimised throughout PMSA schools and workplaces. The PMSA Child Protection Risk Management Strategy is also updated as necessary to ensure compliance with the Working with Children (Risk Management and Screening) Act 2000 and any other legislation which may, in the future be enacted in relation to child protection."*

The **PMSA Child Protection Policy** does set out processes for reporting and handling complaints, including the responsibilities of staff and the persons to whom complaints should be made, and the circumstances under which that should occur. At page 13 of the PMSA Child Protection Policy, the role of each School Council is described as follows, *"Under the*

Education (Accreditation of Non-State School) Act 2001 *school governing bodies must be able to demonstrate how the school is implementing the processes which relate to appropriate conduct of its staff and students, that accord with legislation applying in the State about the care or protection of children and the processes for reporting harm. All PMSA school councils must ensure the following: (a) staff, students and parents are made aware of the processes; and (b) staff are trained in implementing the processes; and (c) the school is implementing the processes; and (d) the processes are readily accessible by staff, students and parents."*

It is a reasonable assumption based on the above that, because the School Councils have a controlling majority of PMSA appointed Councillors sitting on them at any one time, the PMSA Council must be aware of the manner in which its child protection policies are operating, (despite any agreed reporting 'triggers' that may have been discussed with Principals) and even if individual matters are, from time to time, not considered serious enough to elevate to the PMSA Council itself.

HOW EFFECTIVE ARE PMSA POLICIES AND PROCEDURES?

The purpose of recounting and describing the policies and procedures that are in place is not to pull them apart forensically, nor is it to in any way suggest that the PMSA and its Councillors do not have genuine concern for ensuring the safety of children in PMSA schools. Clearly we accept they do. However, based on the examples set out in the following table, many stakeholders in the schools are genuinely concerned that the PMSA's policies and procedures are not working effectively, let alone in accordance with standards of best practice that fee-paying parents and students in some of Australia's best schools should expect. Policies and procedures are certainly needed, but they must also be robustly implemented, aligned with best practice, and pro-actively improved. Anything less is at risk of being nothing more than glorified paperwork that demonstrates good intentions but doesn't support the school community members that it is designed to reassure and protect. There is clearly a skills-based deficiency here.

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Issue	Failure	Commentary / Examples (where applicable)	Submission
Reporting framework	<p>Policies appear to only ensure that statutory requirements are met.</p> <p>Policies appear to have been written in language that demonstrates a response to a compliance 'need' rather than as genuine tools for outcomes-focused processes.</p> <p>Reporting framework seems unclear about responsibility for resolving issues when there are conflicting reporting lines for staff.</p>	<p>See above commentary. The reporting frameworks set out in the PMSA's Child Protection Policy at a high level seem to simply regurgitate the statutory requirements in many respects and fail to provide material guidance around process, particularly in respect of the stated role of the Principal and processes around conferring with colleagues and sharing of information. For example, there is little if any process around who qualifies to be present at interviews with complainants.</p> <p>The policies are also difficult for people without legal qualifications to understand. They consistently refer to definitions which are legal in nature (and in the case of the definition of 'sexual abuse' arguably insubstantial enough to enable appropriate decisions to be made about what may constitute abuse) and to obligations under legislation with no commentary about what it means or how the obligations or regulatory processes ought to be applied. It is not 'user friendly', which adds to the perception that these policies are effectively 'compliance' documents that exist to ensure the PMSA has met its obligations, and not documents which are capable of being easily applied.</p>	<ol style="list-style-type: none"> 1. Assessment of the PMSA child safety procedure only appears to cover statutory requirements, and does not align with commonly held views about expected standards practice (let alone best practice). 2. PMSA policy appears focused on covering liability of the organisation, and less focused on providing a safe environment for students who have experienced or who could be at risk of being placed in circumstances where a child safety incident could potentially occur. 3. Policies generally appear to have been written in language that demonstrates a response to a compliance 'need' rather than as genuine tools for outcomes-focused processes, which in the current climate of child safety, does not reflect well on the PMSA.
Lines of responsibility	Principal reports to PMSA instead of a	The lines of reporting in respect of operational control of some staff on school premises is unclear. Beyond	<ol style="list-style-type: none"> 1. Principals reporting to the PMSA instead of a School Council is less than ideal and

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Issue	Failure	Commentary / Examples (where applicable)	Submission
	<p>more 'in touch' School Council.</p> <p>Lines of reporting of some school staff is to PMSA.</p>	<p>PMSA is aware of complaints that have been made to school principals about conduct affecting their children, only to be told the Principal (who should in fact be charged with total operational control over all staff which work at the school) had no power to act in relation the matter and the parents would have to take their complaint to the PMSA.</p> <p>Example – Parent complaint. The specifics of this issue relate to a parental request for a member of staff to be instructed not to continue facilitating certain activities involving their child. The complaint was made on more than one occasion. It is stressed that the complaint did not involve allegations of any improper conduct whatsoever. The failure however, is that a complaint was made to a senior school administrator (who in normal circumstances would be expected to have authority to resolve the matter through appropriate instruction). However the parents were informed that no redress was available to them through school because the staff member was a PMSA employee. It is understood the parents sought redress directly with the PMSA and had no response on the issue. This incident highlights the conditions that currently exist through school reporting structures which could potentially allow safety issues to develop, given a different set of circumstances and individuals.</p>	<p>creates an additional layer of bureaucracy which can affect the quality of responses to serious issues such as these.</p> <ol style="list-style-type: none"> 2. A properly constituted and truly independent School Council would be more 'in touch' with school based issues than nine 'part time' PMSA Councillors who manage four schools and two early learning centres and better equipped to consider and respond to issues on the ground. 3. Lines of responsibility and reporting for some school roles are to the PMSA and not the Principal, which can create uncertainty and frustration when issues arise. They can also potentially create the conditions where unacceptable issues of safety could develop. 4. A geographic separation of employees from their reporting and controlling entity has the potential to increase risks both to the employees and students, hamper effective and equitable responses to issues that are reported and alienate parents who expect a single and consistent line of communication and complaint to trusted school administrators to exist.
Disclosure and stakeholder	Lack of disclosure of incidents to	Example - Alleged incident involving students at a camp: <i>The Courier-Mail</i> published an article on 18	<ol style="list-style-type: none"> 1. While recognising the need for confidentiality in individual cases, the

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Issue	Failure	Commentary / Examples (where applicable)	Submission
engagement	<p>stakeholders feeds negative perceptions about the handling of incidents.</p> <p>Lack of respectful and timely dialogue with stakeholders damages the reputations of schools and embarrasses individuals.</p> <p>Lack of adequate disclosure leaves parents concerned that they are not empowered to make decisions about the welfare of their children.</p>	<p>October 2017 reporting a student was allegedly assaulted by another student (more than two years age difference) while in the care of a PMSA school.</p> <p>It appears the matter was initially investigated by the school. It was stated the investigation process was extensive, but no further information about that process or the steps that were (or should have been) taken to address the incident and improve safety at the school were disclosed by the PMSA. The incident only came to light a few months later when it became apparent that media articles were about to be published concerning it. By then it was too late and the lack of timely disclosure about the occurrence of the incident, the PMSA's response to the issue, and the practical actions being taken to address it resulted in embarrassing media coverage that damaged the school and no doubt caused needless further distress and embarrassment to the students and their families. Had the issue been dealt with appropriately, this would not have occurred. This was a clear example of the non-application of the Child Safety Policy relating to requirements for public relations.</p>	<p>continuing silence and lack of direct information about the practical responses that should be implemented in relation to reported events is of concern to parents.</p> <ol style="list-style-type: none"> 2. That disclosures to parents have only occurred at the point when matters are identified by the media fuels concerns that issues are not being properly dealt with (irrespective of whether or not the responses by the schools and the PMSA in particular cases were appropriate). 3. As a consequence of inadequate disclosures, some parents are rightly concerned they are not empowered to make timely and informed decisions about the welfare of their children. 4. In the case of the example referred to in the preceding column, the lack of timely disclosure about the occurrence of the incident, the PMSA's response to the issue, and the practical actions that were being taken to address it resulted in embarrassing media coverage that damaged the school and no doubt caused needless further distress and embarrassment to the students and their families. Had the issue been dealt with appropriately, this would not have occurred.

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Issue	Failure	Commentary / Examples (where applicable)	Submission
<p>Response and Implementation</p>	<p>Poorly managed response frameworks.</p> <p>Policies exist but the perception is that they are not implemented effectively.</p>	<p>Example - Alleged incident involving students at a camp: <i>The Courier-Mail</i> published an article on 18 October 2017 reporting a student was allegedly assaulted by another student (more than two years age difference) while in the care of a PMSA school.</p> <p>It appears that the matter was initially investigated by the school. It was stated the investigation process was extensive, but no further information about that process or the steps that were (or should have been) taken to address the incident and improve safety at the school were disclosed by the PMSA. Because the family of the child who was allegedly assaulted did not wish to press charges, it is understood the matter was not further investigated by the school. Although the matter was allegedly reported to the police, it is unclear because the existence of police records do not appear to have been confirmed. Regardless, it appears the parents of the alleged victim considered the matter was insufficiently dealt with and their concerns about safety were not addressed because the alleged perpetrator remained at the school. The parents of the alleged victim subsequently removed their child from the school.</p> <p>How an institution responds to a report or information about allegations, incidents or risks of child safety issues has a direct and significant impact on alleged victims. Effective responses can also be key to holding perpetrators and institutions accountable and to preventing future issues from arising. On the other</p>	<ol style="list-style-type: none"> 1. The response framework that exists is either not sufficient, or not being implemented effectively or as intended. This is underscored by the fact that most stakeholders who have engaged with Beyond PMSA have expressed disappointment with the manner in which these sorts of issues have been responded to, and the fact that there has been no follow up with parents and students about the measures (if any) that are being put in place in response to the occurrences. 2. The PMSA response to these incidents was poorly managed and resulted in further embarrassments to the school concerned because of media reporting of the incident. The media report was not focusing on the nature of the incident, but rather the handling of the institutional response to it. 3. If the 'customer experience' of complainants and their families in relation to process is a measure of the successful implementation of child safety policies and procedures, then recent events demonstrate they are not up to scratch.

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		<p>hand, ineffective institutional responses can both allow the problems to continue and compound the harm. They can also:</p> <ul style="list-style-type: none"> • put other students at risk; • foster a culture of impunity and impede access to justice; • undermine efforts to prevent harm from occurring. <p>As stated above, Beyond PMSA does not make any suggestion that the PMSA or its individual Councillors do not take such issues seriously. However, the simple point is the framework that exists appears to many parents to be either insufficient, or not being implemented effectively, or implemented as intended.</p> <p>This is underscored by the fact most stakeholders who have engaged with Beyond PMSA have expressed disappointment with the manner in which these sorts of issues have been responded to. This is particularly the case in respect of a number of alleged incidents that occurred in 2017, but many concerns and complaints over the effectiveness of the reporting and response frameworks go back many years.</p>	
Alignment with 'Best Practice'	Current processes and procedures do not represent 'best'	On 15 December 2017 the Royal Commission into Institutional Sexual Abuse of Children will report its final findings ²⁰ .	1. No demonstrated evidence that the PMSA is taking preemptive steps to position PMSA schools to align with best practice as

²⁰ (It has already handed down an Interim Report with preliminary findings that can inform best practice).

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	<p>practice’.</p> <p>Effectiveness of implementation falls short of expectations.</p>	<p>All educational institutions can and should expect to see wholesale changes to laws governing child safety, the reporting of it and follow up procedures to ensure the ongoing safety of children. Best practice would be to conduct an immediate review of child safety procedures with a view to implementing new reporting and management practices without delay.</p> <p>Regardless, a key theme that aligns with best practice is the satisfaction of those involved in the process and whether the best interests of the victim were prioritised. Other factors for victims include:</p> <ul style="list-style-type: none"> • the victims’ understanding of the process for responding to reports of abuse; • their expectations of what can be achieved through the response the nature, timeliness and consistency of the response; • their treatment by the person who handled the response (such as whether they were believed and offered support) and that person’s position of authority in the institution. <p>Best practice does not appear to have been achieved in relation to the more recent examples mentioned above. There are many more historic examples where victims have felt dissatisfied by the available process.</p>	<p>a result of the recent Royal Commission.</p> <ol style="list-style-type: none"> 2. Policies and procedures exist but effectiveness of implementation falls short of expectations. 3. The ‘customer experience’ of complainants and their families is anecdotally poor, at best. 4. Parents feel they are not provided with enough information about issues of concern. 5. The current PMSA Council does not have the required members with appropriate skills-based training and experience to deal with these issues.²¹ 6. Relying on consultants to provide the only lines of advice in this area without having representatives on a schools’ governing body with a broader expert understanding of the issues and requirements necessary for successful implementation of strategies represents an amateurish and potentially dangerous dynamic.

²¹ In fact, there is no evidence that any of the current Councillors having practiced in this area. RobertMcCall might have had some early police experience in child safety, but it is understood that he had spent 30 years in traffic.

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2.5 CULTURAL FAILINGS

BACKGROUND

Of all of the failings outlined in this Submission, one of the most important, if not the most important, is the adverse and enduring perception by stakeholders of a toxic culture within the PMSA. This is not a point in time issue, and it is the most significant reason why Beyond PMSA Members do not see any utility in the PMSA continuing in any form. Regardless of views about individual PMSA Councillors present or past (upon which we make no individual judgements), the overwhelming view of those making this Submission is that PMSA culture cannot be “fixed”. Too many people for far too long have developed an entrenched view about it for there to be any trust that the PMSA can remain part of a future governance structure of the four schools. The key issues are outlined in the table below. The examples listed are illustrative and not exhaustive.

Issue	Failure	Commentary / Examples (where applicable)	Submission
Culture of intimidation and bullying	Long history of a culture of bullying and intimidation	<p>The PMSA has consistently displayed a culture of intimidation and bullying throughout its history. The recent actions of the current Council are no exception. This culture has clearly developed and been perpetuated by the lack of accountability which is <i>enabled</i> by its legal structure.</p> <p>Recent verbal statements by the PMSA Chairman that no individuals or families would suffer reprisals for speaking out²², and the recognition the PMSA “..respect[s] the right of school parents and other members of the community to discuss and raise issues of concern and we welcome their input and suggestions,”²³ are welcomed, but unfortunately seem to have done little to placate concerns of the broader school communities. Despite the statements (which we</p>	<ol style="list-style-type: none"> 1. This cultural perception is perhaps the <u>most</u> fundamental failing of the PMSA, as it is probably the most often raised public concern amongst all stakeholders. 2. This perception about this culture feeds mistrust about everything the PMSA does and says, regardless of the truth about the PMSA’s current intent or efforts to rectify it. 3. This perception has led to irreparable brand damage for the PMSA. 4. This problem is an immovable roadblock to any solution which proposes a preservation of the PMSA as the governing body of the

²² Beyond PMSA Town Hall Meeting on 4 December 2017 held at Toowong Bowls Club.

²³ PMSA Media Release dated 2 November 2017.

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		<p>concede are to the present Chairman's credit) it seems public perceptions about 99 years of poor culture and behaviour of this nature can not be rectified by words alone, or changed in a few short weeks.</p> <p>The reputational damage the PMSA has imposed upon itself as a consequence of this longstanding cultural failing makes it impossible for the PMSA to recover trust from the school communities.</p> <p>Example – Legal correspondence sent to school representative groups: Sending legal correspondence via the PMSA's solicitors, Hopgood and Ganim, to the Somerville House P&F Executive Committee on 24 October, prior to a planned P&F meeting. The timing of that letter coincided with the publication of the existence of the 'As One' Deloitte Report in <i>The Australian Newspaper</i>. The letter attempted to shut down discussion or debate of the subject matter of the news article at the meeting and clearly threatened that any P&F Executive Committee members who "<i>engages in behaviour contrary to their obligations to the PMSA and its schools</i>" would be "<i>addressed in an appropriate manner</i>". There can be no mistaking the intimidating tone of that correspondence to school community volunteers who lend their time and effort to serve the school community. There can also be no mistaking the clear views of the PMSA that the obligations of the P&F Executive to the PMSA come before the obligations of the P&F to the school community they serve.</p>	<p>four schools.</p>

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Issue	Failure	Commentary / Examples (where applicable)	Submission
		<p>Example – Alleged secret recording of conversations with school representative groups: Statements made by Warren Derrington (a former BBC P&F President in 2014) in his address to the Beyond PMSA Town Hall meeting on 4 December 2017 that approaches to the PMSA Council and private discussions were allegedly recorded without their consent. This accusation feeds speculation about the PMSA’s intentions in doing this, why such action was considered necessary, and what the recordings would be used for. If in fact recordings were made without the consent of all those attending then, although not necessarily illegal in Queensland it is certainly a serious moral breach of trust that any reasonable person would not expect of a Church organisation. If true (and we note for the record that the statements by Mr Derrington have not been publicly or privately refuted by the PMSA either during the speech or at any time since they were made), then why a body such as the PMSA would seek to undertake such provocative actions in furtherance of what should be a collaborative endeavour to further the education of children is indefensible. It is another clear demonstration of the toxic culture and attitudes of the PMSA.</p>	
Adversarial approach to engagement	Litigation, and the threat of legal consequences as a tool.	The PMSA’s recent attempts at engagement appear to be misguided because they are perceived to be more focused on self-preservation and a ‘divide and conquer’ approach rather than true considered and inclusive engagement.	1. The PMSA has consistently displayed a tendency to approach third party engagement in an adversarial manner rather than a collaborative manner when its decisions or views are challenged. The

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		<p>That approach unfortunately has fed an expectation amongst school community members the PMSA will do 'whatever it takes' to retain its control over the schools and preserve its 99 year history.</p> <p>This in turn feeds continual mistrust over what many consider is merely "manoeuvring" (both legally and politically through its engagement and background communications with the Churches) rather than genuine engagement which has the students and teachers at the forefront of their efforts.</p> <p>Example – Separate meetings under 'controlled' circumstances designed to divide and conquer the broader four school communities: The attempt by the PMSA to organise separate meetings with representative bodies of the four schools that were cloaked in secrecy by ensuring that they were closed to all but members of the executive groups within those representative bodies. This was intentional, because the PMSA maintains control over those representative bodies by insisting that these representative bodies have a clear primary obligation of confidentiality to the PMSA under the PMSA Code of Conduct. The consequence of this is that, in relation to any issue that matters but is in conflict with the views of the PMSA, they can not function as representative bodies at all. These meetings were therefore of absolutely no benefit to the wider school communities because those representative groups who attended have never been empowered by the PMSA to disclose the substance of</p>	<p>view of the Beyond PMSA Members is that rather than explaining, engaging and discussing the issues when it is challenged, the PMSA 'closes ranks', 'puts up the shutters' and calls in the lawyers.</p> <p>2. A well-run organisation resorts to legal redress as a last resort. The use of litigation and the threat of legal consequences as part of a consistent adversarial approach to engagement with volunteer representative groups and stakeholders does not befit an organisation which :</p> <ul style="list-style-type: none"> a. claims to operate under Christian principles and values; and b. has as its stated primary object the education of children.

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		<p>those meetings to anyone. Any assumption that those engagements were a genuine attempt to communicate with the broader school communities were immediately nullified by the circumstances in which they were constituted and the failure to communicate the outcomes to the large community of stakeholders in the schools who have been so vocal in their requests for explanations from the PMSA.</p> <p>Example – Sending legal letters to volunteer groups: The sending of solicitors letters to the Somerville House P&F Executive. (See p 54).</p> <p>Example – Adversarial approach to dealing with data breach issues with the Somerville House Foundation: The highly adversarial approach by the PMSA in its dealings with the Somerville House Foundation and its non-PMSA Directors, particularly in relation to the issue of the data breach which affected Somerville House Foundation Members to whom the Directors of the Somerville House Foundation (as an independently constituted legal entity) is responsible, and to whom it owes fiduciary duties. This has been perpetuated by multiple attempts at legal manoeuvring in relation to:</p> <ol style="list-style-type: none"> 1. The removal of access to documents which are the property of the Somerville House Foundation and its members by the PMSA; 2. The continuous exchange of legal correspondence between the PMSA and the Somerville House 	

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		<p>Foundation in relation to issues concerning the data breach should never have been an issue that ought to have progressed to this advanced stage. We are advised the Foundation holds a strong position based on sound legal advice that there are no circumstances that would have exonerated Mr Hiley. There is legal and factual basis for the data theft and breach of the Privacy Act in relation to the 771 files copied by Mr Hiley. The failure to supply the report prepared by Q Workplace Solutions (which allegedly cleared Mr Hiley of wrongdoing) was clearly an inappropriate and obstructive decision, but from a legal perspective it is irrelevant. The Foundation is a separate legal entity and Mr Hiley owes fiduciary and statutory duties to the Foundation and its members. Neither the PMSA employment contract nor the Memorandum of Understanding for corporate services between the PMSA and the Somerville House Foundation overrides the Corporations Act. The failure of the PMSA Councillors and Mr Hiley to provide enforceable undertakings about the destruction of the hard drive and its contents is simply inexplicable. The continued refusal of the PMSA to comply with these reasonable requests has fuelled the process and has left the non-PMSA Directors on the Somerville House Foundation Board in a position which places them at personal risk for failing to fulfil their duties as directors. The continuation by the PMSA of a dispute in these</p>	

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		<p>circumstances and involving a related entity which has the same common and collaborative purpose of the PMSA (being the support of the education of children) is scandalous.</p>	
Working Environment	<p>Environment of intimidation and fear of reprisals.</p> <p>Teachers do not have a voice.</p>	<p>Beyond PMSA has received broad anecdotal evidence from teachers across the four PMSA schools that many of them are afraid to be seen with parents involved in the protests against the PMSA for fear of retribution.</p> <p>Some teachers have spoken covertly to parent protestors to express their gratitude for Beyond PMSA supporters for speaking up, “because we [teachers] don’t have a voice”. Some teachers are frightened for their jobs and careers.</p> <p>Beyond PMSA is aware many Somerville House teachers, particularly senior ones, are devastated by recent events, which makes the the atmosphere of fearful suppression even more unhealthy. [Sources protected]</p> <p>A number of senior staff at Somerville House who have recently resigned have been vocal in their criticism of the PMSA and have directly commented on its culture. For example, on 23 October 2017, <i>The Courier-Mail</i> quoted former Somerville House Dean of Students Mrs Karon Graham, who resigned in protest over the treatment of Mrs Flo Kearney as stating: “I love the school heart and soul but I can’t just stand by and just think that it’s OK for all of this to happen so I guess it’s</p>	<ol style="list-style-type: none"> 1. It is submitted that the culture of the PMSA and the public attention over its recent actions has created an unhealthy and strained working environment for staff. 2. There may be some staff who choose to align themselves to the PMSA values. In any debate and for a variety of reasons, that is inevitable. If that is the case, then we respect their right to make that choice. However the anecdotal evidence that Beyond PMSA has received is that there are many who do not. It is submitted that all staff deserve the opportunity to put forward their views on the impact of recent events and the future of the schools in a supportive environment, without fear of reprisals. 3. We submit that a perception that there exists a repressive and intimidatory environment (which affects those staff within PMSA schools who do not align themselves with the values or the actions of the PMSA) will make it challenging for the schools to attract new staff, particularly in those schools the departure of a large

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		<p><i>a matter of principle and integrity that I can't work for the PMSA... in a supposedly Christian environment when (the PMSA's) behaviour towards Mrs Kearney has been nothing short of bullying and un-Christian at every level". She went on to be quoted in the same article as saying the the PMSA's Conduct was "probably the worst example of hypocrisy that I've seen in my teaching career... You have to question what their ulterior motives are and I can only speculate on what that might be but it seems to me that they want Mr Hiley at all costs," she said. "Mrs Kearney has done absolutely nothing wrong, she is a woman of great integrity and for her to have resigned is a tragedy for the school community."</i></p> <p>Mrs Graham was not alone. Her resignation was followed by many other staff, including the highly respected Head of Boarding, Mrs Pamela Hodgetts and others. On 17 October 2017, Mrs Hodgetts was quoted in a newspaper article as follows: <i>"We're struggling to understand how the church can accept what is going on. To me it is unethical," she said. Mrs Hodgetts, herself an Old Girl, went on to state that: "My blood runs green and so does Flo's. But she was prepared to sacrifice her career, reputation and position at this school to stand by her own morality and ethics and sense of what is right and wrong."</i></p> <p>Throughout all of these public statements and the surrounding public outcry and distress over the careers that were being ruined, the PMSA deliberately and heartlessly chose to stay silent.</p>	<p>number of high quality senior staff.</p> <p>4. Any proposition that all staff are "happy in the service" of the PMSA or are supportive of its actions and behaviours is incorrect. We respect their right to anonymity in these difficult circumstances.</p>

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Issue	Failure	Commentary / Examples (where applicable)	Submission
Strategy of non-engagement with Stakeholders	No interest in engagement with stakeholders	<p>Up until approximately 25 October 2017 (approximately 24 hours after Beyond PMSA was formed), the PMSA had a very clear strategy of non-engagement with members of the Somerville House school community on any matters relating to the events that occurred at that school involving the data breach, Mr Hiley's appointment, the resignation of Mrs Flo Kearney and the termination of other staff. What followed was a gradual and selective process of engagement which was clearly born out of necessity, not choice, after it became clear that a united group of concerned stakeholders were demanding answers and not simply individuals who could be ignored.</p> <p>The recent and seemingly forced attempts at engagement have been overly structured and engineered to compartmentalise the four schools and various school representatives bodies within those schools. It appears to Beyond PMSA's members that this is a clear strategy to deny that the issues being debated in the public domain regarding its conduct have broader application across all four schools, and to downplay the current problems as being 'isolated' to the Somerville House community, and in particular, a small 'nucleus' of dis-affected individuals.</p>	<ol style="list-style-type: none"> 1. The PMSA's strategy of non-engagement until very recently has nothing to do with inadequate resourcing and everything to do with its culture, which is enabled by a legal structure that ensures that it does not have to be accountable to anyone but itself. 2. The PMSA's recent attempts at engagement were not brought about by a genuine desire to do so, but because of a need to ensure self preservation. 3. Engagement with stakeholders is clearly not a comfortable space for the PMSA to operate in. After 99 years of operation, this is extremely concerning and underscores how clearly out of touch the PMSA is with community sentiment and expectations.
Strategy of non-responsiveness / selective responses to questions	Consistent and deliberate practice of non-disclosure.	<p>Correspondence to school communities dated 26 October 2016: The PMSA's correspondence to the four school communities dated 26 October infuriated many members of those communities because it</p>	<ol style="list-style-type: none"> 1. The PMSA does not wish to disclose information to stakeholders about how it operates or to provide substantive reasons for its actions or decisions. If it did, then it

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Issue	Failure	Commentary / Examples (where applicable)	Submission
	<p>Selective disclosure of information when it suits the PMSA's purposes to do so.</p>	<p>attempted to downplay the seriousness of reported behaviours and events, and more importantly failed to provide adequate disclosure to the school communities about the justification for its recent actions.</p> <p>Example – Questions about annuities and discounted school fees: The PMSA's correspondence to the editor of <i>The Courier Mail</i> on 14 November 2017 which purported to clarify (amongst other things) the issue of payment of annuities did not accurately respond to the allegation in the Courier Mail article. The response from the PMSA stated (in part) that "<i>No member of the Council is paid an annuity. We are volunteers.</i>" However, the relevant article pointed to alleged entitlements to discounted school fees and lifetime annuities. The PMSA's letter of response to the editor addressed neither of these issues and appeared only to make assertions in relation to receipt of annuities by serving Councillors.</p> <p>Example – Material number of unanswered questions on PMSA Facebook Page: The PMSA created a Facebook Page in an effort to be more responsive and transparent. Unfortunately, the PMSA have responded only to a handful of questions directly and in some cases incorrectly or with insufficient information. The majority of the over 300 questions that exist on that Facebook Page as at 10 December 2017 remain unanswered. While it is conceded that some of the questions do request disclosure of detailed information or require substantive responses,</p>	<p>would have made a clear effort to be more transparent in response to recent questioning by school community members, not only in respect of recent events at Somerville House, but also in respect of more administrative issues such as in relation to financial disclosure and matters of governance.</p> <ol style="list-style-type: none"> Beyond PMSA Members simply do not believe that the non-responsiveness is due to a lack of resources, as claimed. It appears to be abundantly clear that resources are being consumed by self-preserving defensive strategies and legal manoeuvring. Of the few questions on the PMSA Facebook Page that have been answered, most have not been answered satisfactorily or completely.

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		many of the questions could be answered quite reasonably with minimal effort, or at least acknowledgement. This has not occurred. Annexure B to this Submission contains a complete register of the questions posted on the PMSA Facebook Page up to and including 10 December 2017. ²⁴	
Perceived aloofness and sense of entitlement	<p>Attitude of aloofness and entitlement has pervaded the Council for many decades.</p> <p>Extraordinary disregard of independent Councillors on school Councils, bordering on contempt.</p>	<p>The following statement by Mr Geoff Hines in his 2011 paper entitled “The Presbyterian and Methodist Schools Association – Should it Continue?” underscores the views of the author (who was himself a former PMSA Councillor, BBC School Councillor and BBC School Council Chair) and some members of the broader church and lay communities, that the culture of the PMSA Council is one of entitlement: “<i>The bad image of the PMSA is a very major deterrent to getting suitable people prepared to put their names forward for appointment – either to the PMSA Council or to the School Councils under the current structure. A School Council at the moment is comprised of three Community Councillors and three PMSA Councillors, one of which has to be Chairman. Unfortunately, under this arrangement, the PMSA Councillors, for some reason known only to themselves, tend to see their colleague Community Councillors as inferior beings.</i>”</p> <p>Mr Hines further commented in that report: “<i>If you were to carry out a market research study among teachers,</i></p>	<p>1. The PMSA as an organisation has a toxic brand that is epitomised by the perception that Councillors are aloof, disconnected from the school communities and have a sense of entitlement to their positions. In fairness, that perception has been perpetuated by successive Councils, but has been well and truly reinforced by the current Council as a consequence of:</p> <ol style="list-style-type: none"> its recent actions, poor decisions and mishandling of events at Somerville House; and it’s continued approach of responding to calls for explanations and genuine engagement by white-anting the objectives of its critics and engaging in strategic manoeuvring and spin that serves no other purpose other than self-preservation.

²⁴ Some questions or comments may appear in redacted form where we have considered appropriate for the purposes of reproduction in this Submission to exercise fairness and appropriate standards where references to individuals are made. We have made no other alterations to those questions or comments.

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		<p><i>parents and past members of the schools, you would find a very negative attitude towards the PMSA. They see it as an aloof, autocratic and self-serving organisation that is answerable to nobody but themselves. A number of them cannot understand why the PMSA exists at all and why the Church allows this to happen."</i></p> <p>The PMSA has an extraordinary disregard of independent Councillors on school Councils, bordering on contempt. A stark illustration of the arrogant, authoritarian attitude PMSA personnel have to the school communities below them was demonstrated by their dealings with the independent school Councillors on the Somerville House School Council in 2017 following the data breach, appointment of Mr Hiley as Executive Manager at the PMSA, the 'resignation' of Mrs Flo Kearney and the 'standing down' of Ms Sarah Dreaver. This culminated in the resignations of multiple independent Councillors from that Council, including Rev Murray Fysh, Mrs Sarah Kelly and Mr Ian MacDonald. Dr Russell Bird remains as the only continuing independent Councillor on the Somerville House School Council but has made his strong views about the conduct and failings of the PMSA known in a scathing letter to the Chair of the Somerville House School Council that was widely reported in the press with his consent. Both Sarah Kelly and Ian MacDonald also made a detailed joint statement that was reported in the media which was equally critical of what they considered to be significant governance failings and</p>	<p>The brand is not capable of being repaired.</p> <ol style="list-style-type: none"> The PMSA has displayed contempt for the role of independent Councillors. This has occurred irrespective of whether such independents have been appointed to the School Councils or the PMSA Council itself. The attitude of contempt is cultural. It is submitted that the PMSA's open disregard for the important role that independent Councillors play in ensuring good governance must consequently (and inseparably) demonstrate a broader contempt for the school communities that those independent Councillors represent. It is clear that the PMSA's views must take primacy at all times, and it appears constructive contributions from independent Councillors can never be tolerated where they do not align with the PMSA's position. It is submitted that this can have significant adverse implications for the quality of the important financial, HR, child safety and strategic decisions that both School Councils and the PMSA Council must make. It is a fundamentally unsound basis for making decisions that affect the lives of children. In these circumstances, one must question

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		<p>unacceptable decisions and responses from the PMSA.</p> <p>On 12 October 2017, <i>The Courier-Mail</i> quoted ex-Ergon Energy chair Mal Hall-Brown, a former PMSA and Clayfield College Council member, who said the culture of the PMSA was “highly irregular” and the integrity of the four schools was paramount.</p> <p>Beyond PMSA has also heard direct accounts from former independent School Councillors at Sunshine Coast Grammar School who questioned their need to attend at School Council meetings, as the format and outcome of the meetings appeared to be ‘predetermined’ before the meetings were held. The implication was that they considered the meetings a waste of their time and that the independents were just there to ‘make up the numbers’ because that was what was required by the process.</p> <p>These are criticisms from highly respected individuals with direct knowledge of PMSA processes and dealings in contemporary settings. They are a small set of examples from a broad pool of critics. For this reason, they cannot be ignored or dismissed.</p>	<p>why the PMSA continues with the façade of having independent Councillors at all. The continuation of these roles must surely be a source of frustration and embarrassment to many of those independent Councillors who selflessly give their time for a good community cause. No doubt they had hoped (and perhaps still hope) to make a difference.</p>
	<p>Inconsistent and selective communication with stakeholders</p>	<p>Chaotic communications about Somerville Principal changes since 10 October 2017. Most recently, Dr Goodwin has switched her title from ‘Interim Principal’ to ‘Principal’, without any comment or explanation, compounding uncertainty and distrust about a range of</p>	<ol style="list-style-type: none"> 1. Inconsistent communication is problematic in itself, but the tone of the correspondence has been self-serving and the content selective. 2. The view of many members of the school

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		<p>governance issues.</p> <p>Non-communication of at least three changes in Somerville House Council Chair since July this year, and of resignations of two of the three independent or community members.</p>	<p>communities receiving them it that the communications have little to do with addressing the problems affecting the schools.</p> <p>3. Parents and school community members are highly educated and articulate and they rightly view the 'nothing to see here' the tone of the communications as highly insulting to their intellects and dismissive of what are now 'mainstream' community concerns.</p>

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ANNEXURE A: THE PROCESS AND STRUCTURE FOR IMPLEMENTATION OF AN ACCEPTABLE GOVERNANCE MODEL

MINIMUM GOVERNANCE EXPECTATIONS FOR A TRANSITIONAL ENTITY

Beyond PMSA does not support the continued existence of the PMSA in its current form or an interposed entity that sits between the Churches and the schools. However, it does recognise the pathway to genuine and effective reform (that ultimately devolves autonomy and independence to each of the four schools under the control of the PMSA via independent school 'Boards' or 'Councils') may require a transitional or stepped process.

It is the position of Beyond PMSA that Church ownership of the schools can be maintained via Church appointed representatives on individual school Boards or Councils without an interposed entity sitting above them.

REQUIREMENTS FOR OWNERSHIP ENTITY

Having said that, if the Churches require an interposed ownership entity to be installed to facilitate their 'ownership' of the schools (**Ownership Entity**) as part of a new governance structure, then the legal structure for that entity should not remain established under Letters Patent. It should also not contain any current or former PMSA Councillors.

Such an entity would need to be an incorporated body with contemporary reporting and governance obligations for a charity of its size such that it becomes a legal not-for-profit Board with responsibility for strategic direction setting and oversight of risk and return to stakeholders for the *system of*

schools. Alternatively, if there are overriding financial or legal, rather than policy or strategic considerations to have an Ownership Entity, it could simply be a landlord, holding physical property assets in trust for the Churches, with school operations conducted by individual school entities.

REQUIREMENTS FOR SCHOOL BOARDS OR COUNCILS

The Constitution for a school Board or Council must enforce contemporary practices such as, for example:

- Fixed term for Directors or Councillors of no more than three years with an option of two more. No more than five.
- Board or Council size: Size to comprise not less than seven or more than nine members. (Note: This is in line with the 2016 Grammar Schools Act and contemporary AICD guidelines).
- Board or Council skills mix: Board or Council to include most if not all of the following: Education, Theology, Legal, Finance, Corporate Governance, Workforce, Community, Communications. Gender diversity should be evident. In particular, skills, experience and backgrounds in child development, psychology, children's social work, child protection should be a priority skill set for Boards or Councils.
- Membership to include: 1x Uniting Church appointees, 1x Presbyterian Church appointees, up to five Community appointed nominees. Chair not to be Church a appointee.
- No conflict of interest or related party transactions permitted: Directors or Councillors to resign in the event of unresolved conflict or pursuit of commercial relationship with the schools or either Church.
- No Director or Councillor to be remunerated for services. No Director to receive annuities or gratuities or discounted school fees of any kind in return for service.
- Genuine policy and processes for active engagement with stakeholders.

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- Transparent publication of individual school-based annual reports with fully audited financials, and conduct of comprehensive Annual General Meetings which is open to all parents, teachers and former students.
- The School Boards or Councils should operate independently of the Board of the Ownership Entity but with their constitutions to adhere to the similar membership parameters and contemporary practice commitments.
- Not more than one Member of each school Board or Council to sit on the Ownership Entity.
- Principals to operate as CEOs with operational responsibility for running each individual school in consultation with their parent representative and advocacy groups (P&Fs), whose Constitution reflects its obligations to the parent body, not the school or Board of the Ownership Entity.

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ANNEXURE B – PMSA FACEBOOK PAGE: REGISTER OF QUESTIONS AND ANSWERS

Set out below are extracted comments and questions that have been posted on the Presbyterian and Methodist Schools Association Facebook Page since it was established on or about 1 November 2017, up to and including 10 December 2017. The questions and comments posted on the PMSA Facebook Page were not fed or contributed to by Beyond PMSA, although it is clear that many of the posters may support Beyond PMSA's governance reform objectives. We have not edited those questions or comments for the purposes of incorporating them into this document, but some comments may have been redacted out of respect to ensure that individuals names are not quoted in inappropriate contexts and where we consider the content and tone may generally be inappropriate for reproduction in this document.

The comments and questions are in the public domain and have been reproduced in this document for referencing purposes. To the extent that any of the comments or questions posted on the PMSA Facebook Page contain disparaging comments or tone, then to that extent such comments or questions do not accord with Beyond PMSA's principles, they represent the private views of the individuals concerned and are not endorsed by Beyond PMSA. They are repeated here because they are in the public domain, have been retained on the PMSA Facebook Page as at the date of this Submission, and have not (to the best knowledge and belief of Beyond PMSA) been edited or removed by the PMSA.

	Date	Person	Source	Question	PMSA Answer	Answer Date
2.	1/11/17	Julia Harvie	PMSA FB 1/11/17 Comment	Can I get copies of the past three annual reports please?	<i>Incorrect answer.</i> Julia Harvie you can find our reports here on the Australian Charities and Not For Profits Commission. Hope this helps.	2/11/17

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	Date	Person	Source	Question	PMSA Answer	Answer Date
3.	1/11/17	Julia Harvie	PMSA FB 1/11/17 Reply to Comment	<p>Yes, I went looking for them a couple of weeks ago. They're not available there. There's a disclaimer at the bottom of the page that you've provided a link for that the reports are not compulsory to provide to the ACNC, or the charity may have applied to have them withheld from the register. So I emailed the ACNC and they confirmed the PMSA is not obliged to provide them.</p> <p>I find this interesting because my husband is the CFO of a not for profit education organisation. Yes, he said, they too are not obliged to file them, but he does anyway because the ACNC is the equivalent of ASIC or the ASX and people who use the services his organisation provides like to know the money they pay is being used responsibly. They too receive government funding and they also benefited from large sums of investment when they started up.</p> <p>Anyway, the person at the ACNC suggested I contact the charity itself. So here I am. Contacting the charity itself. Again.</p>	<p><i>Non-substantive answer, followed by incorrect answer.</i></p> <p>Ok.. Julia Harvie will try and track them down for you..</p> <p>Julia Harvie they are available on the ACNC website page for PMSA. At the bottom of the page there is a box called Reporting Group Membership. If you click on the link in this box it will take you through to another page where you will find the reports. Hope this helps.</p> <div style="border: 1px solid #ccc; padding: 5px; margin-top: 10px;"> <p>Reporting group membership</p> <p>Reporting group name PMSA ACNC GROUP</p> <p>Reporting group type Joint</p> <p>Membership start date 1/01/2014</p> <p>Membership end date</p> </div>	<p>2/11/17</p> <p>2/11/17</p>

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	Date	Person	Source	Question	PMSA Answer	Answer Date																																				
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4.	1/11/17	Julia Harvie	PMSA FB 1/11/17 Reply to Comment	I get the same thing. But in green. Can I show you my screen shot?																																						
5.	1/11/17	Julia Harvie	PMSA FB 1/11/17 Reply to Comment	They still should be on your website. Or place a link in the emails. I can show the staff how to do that.	<i>Not answered.</i>																																					
6.	2/11/17	Karen Louise	PMSA FB 2/11/17 #2 Comment	Can you please provide, here in response to this comment, full details of the fees & charges, including WIP, for your engagement of the crisis communication services? Thank you	<i>Not answered.</i>																																					

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	Date	Person	Source	Question	PMSA Answer	Answer Date
7.	3/11/17	Karen Louise	PMSA FB 2/11/17 #2 Comment	<p>Can you please provide, here in response to this comment, full details of the fees & charges, including WIP, for your engagement of legal services, including but not limited to Hopgood Ganim, in relation to Rick Hiley, Flo Kearney, Sarah Dreaver, SH, SHF & this saga more generally?</p> <p>(Since it is an obvious difficulty for you to provide answers that should be available with a couple of taps on the keyboard, I will give you as much time as possible & seek additional information now)</p>	<p><i>No substantive answer</i></p> <p>Hi Karen Louise . Yes I am endeavoring to get you what I can. The issues that you have raised are complex and do require research and coordination with others. Just so that I can better respond, can you please clarify point #5 and #6 for us. I am not confident that I understand what you are asking for. It may take some time to collect the information for a response to the other points you have raised, but yes we are working on it.</p>	3/11/17
8.	3/11/17	Karen Louise	PMSA FB 2/11/17 #2 Comment	<p>Can you please provide, here in response to this comment, confirmation as to whether or not the PMSA or a person other than Hiley was or is responsible for the fees & charges for the engagement of legal services, including but not limited to Hopgood Ganim, for Rick Hiley?</p>	<p><i>No substantive answer</i></p> <p>Endeavouring response as above</p>	3/11/17
9.	3/11/17	Karen Louise	PMSA FB 2/11/17 #2 Comment	<p>If so, can you please provide, here in response to this comment, full details of the fees & charges, including WIP, for the engagement of legal services, including but not limited to Hopgood Ganim, for Rick Hiley?</p>	<p><i>No substantive answer</i></p> <p>Endeavouring response as above</p>	3/11/17

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	Date	Person	Source	Question	PMSA Answer	Answer Date
10.	3/11/17	Karen Louise	PMSA FB 2/11/17 #2 Comment	Can you please provide, here in response to this comment, full details of the fees & charges, including WIP, for your engagement of governance consultancy services, including but not limited to the AICD?	<i>No substantive answer</i> Endeavouring response as above	3/11/17
11.	3/11/17	Karen Louise	PMSA FB 2/11/17 #2 Comment	Are you aware that the PMSA's governance arrangements & practices are not compliant with the bare minimum standards & requirements of the Australian Charities and Not-for-profits Commission Act 2012 (Cth) (the ACNC Act) & have not been since that Act's inception?	<i>No substantive answer</i> Endeavouring response as above	3/11/17
12.	3/11/17	Karen Louise	PMSA FB 2/11/17 #2 Comment	If so, please explain how the PMSA is non-compliant, and what it has been doing about it since 2012?	<i>No substantive answer</i> Endeavouring response as above	3/11/17
13.	3/11/17	Karen Louise	PMSA FB 2/11/17 #2 Reply to own Comment	What is it about 5 & 6 that you don't understand? (They are straightforward questions. If you don't understand them, it follows that you don't understand the organisation's obligations under that Act.)	<i>Not answered.</i>	
14.	3/11/17	Lyn Cox	PMSA FB 2/11/17 #2 Comment	Why is the Presbyterian and Methodist Schools Association - PMSA having so many problems understanding?	<i>Not answered.</i>	
15.	3/11/17	Lyn Cox	PMSA FB 2/11/17 #2 Comment	Does it really take that long from a supposedly above board, open and transparent council to respond?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
16.	3/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	Can you please provide the link to where I & others can access the agenda, reports, papers & minutes for each meeting of the Council, as well as each of its committees?	<i>No substantive answer</i> I am also looking into this one for you. (See below)	3/11/17
17.	3/11/17	Cathie Wilson	PMSA FB 2/11/17 #1 Reply to Karen Louise's Comment	Shouldn't this information be freely and publicly available?	<i>Incorrect/incomplete answer.</i> Hi Karen Louise, Cathie Wilson Kerrie Mattiske - It is really important to remember that all members of the PMSA & its respective 4 school councils are represented by volunteers. The nature of school council and PMSA council meetings cover & wide range of subject matters which include sensitive & confidential information. This is not information that can be made freely available - however we encourage people who want to contribute positively to schools performance & accountability to volunteer & get involved through the available school bodies. Greg Adsett	8/11/17

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	Date	Person	Source	Question	PMSA Answer	Answer Date
18.	3/11/17	Lyn Cox	PMSA FB 2/11/17 #1 Comment	Could you please tell me what the remuneration package would be for Mr Rick Hiley and what he does to earn it?	<p><i>Incomplete & incorrect answers</i></p> <p>Hi Lyn Cox, I can tell you that information published in the papers recently was confidential information, as are all PMSA employment contracts. It is our view that it is not appropriate to be publishing individuals employment information which is current industry practice. Greg Adsett</p> <p>I will also note that the information published in the papers was factually incorrect. Greg Adsett</p>	8/11/17

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	Date	Person	Source	Question	PMSA Answer	Answer Date
19.	3/11/17	Kerrie Mattiske	PMSA FB 2/11/17 #1 Comment	<p>Can you please provide further information that supports the Chairman's statement in the media& today?</p> <p>(I note in the Abc radio interview today Mr Adsett, Chairman, stated the Somerville House School Council was separate to the PMSA Council. However when I look at the ACNC website that you reference, I note there are 10 responsible people listed by name for the Somerville House School Council. But these same 10 people are noted on page 8 of the 2016 PMSA annual report (again on the ACNC website) under the column PMSA councillors and further page 8 notes the number of PMSA council meetings they attended and were entitled to attend. So I'm unsure what was meant by the comment that the Somerville House School Council is separate from the PMSA Council. Obviously the ACNC website seems to be saying it is & very similar group of people – perhaps even & subset of the PMSA Council.)</p>	<p><i>Partly correct, partly incorrect answer.</i></p> <p>Yes Kerrie Mattiske there is the PMSA Council (Board) and the separate Councils for each of the PMSA schools. And yes there is cross over between the members. These roles are all volunteer roles. "Each PMSA school is governed by a School Council consisting of eight members, up to three of whom are members of the PMSA Council, up to four of whom are independent persons appointed from the relevant school community & the school principal. The PMSA delegates to these councils the responsibility for &administration of the schools & are responsible to PMSA council for their performance. The School Principals report to these School Councils & have operational responsibility for the schools. So while there is some cross over the school councils are separate to the PMSA Council. Structure chart also provided</p>	3/11/17

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	Date	Person	Source	Question	PMSA Answer	Answer Date
20.	3/11/17	Kerrie Mattiske	PMSA FB 2/11/17 #1 Reply to own Comment	Are they separate in a practical sense as stated by Mr Adsett if they have essentially or substantially the same membership? (Thank you for the chart. The 2 boards are separate in this diagram. My query was more directed at the membership of those boards)	<i>Not answered.</i>	
21.	3/11/17	Karen Louise	PMSA FB 2/11/17 #1 Reply to Kerrie's Comment	If they are not sub committees, and are indeed separate, please explain where the governance documents are for each School Council & why the Responsible persons information given by the PMSA to & published by the ACNC is incorrect? (That is not correct. The School Councils are sub committees of the PMSA Council. See by-law 5.1(vii) of your own by-laws.)	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
22.	3/11/17	Kerrie Matiske	PMSA FB 2/11/17 #1 Reply to own Comment	<p>So if the membership of both councils are substantially the same, why is talking to the Somerville House School Council members an effective consultation with the wider stakeholder group. Wouldn't the same people be in the room that are in PMSA meetings and aren't they already across the issues?</p> <p>(The reason why ask about the membership of the Somerville House School Council and the PMSA Council and whether they are substantially separate in a practical sense was that the comment of the Chairman on the radio this morning was in response to a query by Steve Austin about consultation by the PMSA.)</p>	<i>Not answered.</i>	
23.	3/11/17	Kerrie Matiske, plus Dominique Layt	PMSA FB 2/11/17 #1 Reply to own Comment	Who are the current independent persons on the Somerville House School Council and are they noted as current responsible persons on the ACNC website.	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
24.	3/11/17	Kerrie Matisse, plus Dominique Layt	PMSA FB 2/11/17 #1 Reply to own Comment	<p>If the school council is even 8/10 PMSA councillors (or as the ACNC website disclosed 10/10), why is this the answer to broader consultation with stakeholders?</p> <p>(Yes but the same (exactly the same) 10 people noted on the ACNC website under Somerville House ABN are ALL PMSA councillors as noted on the 2016 PMSA annual report. I'm still curious about the Chairman's comment that consultation with a separate school council satisfied the question by Steve Austin that broad consultation was happening with stakeholders. I'm still unsure why that satisfies the requirement of broad consultation with external to PMSA stakeholders.)</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
25.	4/11/17	Kerrie Matisse	PMSA FB 2/11/17 #1 Reply to own Comment	If there is an independent Somerville House School Councillor - why aren't they disclosed against the Somerville House ACNC list of responsible people?	<i>Incorrect / incomplete / irrelevant answer</i> Thank you for your question - The PMSA council is made of up to 6 people nominated by the Presbyterian Church, up to 6 people from the Uniting Church and up to 3 people nominated by the PMSA Council. The school councils are made of up to 3 PMSA councillors, up to 4 community councillors and the principal attends the meeting - you are indeed correct that up to three people on each school council are also PMSA councillors. This is currently set out in the PMSA constitution and by-laws - available on the PMSA website. Greg Adsett	8/11/17
26.	4/11/17	Kerrie Matisse	PMSA FB 2/11/17 #1 Reply to own Comment	Would it be possible to put names to the organisational chart you previously provided?	<i>Not answered.</i>	
27.	5/11/17	Jim Binney	PMSA FB 2/11/17 #1 Comment	There aren't any financial statements on the website. Where are they posted?	<i>No response, but PMSA Annual Report with consolidated financials only posted on website & FB</i>	12/11/17

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	Date	Person	Source	Question	PMSA Answer	Answer Date
28.	7/11/17	Kerrie Matiske	PMSA FB 7/11/17 Comment	<p>In a previous post I asked if it were possible for you to please add names to your organisational chart so it could be clear who are your members, who your councillors are, and who are on the various school councils. Is it possible to post that here?</p> <p>(Thank you for explaining “what” the PMSA is. I’m curious as to “who” the PMSA is in accordance with your first statement.)</p>	<p><i>Incorrect/incomplete answer</i></p> <p><i>Answer actually given to Lyn Cox’s criticism, not a question.</i></p> <p>Information on the separate school councils is available on the Australian Charities and Not-for-Profit Commission website. From the PMSA page you can click on the Reporting Group Membership link.</p> <p>See also PMSA’s own comment below)</p> <div style="border: 1px solid #ccc; padding: 5px; margin-top: 10px;"> <p>Reporting group membership</p> <p>Reporting group name PMSA_ACNC_GROUP</p> <p>Reporting group type Joint</p> <p>Membership start date 1/01/2014</p> <p>Membership end date</p> </div>	7/11/17
29.	7/11/17	Karen Louise	PMSA FB 7/11/17 Reply to Lyn Cox’s Comment	Please explain why you claim those details are for the School Councils	<i>Not answered.</i>	

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30.	7/11/17	PMSA	PMSA FB 7/11/17 Comment		A list of our Council members is available on our website at: http://www.pmsa-schools.edu.au/govern.../our-council-members	7/11/17
31.	7/11/17	Kerrie Matiske	PMSA FB 7/11/17 Reply to PMSA Comment	Can you please clarify? - The list on the website - is it the list of the PMSA councillors?	<p>Kerrie Matiske on the Australian Charities and Not For Profits Commission site you can find more information. From the Reporting Group Membership Link on the PMSA page</p> <div style="border: 1px solid #ccc; padding: 5px; margin-top: 10px;"> <p>Reporting group membership</p> <p>Reporting group name PMSA_ACNC GROUP</p> <p>Reporting group type Joint</p> <p>Membership start date 1/01/2014</p> <p>Membership end date</p> </div>	7/11/17

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32.	7/11/17	Kerrie Matisske	PMSA FB 7/11/17 Reply to PMSA Comment	So where is the list of the Somerville House School councillors?	<p><i>Incorrect answer.</i></p> <p>Then click on the separate school links in Reporting Group members</p> <p>Reporting group members</p> <table border="1"> <thead> <tr> <th>Charity name</th> <th>Meml start</th> </tr> </thead> <tbody> <tr> <td>Brisbane Boys College</td> <td>1/01/17</td> </tr> <tr> <td>Clayfield College</td> <td>1/01/17</td> </tr> <tr> <td>Presbyterian & Methodist Schools Association</td> <td>1/01/17</td> </tr> <tr> <td>Presbyterian And Methodist Schools' Association - Sunshine Coast Grammar School</td> <td>1/01/17</td> </tr> <tr> <td>The Trustee For The Presbyterian & Methodist Schools Association Somerville Hous</td> <td>1/01/17</td> </tr> </tbody> </table>	Charity name	Meml start	Brisbane Boys College	1/01/17	Clayfield College	1/01/17	Presbyterian & Methodist Schools Association	1/01/17	Presbyterian And Methodist Schools' Association - Sunshine Coast Grammar School	1/01/17	The Trustee For The Presbyterian & Methodist Schools Association Somerville Hous	1/01/17	7/11/17
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33.	7/11/17	Kerrie Matisske	PMSA FB 7/11/17 Reply to PMSA Comment	Where is the list of members of the PMSA who would attend the AGM?	<i>Not answered.</i>													
34.	7/11/17	Kerrie Matisske	PMSA FB 7/11/17 Reply to PMSA Comment	Are there separate lists - or are they all the same?.	<i>Not answered.</i>													
35.	7/11/17	Kerrie Matisske	PMSA FB 7/11/17 Reply to PMSA Comment	So you are definitively stating that the list of Responsible Persons on the ACNC website under the Somerville House ABN has all members of the Somerville House School Council including all independent councillors?	<i>Not answered.</i>													

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36.	7/11/17	Lyn Cox	PMSA FB 7/11/17 Reply to PMSA Comment	Why isn't there a single member who is an acknowledged Educator?	<i>Not answered.</i>	
37.	7/11/17	Karen Louise	PMSA FB 7/11/17 Comment	Can you please advise us, here in response to this comment, what the legal status - eg association, company, trust, business name - of each of the entities listed in the PMSA Group is? (And we look forward to receiving at the same time the substantive responses to all of our questions in the comments on your posts. Thanks.)	<i>Not answered.</i>	
38.	8/11/17	Julia Harvie	PMSA FB 2/11/17 #1 Comment	Karen has a point. And I thought you had three paid staff in that office and a contracted issues management firm?	<i>Not answered.</i>	
39.	8/11/17	Karen Louise	PMSA FB 2/11/17 #1 Reply to Kerrie's Comment	Don't you think it's time you came clean with all of your non-compliance? (But that's not what the statutory ACNC register says. The ACNC is already aware.)	<i>Non-substantive answer.</i> Hi Karen Louise - I am happy to have a conversation with you about this - feel free to call the PMSA office and arrange a time to meet - Greg Adsett	8/11/17

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40.	8/11/17	Dana Starr	PMSA FB 2/11/17 #1 Reply to Kerrie's Comment	<p>How can one person possibly fulfill the important duties of a PMSA Councillor, a School Council Chair and a Somerville House Foundation Director, all while holding down a demanding day job and being the father to a lovely family?</p> <p>(You will note that Kerrie Mattiske asked you for the names of the Councillors on the various Councils. You chose to ignore that inconvenient part of the question. I was amazed to learn today that the same PMSA Councillor is not only the Chairman of the Somerville House School Council but also a Director of the Somerville House Foundation. While this may be provided for in the relevant constitutions and by-laws I have always been given the impression that the Foundation is totally separate from the other entities.)</p>	<i>Not answered.</i>	
41.	8/11/17	Dana Starr	PMSA FB 2/11/17 #1 Reply to Kerrie's Comment	So can you please answer Kerrie's question in full and tell me how the Somerville House Council Chairman can possibly be expected to fulfill all three roles to the best of his ability?	<i>Not answered.</i>	
42.	8/11/17	Karen Louise	PMSA FB 2/11/17 #1 Reply to Kerrie's Comment	I'm interested in how he deals with his multiple conflicts of interest.	<i>Not answered.</i>	

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43.	9/11/17	Kerrie Mattiske	PMSA FB 2/11/17 #1 Comment	So is there a Trust deed that relates to Somerville House and where is a copy available? (just looking at the link you shared and note that one of the entities is noted as "The Trustee for The Presbyterian & Methodist Schools Association Somerville House".)	<i>Not answered.</i>	
44.	9/11/17	Dominique Layt	PMSA FB 2/11/17 #2 Comment	Can you clarify if this is correct? - Mr Adsett stated in his ABC radio interview that the PMSA is holding meetings with the four schools. I understand the first of these has been held and only the executive of the core bodies were invited - such as school council, P&F etc	<i>Not answered.</i>	
45.	9/11/17	Dominique Layt	PMSA FB 2/11/17 #2 Comment	If yes why you are limiting your information session to only those who I gather are bound by legal gag orders?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
46.	9/11/17	Mary Fellows	PMSA FB 2/11/17 #2 Comment	<p>How can consultation proceed if the result will be a fait accompli?</p> <p>(I have just read the letter that has been sent in relation to 'communication' to be facilitated by Chesterman J. I note with interest that one sentence in the letter states that the churches support the PMSA. Clearly change is not high on the agenda if the meeting (with, I might add, a very limited group of people) is starting off on the premise that the PMSA has the support of the churches. This is not going to go away - if the church moderators are closing their ears to the people who pay the fees for 'business units' they might find they lose more than a few of those units. Honour before honours. Let Honour stainless be. This is an opportunity for you, and the churches to show that you lead by following the values of the schools which are under your control. But I'm guessing that 'control' is more important than anything.)</p>	<i>Not answered.</i>	
47.	11/11/17	Julia Harvie	PMSA FB 1/11/17 Reply to Adam's Comment	<p>PresCare shares a councillor or board member, Greg Skerritt with the PMSA. I'm just wondering if Chris Skerrit, the BDO auditor is any relation and if there was a conflict of interest there?</p>	<i>Not answered.</i>	

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48.	11/11/17	Julia Harvie	PMSA FB 1/11/17 Comment	Why are you marking Karen Louise's questions as spam? (I admit she's been peppering you with questions but I don't see the need to block her. You said you were happy to answer questions.)	<i>Not answered.</i>	
49.	11/11/17	Mary Fellows	PMSA FB 1/11/17 Reply to Julia Harvie's Comment	I would like to know this too. None of her valid questions have been answered, or answered adequately. Marking them as spam merely shows the PMSA (or the 'crisis' comms people) don't have a clue about engagement	<i>Not answered.</i>	
50.	11/11/17	Julia Harvie	PMSA FB 1/11/17 Comment	When did you buy New Leaf Early Learning?	<i>Not answered.</i>	
51.	11/11/17	Julia Harvie	PMSA FB 1/11/17 Comment	Did you in fact buy that child care centre or is it a lease arrangement?	<i>Not answered.</i>	
52.	11/11/17	Julia Harvie	PMSA FB 1/11/17 Comment	Such a significant shift from primary and secondary education surely requires notification in the annual statement? (I've been through all the PMSA annual reports and I can't find a mention of it in any of those reports.)	<i>Not answered.</i>	

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53.	11/11/17	Julia Harvie	PMSA FB 1/11/17 Comment	<p>Why have you started a second one at Alexandra Headlands?</p> <p>(I can appreciate the need for staff at the Sunshine Coast Grammar School to have access to child care, and even applaud it despite my concerns that you may be using profits from the Brisbane schools to either buy or establish it. But I don't understand why you would be changing the direction of the PMSA which under the Constitution of the PMSA states "The Association is formed to establish and carry on schools where pupils may obtain an education which is in accordance with sound educational principles and which is consistent with basic Christian doctrine." Early education centres are not schools.)</p>	<i>Not answered.</i>	
54.	11/11/17	Mary Fellows	PMSA FB 2/11/17 #1 Comment	<p>How can you call yourself volunteers if you receive lifetime annuities? And discounted fees?</p> <p>(I've been on a private school board and received no such thing; neither did the governing body above us. That would not make anyone volunteers. I also refer to previous PMSA member getting the gig for engineering works for his firm without a due tender process as a 'reward' for volunteering. That is also not what a volunteer does. It's absolutley shameful the lies and obfuscation going on. Hubris will be the end of the PMSA.)</p>	<i>Not answered.</i>	

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55.	11/11/17	Julia Harvie	PMSA FB 2/11/17 #1 Comment	I have a few questions. I'd like to know the value of these discounts and annuities.	<i>Not answered.</i>	
56.	11/11/17	Julia Harvie	PMSA FB 2/11/17 #1 Comment	I understand Richard Chesterton will cost \$12,000 a day. I trust the PMSA will not be paying that, as you are one of the parties to be mediated?	<i>Not answered.</i>	
57.	11/11/17	Julia Harvie	PMSA FB 2/11/17 #1 Comment	Why can't you publish Mr Hiley's salary similarly? Same with the two EAs in the Toowong office. (Public servant salaries are published in a 'band'. That's my money you're paying them.)	<i>Not answered.</i>	
58.	11/11/17	Dominique Layt	PMSA FB 2/11/17 #1 Comment	What is the value of these annuities?	<i>Not answered.</i>	

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59.	11/11/17	Dominique Layt	PMSA FB 2/11/17 #1 Comment	<p>How much of my school fees is carved out into the fund and how is that fund managed?</p> <p>(I am shocked, but unsurprised given the consistent poor practices of the PMSA, to read in today's Courier Mail article that you not only receive discounted school fees but also lifetime annuities. If it is not well managed then on top of this rort my school fees are potentially topping it up to make whatever minimum yearly annuity has been promised to PMSA "volunteers" (and I use that term now very loosely). Mr Adsett has consistently used the fact the PMSA Councillors are volunteers as a rebuttal. Aside from the fact that is no excuse for poor governance, it is now also untrue. I am not aware of any volunteer organisation that provides for its volunteers this way. We (the paying parents) are not being unreasonable in our expectation of proper use of our fees and truth and transparency. It is the minimum standard by which any organisation operates and I am talking about very small organisations (including volunteer/charitable organisations) let alone a big business such as our four schools!)</p>	<i>Not answered.</i>	

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60.	11/11/17	Karen Louise	PMSA FB 7/11/17 Comment	<p>Would you please let us all know - here, openly & transparently, in response to this comment</p> <p>1. the number, role names & names of staff who have resigned or are otherwise leaving SH?</p> <p>(Since marching staff from the premises & taking over the IT systems at Somerville House (which, by the way, we all know is one key factor/area of evidence in the complaints to the CCC), the usual information on the school's Facebook page farewelling staff has suddenly ceased.)</p>	<i>Not answered.</i>	
61.	11/11/17	Karen Louise	PMSA FB 7/11/17 Comment	2. the number of students (except year 12 of course) leaving the school?	<i>Not answered.</i>	
62.	11/11/17	Karen Louise	PMSA FB 7/11/17 Comment	3. the number of prospective students who will now not be attending SH? Thank you.	<i>Not answered.</i>	

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63.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	<p>What is it exactly that you say is available on the ACNC website? The AIS?</p> <p>(I note that you have, only in the last 24-48 hours, published on your website the PMSA's most recent Annual Reports (including consolidated financials). You have then stated that further information is available on the ACNC website. It is or should largely be extracted from the Annual Reports, so no additional information or details are in reality available. Further, the information that charities are required to report to the ACNC is the barest of bare statutory minimums. You seem to think that that is good or best practice governance & releases you from your obligations to your clients & stakeholders. It. Is. Not. And. It. Does. Not. Let me repeat it for you: 1. the statutory reporting requirements are to report to the ACNC & public, not your clients & stakeholders. 2. the standard of the statutory reporting requirements are the bare minimum, which does not go anywhere near good practice, let alone best practice, particularly when reporting & being accountable to your clients & stakeholders.)</p>	<i>Not answered.</i>	

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64.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	<p>Kindly publish the financials for the past 3 FYs for each individual school.</p> <p>(That then takes us to the Annual Reports for each individual school, for which you have referred stakeholders to the MySchools website. I am sad but not surprised to report to you that the Annual Reports are not there. They are on individual school websites. But, they're actually pretty useless because they do not contain any financial reports for the individual schools. Thank you again. My invoice is in the mail.)</p>	<i>Not answered.</i>	

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65.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	<p>Could you please answer - here, openly & transparently, in response to this comment, the following questions:</p> <p>1. Why has the PMSA kept from the wider PMSA community that it owns, & has done so since 2006, Grammar Early Learning Limited trading as New Leaf Early Learning?</p> <p>(The revelation this evening - not by you of course, but by another commenter - that there is, in fact, another cog to the PMSA wheel that has been, for all intents & purposes, kept secret from the wider PMSA community is very interesting indeed. I have honestly never seen anything as bad as the PMSA in my 30-year career across 3 countries. Seriously, boys & girls?)</p>	<i>Not answered.</i>	
66.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	2. Why has the PMSA kept from the wider PMSA community that it opened in January 2016 a new New Leaf Early Learning Centre at Alexandra Headland?	<i>Not answered.</i>	
67.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	3. From what sources did all of the funds come to purchase & establish each of the New Leaf Early Learning Centres?	<i>Not answered.</i>	
68.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	4. How & from what sources are both New Leaf Early Learning Centres funded?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
69.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	5. What funds have the PMSA received from the New Leaf Early Learning Centres in accordance with the GELL Constitution?	<i>Not answered.</i>	
70.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	6. Why is GELL not mentioned anywhere on the ACNC Register, or the PMSA website, as having any relationship with the PMSA?	<i>Not answered.</i>	
71.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	7. Why is GELL not mentioned in PMSA Annual Reports?	<i>Not answered.</i>	
72.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	8. Why is GELL not a part of the PMSA ACNC Reporting Group?	<i>Not answered.</i>	
73.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	9. Under what authority (for example the eye-crossing, brain-injuring PMSA Constitution), has the PMSA entered into the ECEC sector, purchased & established those 2 centres, and expended parental & taxpayer funds on those 2 or other ECEC centres?	<i>Not answered.</i>	
74.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	10. Are there anymore ECECs your paying customers, stakeholders & taxpayers need to know about & if so, what?	<i>Not answered.</i>	
75.	12/11/17	Karen Louise	PMSA FB 2/11/17 #1 Comment	11. Don't you think it's time to take whatever scrap of integrity & dignity you might still possess & toddle off?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
76.	12/11/17	Donna Downton	PMSA FB 12/11/17 #1 Comment	Why would you share this?! (Surely the PMSA would hope this interview never saw the light of day again.)	Because we are learning to change how we do things. We are learning to do things differently. Sometimes we stumble. But we are not giving up on trying to be better.	12/11/17
77.	12/11/17	Donna Downton	PMSA FB 12/11/17 #1 Comment	Just how much of my school fees is this communications company costing?	<i>Not answered.</i>	
78.	12/11/17	Dana Starr	PMSA FB 12/11/17 #1 Reply to PMSA reply to Donna's Comment	Do you really think we are stupid enough to believe this?	<i>Not answered.</i>	
79.	12/11/17	Karen Louise	PMSA FB 12/11/17 #1 Reply to PMSA reply to Donna's Comment	Did you not read or comprehend or take notice of my comment on the subject in posts below?	<i>Not answered.</i>	
80.	12/11/17	Karen Louise	PMSA FB 12/11/17 #1 Reply to PMSA reply to Donna's Comment	Or do you still consider yourself so superior in knowledge & status that you will just ignore the whingeing peasant?	<i>Not answered.</i>	
81.	12/11/17	Karen Louise	PMSA FB 12/11/17 #1 Comment	Where are the answers to all of our questions please?	<i>Not answered.</i>	
82.	12/11/17	Julia Harvie	PMSA FB 12/11/17 #2 Comment	could you put them (ARs) up for all the years until 2006?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
83.	12/11/17	Natasha Somerville	PMSA FB 12/11/17 #2 Comment	More detail would be appreciated please. (Page 3 of the 2016 report highlights the inadequate investment in Clayfield (two sentences worth) which has contributed to the decrease in enrolments. "More work is planned for Clayfield College as part of the drive to improve enrolments and raise the standard of facilities that are appropriate for the tuition fees charged." As a fee paying parent x2 I sincerely hope so.)	<i>Not answered.</i>	
84.	12/11/17	Dominique Layt	PMSA FB 12/11/17 #2 Reply to Natasha's Comment	To support this comment what practice do you follow to provision for planned capital expenditure? (I'd imagine the parents of all four schools, especially Clayfield, would like to know the plans include committed spend not just intent.)	<i>Not answered.</i>	
85.	12/11/17	Julia Harvie	PMSA FB 12/11/17 #2 Reply to Natasha's Comment	How long did it take for Somerville to fundraise for their swimming complex? (Natasha I agree. Clayfield has produced Olympic swimmers since the 1950s and SCGS gets the gold star 50m swimming pool, carpark and upgraded tennis courts. Clayfield has been promised a 50m facility for a few years now.)	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
86.	12/11/17	Julia Harvie	PMSA FB 12/11/17 #2 Reply to Natasha's Comment	Mr Greg Adsett, current chair of the PMSA, former deputy chair of the PMSA and former chair of the SCGS, can you explain why this relatively new school is receiving favourable treatment against an established school?	<i>Not answered.</i>	
87.	12/11/17	Julia Harvie	PMSA FB 12/11/17 #2 Reply to Natasha's Comment	And why is there an unusual increase in staff numbers from 1017 in 2014 to 1248 in 2015? Yet Clayfield in 2015 lost a respected educator and support staff after another Deloitte's report suggested as much? AND the PMSA reported a profit of some \$7m in 2016?	<i>Not answered.</i>	
88.	12/11/17	Linda Cooke	PMSA FB 12/11/17 #2 Reply to Natasha's Comment	I would like to know if there is anything available on how funding for new buildings etc is determined and what the quantum of funds allocated to each school has been for past 5 -10 years. (I have just finished re-reading Dr Bird's letter. Again feeling concerned about philanthropy/funding for capital works for all schools in the group.)	<i>Not answered.</i>	
89.	12/11/17	Julia Harvie	PMSA FB 12/11/17 #2 Reply to Natasha's Comment	So we could donate to our school, and find it goes 90km north? PMSA can you confirm that??	<i>Not answered.</i>	
90.	12/11/17	Kerrie Mattiske	PMSA FB 12/11/17 #2 Comment	Is it possible to publish financial reports on a school by school basis? Doesn't one of the By-laws require statements be prepared per school?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
91.	12/11/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	Below is the Somerville House MySchools page (in text only as your FB page doesn't allow pics - possibly the most intelligent move you've made so far). Where is the Annual Report on this page?	<i>Not answered.</i>	
92.	13/11/17	Kerrie Mattiske	PMSA FB 12/11/17 #2 Reply to own Comment	When you look at the information on MySchool - only capital expenditure is noted. Not operating expenditure. So I think financial reports per school on the PMSA website are still needed. And MySchool hasn't been updated for 2016 info. The 2015 info is getting a bit old?	<i>Not answered.</i>	
93.	13/11/17	Lyn Cox	PMSA FB 12/11/17 #2 Comment	Where are Karen Louise's previous comments???	<i>Not answered.</i>	
94.	13/11/17	Lyn Cox	PMSA FB 12/11/17 #2 Comment	What I would like to know is if any of the PSMA and the school councils have or had children at the schools caught up in this mire? Also, how are the posts filled. Are they open to anyone or just quietly filled with mates and cronies.	<i>Not answered.</i>	
95.	13/11/17	Lyn Cox	PMSA FB 12/11/17 #2 Comment	Also, how are the posts filled. Are they open to anyone or just quietly filled with mates and cronies?	<i>Not answered.</i>	
96.	13/11/17	PMSA	PMSA FB 7/11/17 Comment	No question asked, just a criticism by Karen Louise at 11 am about marking comments as Spam	<i>Incorrect answer.</i> We have not removed / deleted any posts. We understand that this is a space for all. The culprit in this case is Facebook. Their algorithms have identified "identical /repeat" posts and determined them to be spam.	13/11/17 At 7.24pm

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	Date	Person	Source	Question	PMSA Answer	Answer Date
97.	13/11/17	Karen Louise	PMSA FB 7/11/17 Reply to PMSA Comment	Has this been prompted by a media call? (Knowing that the CM was about to publish an article about non-responses, which it did at 9.09pm)	<i>Not answered.</i>	
98.	14/11/17	Karen Louise	PMSA FB 7/11/17 Comment	You are kidding aren't you?	<i>Not answered.</i>	
99.	14/11/17	Karen Louise	PMSA FB 7/11/17 Comment	What processes?	<i>Not answered.</i>	
100	14/11/17	Karen Louise	PMSA FB 7/11/17 Comment	Setting up a FB page & refusing to answer basic but important questions?	<i>Not answered.</i>	
101	14/11/17	Karen Louise	PMSA FB 7/11/17 Comment	Only inviting members of executives to your 'forum'?	<i>Not answered.</i>	
102	12/11/17	Julia Harvie	PMSA FB 12/11/17 #2 Reply to Natasha's Comment	So we could donate to our school, and find it goes 90km north? PMSA can you confirm that??	<i>Not answered.</i>	
103	12/11/17	Kerrie Mattiske	PMSA FB 12/11/17 #2 Comment	Is it possible to publish financial reports on a school by school basis? Doesn't one of the By-laws require statements be prepared per school?	<i>Not answered.</i>	
104	12/11/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	Below is the Somerville House MySchools page (in text only as your FB page doesn't allow pics - possibly the most intelligent move you've made so far). Where is the Annual Report on this page?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
105	13/11/17	Kerrie Mattiske	PMSA FB 12/11/17 #2 Reply to own Comment	When you look at the information on MySchool - only capital expenditure is noted. Not operating expenditure. So I think financial reports per school on the PMSA website are still needed. And MySchool hasn't been updated for 2016 info. The 2015 info is getting a bit old?	<i>Not answered.</i>	
106	13/11/17	Lyn Cox	PMSA FB 12/11/17 #2 Comment	Where are Karen Louise's previous comments???	<i>Not answered.</i>	
107	13/11/17	Lyn Cox	PMSA FB 12/11/17 #2 Comment	What I would like to know is if any of the PSMA and the school councils have or had children at the schools caught up in this mire? Also, how are the posts filled. Are they open to anyone or just quietly filled with mates and cronies.	<i>Not answered.</i>	
108	13/11/17	Lyn Cox	PMSA FB 12/11/17 #2 Comment	Also, how are the posts filled. Are they open to anyone or just quietly filled with mates and cronies?	<i>Not answered.</i>	
109	13/11/17	PMSA	PMSA FB 7/11/17 Comment	No question asked, just a criticism by Karen Louise at 11 am about marking comments as Spam	<i>Incorrect answer.</i> We have not removed / deleted any posts. We understand that this is a space for all. The culprit in this case is Facebook. Their algorithms have identified "identical /repeat" posts and determined them to be spam.	13/11/17 At 7.24pm
110	13/11/17	Karen Louise	PMSA FB 7/11/17 Reply to PMSA Comment	Has this been prompted by a media call? (Knowing that the CM was about to publish an article about non-responses, which it did at 9.09pm)	<i>Not answered.</i>	

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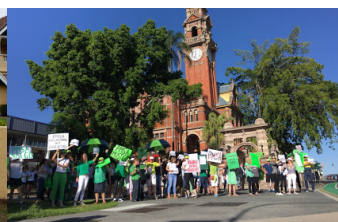
	Date	Person	Source	Question	PMSA Answer	Answer Date
111	14/11/17	Karen Louise	PMSA FB 7/11/17 Comment	<p>The very same people you have gagged & had your lawyers threaten if they dare speak their minds?</p> <div style="background-color: black; color: white; text-align: center; padding: 5px; margin: 10px 0;">Redacted</div> <p>'PMSA chair Greg Adsett hit back later in the morning, saying he respected the right to protest but labelling the demonstrations "counterproductive and unnecessary". "They are counterproductive because they do significant damage to the reputation of our excellent schools, and are a distraction for our students, especially those sitting their end-of-year exams," he said, in a statement. "They are unnecessary because there are already a number of processes in place to address the issues and concerns expressed by some parents."' (Updated Brisbane Times article 14/11/17))</p>	<i>Not answered.</i>	
112	14/11/17	Peter Stansfield	PMSA FB 7/11/17 Reply to own Comment	It (risk reporting) is governance 101. Just as control testing and assurance is. Does any of this occur?	<i>Not answered.</i>	
113	14/11/17	Peter Stansfield	PMSA FB 7/11/17 Reply to own Comment	How often are key controls tested?	<i>Not answered.</i>	

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114	14/11/17	Peter Stansfield	PMSA FB 7/11/17 Reply to own Comment	Are all meetings minuted?	<i>Not answered.</i>	
115	14/11/17	Peter Stansfield	PMSA FB 7/11/17 Reply to own Comment	I noted in the letters from the Somerville House independent councillors that they requested a copy of the investigation report and were refused. - Why is that?	<i>Not answered.</i>	
116	14/11/17	Peter Stansfield	PMSA FB 7/11/17 Reply to own Comment	How are they meant to effectively undertake their role as a councillor without the same information made available to the other members of council?	<i>Not answered.</i>	
117	14/11/17	Peter Stansfield	PMSA FB 7/11/17 Reply to own Comment	Why would anything be withheld?	<i>Not answered.</i>	
118	14/11/17	Peter Stansfield	PMSA FB 7/11/17 Reply to own Comment	Is it, by definition, bullying (as they have been excluded or not enabled to effectively undertake their role)?	<i>Not answered.</i>	
119	14/11/17	Peter Stansfield	PMSA FB 7/11/17 Reply to own Comment	Who oversees the school council?	<i>Not answered.</i>	
120	14/11/17	Peter Stansfield	PMSA FB 7/11/17 Reply to own Comment	Who conducts a review of the governance practice?	<i>Not answered.</i>	
121	14/11/17	Peter Stansfield	PMSA FB 7/11/17 Reply to own Comment	Common practice globally is the three lines of defence. Looks like the PMSA are not even operating line 1 but I would think Line 3 is absolutely required by the regulator?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
122	14/11/17	Dominique Layt	PMSA FB 7/11/17 Reply to Peter Stansfield's Comment	Who is the external auditor for the PMSA and have they met the requirements of the regulator?	<i>Not answered.</i>	
123	14/11/17	Dominique Layt	PMSA FB 7/11/17 Reply to KL's reply re sex abuse RC to Peter Stansfield's Comment	What is the Protection from Harm Division and the role of its Director?	<i>Not answered.</i>	
124	14/11/17	Dominique Layt	PMSA FB 7/11/17 Reply to KL's reply re sex abuse RC to Peter Stansfield's Comment	Why on earth would you not share that especially if you are not only the Chair but the Director of the Protection from Harm Division??!!	<i>Not answered.</i>	
125	14/11/17	Dominique Layt	PMSA FB 7/11/17 Reply to KL's reply re sex abuse RC to Peter Stansfield's Comment	Did any other PMSA schools receive such letter which was not approved to be notified to past students as well?? (More importantly I gather a previous employee of BBC was identified at the Royal Commission and they have asked for students of the school during that period to be notified so any victims could come forward if they chose to. It beggars belief!)	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
126	14/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	<p>If no individual on the PMSA council has bothered (or they have tried and failed) to achieve at least GAICD status how can we entrust you with the effective management of our schools?</p> <p>(I note in one of your communications or perhaps the ABC radio interview that you have previously engaged the Australian Institute of Company Directors for training. I also note that a couple of the PMSA Councillors state the qualifications MAICD. On reviewing the AICD website this "qualification" is actually only membership not being a graduate which requires quite regimented assessment to ensure anyone achieving graduate or above status truly does understand what good governance is. Most Boards, whether they be NFP or Corporate, require Directors to have successfully achieved GAICD status. I find this appalling.)</p>	<i>Not answered.</i>	
127	14/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	What percentage of PMSA staff and Councillors attended this training (AICD) and what assessment was done at the completion?	<i>Not answered.</i>	
128	14/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	What percentage passed the assessment?	<i>Not answered.</i>	
129	14/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	Is there a program of remediation work that commenced and if so what is the status of that program?	<i>Not answered.</i>	

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130	14/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	If the answer to most of these questions is no or nothing.....was the training actively participated in?	<i>Not answered.</i>	
131	14/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	What has been your staff turnover since the training and have new staff been through the same training?	<i>Not answered.</i>	
132	14/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	Is there an annual refresher?	<i>Not answered.</i>	
133	14/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	In addition to the AICD what other key bodies have the PMSA staff and Councillors engaged with to ensure risk maturity occurs?	<i>Not answered.</i>	
134	15/11/17	Lou Hammond	PMSA FB 12/11/17 #2 Reply to Peter Stansfield Comment	I'd like to see their governance improvement plan post-AICD and full details of the tasks, timelines, progress, reviews, etc. Please provide PMSA.	<i>Not answered.</i>	

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135	15/11/17	Karen Louise	PMSA FB 2/11/17 #2 Comment	Is there any chance of having you answer our questions this side of Christmas?	<p><i>Incorrect/irrelevant answer.</i></p> <p>Dear Karen Louise We acknowledge your latest social media post of Wednesday 15 November. We acknowledge that we have been unable to reply instantly to posts and message as we have not installed a full time social media team. So please consider the fact that we have tried to engage with you previously on the issues you have raised. Specifically on the following occasions: 1. On 3rd and 8th November 2017 we responded to your social media posts, but were derided. 2. On the 8th November 2017, we invited you to meet with PMSA staff to discuss your concerns. 3. On 11 November 2017 we received notification from Facebook that the PMSA page was receiving spammed posts. 4. On the 13 November 2017 we explained that we had not deleted your posts. We did not lie about this. We acknowledge your frustration at recent events and the approach taken by PMSA. However we are genuine in our</p>	15/11/17

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					<p>desire to resolve these issues in a respectful manner. In situations where we can release information, we will. However, in some situations we remain obligated to uphold our information management legal obligations and will continue to do so.</p> <p>We will continue to try source information and answer questions, but we need to acknowledge that not everything can be sourced or released.</p> <p>I know this will be frustrating for you, as we are learn to do our business better. Yes this will take time but we are now on the path of improvement.</p>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
136	15/11/17	Dominique Layt	PMSA FB 12/11/17 #1 Comment	<p>Don't statements such as Mr Adsett's yesterday appear to be an attempt to bully and intimidate us to stop?!</p> <p>(I think Mr Adsett's statements, as quoted in media articles yesterday, are yet the latest example of a governing body absolving themselves of both their responsibilities to the schools they represent and also yet another example of ignoring their customers and stakeholders. Mr Adsett references "some parents" trying to minimise the number of people who are calling for change. You only have to look at this social media platform and the Beyond PMSA petition for factual reference (not fabrication) of the volumes. PMSA's page has at best 30 likes and Beyond PMSA over 4,500. Hmmmm.... The "some" causing the problems and bringing our schools into disrepute are the "volunteers" with school discounts and lifetime annuities. We were not the ones who downloaded thousands of files a couple of days after discussing a new job. We were not the ones who it appears forced a respected principal to resign. Nor are we the ones who now have a long list of respected former members speaking out about poor practices and decades of bullying and intimidation. In fact all they do is fire us up more. We have "Honour before Honours"</p>	<i>Not answered.</i>	

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				to protect.)		
137	15/11/17	Peter Stansfield	PMSA FB 12/11/17 #1 Comment	Who is making these statements....Mr Adsett or the crisis comms team? (Clearly neither one has a clue what the key issues are and how to resolve them. Those statements are quite clearly spin doctoring. We are a long way past spin doctoring working.)	<i>Not answered.</i>	
138	15/11/17	Peter Stansfield	PMSA FB 12/11/17 #1 Comment	Are we being unreasonable in our request for transparency and appropriate governance? Isn't that what we have been asking for? (And yet two weeks in the PMSA continues to try to just silence us all instead of resolving the issues.)	<i>Not answered.</i>	
139	15/11/17	Peter Stansfield	PMSA FB 12/11/17 #1 Comment	Did all parties request a mediator?	<i>Not answered.</i>	
140	15/11/17	Peter Stansfield	PMSA FB 12/11/17 #1 Comment	And even if they did.....aren't only the exec of the relevant school bodies invited (doesn't sound very inclusive)?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
141	15/11/17	Peter Stansfield	PMSA FB 12/11/17 #1 Comment	And aren't they all under legal gag orders? (The "processes" in place Mr Adsett states includes the moderated meeting. That is with Somerville as I understand it. I'm not associated with Somerville so that doesn't relate to me. Not sounding very transparent is it. Does anyone in the PMSA own a mirror? You all need to take a bloody hard look at yourselves as do the moderators of the Churches who are completely asleep at the wheel!)	<i>Not answered.</i>	
142	15/11/17	Julia Harvie	PMSA FB 15/11/17 Comment	Maybe if you had declared these jobs on a register it might have not been misconstrued?	<i>Not answered.</i>	
143	15/11/17	Julia Harvie	PMSA FB 15/11/17 Comment	Have you considered creating a public register of work where there could be a perception of a conflict of interest?	<i>Not answered.</i>	

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144	15/11/17	PMSA	PMSA FB 15/11/17 Comment		<p><i>Incorrect/irrelevant answer.</i></p> <p>Karen Louise We continually acknowledge your social media posts including the one of Tuesday 14 November at 6:32pm. Please consider the fact that we have tried to engage with you previously on the issues you have raised. Specifically on the following occasions:</p> <ol style="list-style-type: none"> 1. On 3rd and 8th November 2017 we responded to your social media posts, but were derided. 2. On the 8th November 2017, we invited you to meet with PMSA staff to discuss your concerns. 3. On 11 November 2017 we received notification from Facebook that the PMSA page was receiving spammed posts. 4. On the 13 November 2017 we explained that we had not deleted your posts. We did not lie about this. <p>We acknowledge your frustration at recent events and the approach taken by PMSA.</p>	15/11/17

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	Date	Person	Source	Question	PMSA Answer	Answer Date
					However we are genuine in our desire to resolve these issues in a respectful manner. In situations where we can release information, we will. However, in some situations we remain obligated to uphold our information management legal obligations and will continue to do so.	
145	15/11/17	Karen Louise	PMSA FB 15/11/17 Reply to Comment	What are they & in respect to what questions I or others have asked? (You haven't answered the questions. That is clear to everyone. I find it incredible that you are now claiming your ability to answer is subject to 'legal obligations').	<i>Not answered.</i>	
146	15/11/17	Karen Louise	PMSA FB 15/11/17 Reply to PMSA Comment	Let's go back to my very first question, shall we? "Can you please provide, here in response to this comment, full details of the fees & charges, including WIP, for your engagement of the crisis communication services? Thank you" In respect of that question, 1. Are you able to answer it?	<i>Not answered.</i>	
147	15/11/17	Karen Louise	PMSA FB 15/11/17 Reply to PMSA Comment	2. If not, why not?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
148	15/11/17	Karen Louise	PMSA FB 15/11/17 Reply to PMSA Comment	3. If yes, please do so here in this thread on your own FB page by 5pm today. Thank you.	<i>Not answered.</i>	
149	15/11/17	Dominique Layt	PMSA FB 15/11/17 Reply to PMSA Comment	I'd also like to know the cost of the human behaviourist that was apparently engaged?	<i>Not answered.</i>	
150	15/11/17	Dominique Layt	PMSA FB 15/11/17 Reply to PMSA Comment	and what source of funds the PMSA used to purchase and improve Sunshine Coast Grammar School?	<i>Not answered.</i>	
151	15/11/17	Dana Starr	PMSA FB 15/11/17 Comment	If you don't reply to all questions on your page (even if you can't give out all the information) then it is not "communicating" with us, is it? (PMSA your reply to Karen above is half-hearted at best. She is not the only one who has been ignored for weeks when you stated that this FB page was specifically created to improve communication.)	<i>Not answered.</i>	
152	15/11/17	Lyn Cox	PMSA FB 15/11/17 Comment	Minor church work? What is this then? http://www.elevationarchitecture.com.au/..../scots-pgc.../	<i>Not answered.</i>	
153	15/11/17	Karen Louise	PMSA FB 15/11/17 Reply to Lyn Cox's Comment	And this. http://www.elevationarchitecture.com.au/project/ann-st-pres/Elevation Architecture - Ann Street Presbyterian Church... The scope of this project involved... ELEVATIONARCHITECTURE.COM.AU	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
154	15/11/17	Karen Louise	PMSA FB 15/11/17 Reply to Lyn Cox's Comment	And this. http://www.elevationarchitecture.com.au/project/st-pauls/Elevation Architecture - St Pauls Uniting Church This project involved utilising inter-building... ELEVATIONARCHITECTURE.COM.AU	<i>Not answered.</i>	
155	15/11/17	Karen Louise	PMSA FB 15/11/17 Reply to Lyn Cox's Comment	And this. http://www.elevationarchitecture.com.au/..forest-lake.../Elevation Architecture - Forest Lake Uniting Church Forest Lake Uniting Church four staged... ELEVATIONARCHITECTURE.COM.AU	<i>Not answered.</i>	
156	15/11/17	Lyn Cox	PMSA FB 15/11/17 Reply to own Comment	Just a couple of small jobs???	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
157	15/11/17	Dominique Layt	PMSA FB 15/11/17 Reply to Lyn Cox's Comment	<p>Who is the owner of Elevation Architecture and who are the shareholders/owners/beneficiaries?</p> <p>That is exactly my point earlier Lyn Cox. The statement to the Courier Mail is misrepresented. My understanding of the Courier Mails article was not directed at one individual but inferred business from the churches. Looking at the portfolio on Elevation Architecture's website there are numerous churches and church owned facilities. Yet today's PMSA statement only comments on a couple of small ones Mr Adsett has personally done. That is likely factual but misleading..... That is the point.)</p>	<i>Not answered.</i>	
158	15/11/17	Julia Harvie	PMSA FB 15/11/17 Comment	<p>However, just to clarify this statement, you have said PMSA council members do not receive an annual annuity while they are on the PMSA, but do they receive one when they leave the PMSA?</p>	<i>Not answered.</i>	
159	15/11/17	Julia Harvie	PMSA FB 15/11/17 Comment	<p>If any do, how is it calculated and for how long is it paid?</p> <p>(Greg, I appreciate that you're now engaging with us and answering questions about how the PMSA is run. As a stakeholder, a very concerned one, I thank you for your candour.)</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
160	15/11/17	Kara Rodwell	PMSA FB 15/11/17 Comment	Can we take it from your comment that you will continue to correct misinformation that in fact all other information printed in the papers has been true from your perspective?!	<i>Not answered.</i>	
				(It is interesting that in order to get any answers that one has to repeatedly send questions over and over. I would also like to add that perhaps there would be less chance of what you refer to as "misinformation" if you were to in fact give parents ANY real information. I note you also provide no evidence)		
161	15/11/17	Kara Rodwell	PMSA FB 15/11/17 Comment	Please provide us with reports detailing the "out of pocket" expenses for PMSA for the last year.	<i>Not answered.</i>	
162	15/11/17	Dominique Layt	PMSA FB 15/11/17 Reply to Kara's Comment	I would also like confirmation about any discounts PMSA councillors receive as I noticed a question during registration asking if I was part of PMSA.	<i>Not answered.</i>	
163	15/11/17	Kara Rodwell	PMSA FB 15/11/17 Comment	Could you also please advise us of what Rick Hiley's exact role and responsibilities are within his new paid role on the PMSA?	<i>Not answered.</i>	
164	15/11/17	Karen Louise	PMSA FB 15/11/17 Comment	Please advise us, openly, honestly & transparently, here in this thread, whether or not Mr Ricky Hiley and/or Inspector Robert McCall sought reimbursement and/or were reimbursed by the PMSA for the expenses relating to their visit to Apollo's Day Spa,	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
165	15/11/17	Karen Louise	PMSA FB 15/11/17 Comment	and if so, please advise of the respective amounts of the reimbursement sought and/or made. Thank you. (And another day passes without answers & stakeholder engagement (other than blatant self-serving falsehoods & hyperbole). So, I might as well ask the question on the tip of everyone's tongues/fingers.....)	<i>Not answered.</i>	
166	15/11/17	Julia Harvie	PMSA FB 15/11/17 Comment	Another good question, given the role wasn't advertised and recruited through the usual channels, if we could see a PD and a ballpark figure of what he is paid (I've suggested a 'band')	<i>Not answered.</i>	
167	15/11/17	Julia Harvie	PMSA FB 15/11/17 Comment	and a ballpark figure of what he is paid (I've suggested a 'band'),	<i>Not answered.</i>	
168	15/11/17	Julia Harvie	PMSA FB 15/11/17 Comment	what deliverables he is expected to achieve	<i>Not answered.</i>	
169	15/11/17	Julia Harvie	PMSA FB 15/11/17 Comment	and any performance criteria (I wouldn't presume to want to see his reviews).	<i>Not answered.</i>	
170	15/11/17	Dominique Layt	PMSA FB 15/11/17 Reply to Julia Harvie's Comment	What are the PMSA's recruitment policies? (I did not realise the role wasn't even advertised- even if their was a preferred candidate. At my employer the enterprise agreement states all roles must be advertised for a minimum of 5 days.)	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
171	16/11/17	Peter Stansfield	PMSA FB 15/11/17 Reply to Karen's Comment	despite the statement in the letter to the Courier Mail it is within the PMSA policy/constitution (whatever doc) that they CAN pay an annuity or lump sum if they deem at any point now or in the future?	<i>Not answered.</i>	
172	16/11/17	Peter Stansfield	PMSA FB 15/11/17 Reply to Karen's Comment	AND they can pay anyone any amount (not capped) for doing extra??	<i>Not answered.</i>	
173	16/11/17	Peter Stansfield	PMSA FB 15/11/17 Reply to Karen's Comment	So does the extra work Redacted currently doing to spin doctor via statements and radio interviews and I'm sure many, many meetings qualify and is he being paid or planned to be paid under that clause???	<i>Not answered.</i>	
174	16/11/17	Dominique Layt	PMSA FB 15/11/17 Reply to Karen's Comment	How exactly is the letter to the Courier Mail factual and transparent? (That's exactly how I read it too Peter Stansfield. I also note the annuities state they can retrospectively pay. It is not too much for us to ask!!)	<i>Not answered.</i>	
175	16/11/17	Karen Louise	PMSA FB 15/11/17 Comment	You deleting posts now, Redacted	<i>Not answered.</i>	
176	16/11/17	Peter Stansfield	PMSA FB 15/11/17 Comment	So now freedom of speech is gone too?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
177	16/11/17	Dominique Layt	PMSA FB 15/11/17 Reply to Karen's Comment	<p>you posted this earlier and it was deleted?</p> <p>On what grounds?</p> <p>(I could understand if there was inappropriate language or something but goodness me!!!!)</p>	<i>Not answered.</i>	
178	17/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	<p>Can you please supply the selection policy for PMSA and School Councillors?</p>	<i>Not answered.</i>	
179	17/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	<p>I would like to understand the minimum standards each must meet for selection (eg. Minimum of GAICD qualification) and also what the PMSA has determined is the appropriate make up of the mix of skills?</p> <p>(In most organisations the Board/Council has someone who is or has been a senior Chief Risk Officer, a senior Chief Financial Officer along with specific roles relevant to that organisation such as marketing, technology etc.)</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
180	17/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	<p>What experience and qualifications does the PMSA require which I would imagine are education specific as opposed to the current makeup which includes medical practitioners and architects.</p> <p>(Given the significant amount of revenue articulated in today's communications to parents I would expect especially a strong make up of financial and risk experts on the Council but this does not seem to be the case.)</p>	<i>Not answered.</i>	
181	17/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	<p>Why this is not consistent practice with the PMSA as a part of the Uniting and Presbyterian Church?</p> <p>(I also note that, as a reference point, that the Board of Uniting Care Qld seems to mostly operate with a well qualified and relevant mix of skills)</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
182	17/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	<p>Why has this approach not been applied to selection of the PMSA Council and that of each School's Council?</p> <p>(For example the Uniting Care Qld Board includes a CPA with a MBA, a GAICD graduate and Fellow of the AIM, a Fellow of the AICD and Fellow of Super Funds of Aust and Affiliate of the Governance Institute of Aust, a MBA and Fellow of Institute of Chartered Accountants, a Deputy Chair of Gov Inst and GAICD and Fellow of CPA, another GAICD qualified post grad in economics, law, theology and management, another with a MBA plus Bach Economics and Fellow AICD along with another who holds a Bach of Bus (acct) and Masters of Applied Finance. All sounding extremely well qualified to run that organisation.)</p>	<i>Not answered.</i>	
183	17/11/17	Kara Rodwell	PMSA FB 15/11/17 Comment	<p>Could you please update these for the sake of transparency so we understand who is governing our schools presently?</p> <p>(I note that the list of council members on the PMSA website has not been updated.)</p>	Kara, Thanks for your comment, our website is up to date with our current list of Councillors.	17/11/17
184	17/11/17	Kara Rodwell	PMSA FB 15/11/17 Comment	<p>Please also update each of the 4 schools as the information appearing there on the PMSA council members at each school is also incorrect!</p> <p>(It is important to all members of the school that they know who is the governing body. Thank you in advance!)</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
185	17/11/17	Julia Harvie	PMSA FB 15/11/17 Comment	Under the letters patent, have you also notified changes to the membership of the council to the supreme court within the required timeframe? I understand that to be 28 days.	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
186	18/11/17	Peter Stansfield	PMSA FB 12/11/17 #2 Comment	<p>It is prudent practice to limit tenure on Boards/Councils to ensure complacency doesn't set in and the Board has fresh eyes. How do you respond? I would like to understand the rationale for the re-appointment of these long term Councillors please.</p> <p>(While waiting for your response to my questions I decided to research myself and found your constitution on your website. I draw your attention to Council Manual – Part A Section 4(a)(i) Constitution of the PMSA, item 4. Councillors; states: Save as herein provided the term of each appointment for members of the Council shall be three (3) years unless the Councillor has attained the age of seventy two (72) years, when the term shall be one (1) year. At the end of each term Councillors are subject to retirement by rotation, but shall be eligible for re-appointment. Councillors may be removed from office by their appointing entity.</p> <p>Whilst I note Councillors are eligible for re-appointment I would think the Constitutions intent is for that to be limited. With that in mind I would like to understand the rationale for the following re-appointments: Mr Greg Adsett has served more than 2 terms (member since</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
				March 2011), Dr Anne Bennett has served at least 2 terms (member since 2011), Mr Kevin Standish has served more than 2 terms (member since 2010) along with others who have gone beyond the 3 years suggested. The one that completely astounds me is Jacqueline McPherson who has served more than 8 terms!!! She has been a Councillor for over 25 years (member since 1992.)		
187	18/11/17	Kara Rodwell	PMSA FB 15/11/17 Reply to own Comment	Please adjust this information (about Rick Hiley's role) and so the people who are paying his salary understand what their money is being spent on. (Rick Hiley's role is absent from the information of the PMSA website as well as any of the 4 schools websites. He is receiving a paid salary and it is completely reasonable that parents understand what his role is and how it relates to the running of the 4 schools under PMSA.)	<i>Not answered.</i>	
188	18/11/17	Kara Rodwell	PMSA FB 15/11/17 Reply to own Comment	Please also confirm if any of the staff listed (on any of the 4 schools websites) have resigned.	<i>Not answered.</i>	
189	18/11/17	Donna Downton	PMSA FB 15/11/17 Comment	Why then are you demonstrating such self-serving behaviour?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
190	18/11/17	Donna Downton	PMSA FB 15/11/17 Comment	Why would you not be in favour of the schools being run by qualified individuals with relevant skill sets and educational backgrounds? Redacted (goodness of your hearts and because you sincerely care for the students, teachers and parents and want the best for their schools.)	<i>Not answered.</i>	
191	18/11/17	Karen Louise	PMSA FB 15/11/17 Reply to Donna's Comment	Why such secrecy & avoidance?	<i>Not answered.</i>	
192	18/11/17	Karen Louise	PMSA FB 15/11/17 Reply to Donna's Comment	Why not answer questions openly, honestly & in a timely manner?	<i>Not answered.</i>	
193	18/11/17	Karen Louise	PMSA FB 15/11/17 Reply to Donna's Comment	Why not open the minute & financial books?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
194	18/11/17	Karen Louise	PMSA FB 15/11/17 Reply to Donna's Comment	Why not recognise & ask for the input, help & guidance of those stakeholders who have the skills & experience? (The words & behaviours of PMSA Councillors are so misaligned, it's impossible for a reasonable person to conclude anything positive.)	<i>Not answered.</i>	
195	18/11/17	Lou Hammond	PMSA FB 15/11/17 Comment	1.How much money has been 'reimbursed' by the PMSA and/or BBC and/or any related organisation to Redacted (I don't want to take away from the comments above. But, I really do think we - fee paying customers & cash-depleted beneficiaries of fee-paying customers- are entitled to know full details of the 'expenses' 'reimbursed' to Councillors. So, I'll start with the longest serving Councillor.)	<i>Not answered.</i>	
196	18/11/17	Lou Hammond	PMSA FB 15/11/17 Comment	2. What activities have those reimbursements related to?	<i>Not answered.</i>	
197	18/11/17	Lou Hammond	PMSA FB 15/11/17 Comment	Redacted	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
198	18/11/17	Lou Hammond	PMSA FB 15/11/17 Comment	4. If so, please provide full details of each of those items and the relevant amounts of each the reimbursements in the 25+ years since she assumed power in the PMSA and/or associated entities.	<i>Not answered.</i>	
199	19/11/17	Margaret Jolly	PMSA FB 15/11/17 Comment	Could you also please post the letter you sent last week? (I'm keen to see the response to that on this page. Because the 'everyone is being mean to us' style of the letter deserves to be excoriated publicly)	<i>Not answered.</i>	
200	21/11/17	Dominique Layt	PMSA FB 21/11/17 Comment	Instead of answering a couple of questions you have used the time to repost something that is already on the school FB page?	<i>Not answered.</i>	
201	21/11/17	Dominique Layt	PMSA FB 21/11/17 Comment	What was the purpose?	<i>Not answered.</i>	
202	21/11/17	Dominique Layt	PMSA FB 21/11/17 Comment	Are you trying to draw SCGS community members to this page? If so I'm sure they will find it eye opening!	<i>Not answered.</i>	
203	21/11/17	Mary Fellows	PMSA FB 21/11/17 Comment	Are you going to post the video of the BBC pipe band farewelling the year 12s. Or the SH School Captain's speech where she thanked Mrs Kearney. I'd love to see that	<i>Partly "answered" with BBC post.</i>	22/11/17

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	Date	Person	Source	Question	PMSA Answer	Answer Date
204	22/11/17	Mike Washington	PMSA FB 21/11/17 Comment	Is that a light at the end of the tunnel, or is it best practice governance coming? (As a voice of light in a sea of darkness on this post, I do look at the post and wish the SCGS graduates a great year ahead. Its a positive post. Meanwhile, back to the darkness . . .)	<i>Not answered.</i>	
205	22/11/17	Kara Rodwell	PMSA FB 21/11/17 Comment	Please post an image of all four of your schools if your intention is to really focus on the success of these students! (I absolutely congratulate all the year 12's on finishing their high school journey and hope all of their futures are bright! It is not hard to see why parents feel so cynical of this post.)	<i>Not answered.</i>	
206	22/11/17	Lyn Cox	PMSA FB 22/11/17 #2 Comment	Why take it out on them when it is us that Redacted (I notice you didn't bother to add a photo of the cake or the girls from Somerville House and also BBC.)	<i>Comment.</i>	
207	22/11/17	Lyn Cox	PMSA FB 22/11/17 #2 Comment	Is it because your favourite little school, SCGS and meek and pliable CC are not saying anything? (And it took prodding to do it for the other schools. If so, that is pretty petty of the PMSA. Remember, a good lot of these kids do know what is going on and you state that 'you have the interests of the students at heart'. Or is that money?)		

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	Date	Person	Source	Question	PMSA Answer	Answer Date
208	22/11/17	Mary Fellows	PMSA FB 22/11/17 #2 Comment	Where's a lovely feel good photo of the girls from SH? No?	<i>Not answered.</i>	
209	23/11/17	Sue McDonald	PMSA FB 22/11/17 #2 Comment	No photo???????	<i>Comment.</i>	
210	25/11/17	Dominique Layt	PMSA FB 2/11/17 #2 Comment	Does the PMSA close for Christmas or will you remain open? (I also note your operating hours are 8.30 to 2.30pm. I would like to calculate the hourly rate of pay.)	<i>Not answered.</i>	
211	25/11/17	Dominique Layt	PMSA FB 12/11/17 #1 Comment	You state we can listen to interviews with PMSA Board members. Beyond Mr Adsett are there others?	<i>Not answered.</i>	
212	25/11/17	Dominique Layt	PMSA FB 12/11/17 #1 Comment	I request a break down of what the additional fees you are proposing for Somerville House in 2018 includes for students and the Somerville House physical property? (Whilst fee increases are expected I cannot understand why the increase is near double CPI. Please provide a response by the end of this month, ie Thursday 30 November 2017 by 5.00pm.)	<i>Not answered.</i>	
213	25/11/17	Dominique Layt supported by Peter Stansfield	PMSA FB 12/11/17 #2 Comment	You state you will continue to add to this page in the coming weeks. What are you planning to add? (Especially now school is nearly finish so you won't have many more photo opportunities to try to push these sections to the bottom of your feed.)	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
214	27/11/17	Peter Stansfield	PMSA FB 1/11/17 #1 Comment	Who is really fabricating and providing "misinformation"? (The terms "misinformation" and "fabrication" have been used before but the issue is they are just words. No factual information has been presented to support those assertions. As opposed to the factual information that is available showing how poor the PMSA is. I point to statements (written, social media, verbal at the Beyond PMSA Town Hall meeting) provided by former senior council figures. Although perhaps the view, given no information is provided, that if misinformation is given that will do.)	<i>Not answered</i>	
215	27/11/17	Peter Stansfield	PMSA FB 1/11/17 #1 Comment	It's gotta be a fair dinkum stitch up hasn't it....what else could be the reason. It makes no sense at all.	<i>Comment.</i>	
216	28/11/17	Dominique Layt	PMSA FB 1/11/17 #1 Reply to Dana Starr Comment	Is this to help cover the exorbitant salary package of the Exec Manager and legal fees? (I just commented about the fees on one of the other posts on this page. Whilst I expect a fee increase to cover increased staff salaries and the like in line with CPI I certainly was not expecting double CPI.)	<i>Comment / Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
217	28/11/17	Dominique Layt	PMSA FB 1/11/17 #1 Reply to Dana Starr Comment	I gather the discounting school fees for councillors is also including as that provision would have increased now too? (I just commented about the fees on one of the other posts on this page. Whilst I expect a fee increase to cover increased staff salaries and the like in line with CPI I certainly was not expecting double CPI.)	<i>Not answered.</i>	
218	28/11/17	Peter Stansfield	PMSA FB 1/11/17 #1 Comment	So let me get this straight.....in the middle of a reputational and strategic crisis for the PMSA they sign off not only on the fee hike but communicating it now??? (This is another example of the Redacted management and poor capability. Clearly there isn't anyone on either PMSA or School council with strategic, risk or comms/PR experience. Certainly we know there is nobody with customer/stakeholder experience. Fair dinkum if you are gonna hike the fees any half decent organisation would have the smarts to know now is NOT the time. Absorb it for a term or two until things are sorted. The management continues to astound me — not in a good way!)	<i>Comment / Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
219	28/11/17	Dominique Layt	PMSA FB 1/11/17 #2 Comment	How many organisations do you know who have massive complaints hike fees during the middle of the situation? (It's quite ridiculous. Unfortunately this is also possibly a contributing factor to the fee hike received for Somerville House today. I must also say I find that a poor strategic decision in the current situation.)	<i>Not answered.</i>	
220	29/11/17	Karen Louise	PMSA FB 1/11/17 #1 Comment 1/11/17 #2 15/11/17 Comment	Would you please advise us, in writing here in response to this comment: 1. whether the CCC or its delegate had fully accessed the IT systems referred to prior to the 'sanitisation'? (PMSA - I note that on Tuesday 24 October 2017 the CM published its article revealing the complaints to the CCC & the CCC was assessing those complaints, then on Wednesday 25 October 2017 you stood down & marched Mrs Kearney & Ms Dreaver from SH, then on the same day the PMSA removed its own computers from the SH site, and then you engaged the services of a forensic IT specialist to 'sanitize' the SH, PMSA & Ricky Hiley's home IT systems.)	Non-answer on 15/11/17 post Thank you for your comment. If you would like us to respond please email communications@pmsa-schools.edu.au	30/11/17

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	Date	Person	Source	Question	PMSA Answer	Answer Date
221	29/11/17	Karen Louise	PMSA FB 1/11/17 #1 Comment	Would you please advise us, in writing here in response to this comment: 2. if not, whether the PMSA & relevant individuals were or are aware of the obstruction offence provisions in the Crime & Corruption Act 2001?	<i>Not answered.</i>	
222	30/11/17	Dana Starr	PMSA FB 15/11/17 Reply to Karen's Comment	Still no answers to hundreds of questions on this FB page and now a new process you expect us to use???	<i>Not answered.</i>	
223	30/11/17	Dana Starr	PMSA FB 15/11/17 Reply to Karen's Comment	What have you been doing for the best part of November??	<i>Not answered.</i>	
224	01/12/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	Can you please explain to us all, here in response to this comment on your own FB communication tool that you established for the purposes of open & transparent communication & information sharing, the following: 1. how and why (that's 2 things) in recent correspondence you have: 1.1 told a fee-paying parent & Alumni that she is just a member of 'the general public'?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
225	01/12/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	Can you please explain to us all, here in response to this comment on your own FB communication tool that you established for the purposes of open & transparent communication & information sharing, the following: 1. how and why (that's 2 things) in recent correspondence you have: 1.2 relied on your by-laws and/or the ACNC Act to claim that the PMSA is prohibited from disclosing or publishing the annual financial statements of individual PMSA schools to fee-paying parents, donors, Alumni & other stakeholders, as well as 'the general public'?	<i>Not answered.</i>	
226	01/12/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	Can you please explain to us all, here in response to this comment on your own FB communication tool that you established for the purposes of open & transparent communication & information sharing, the following: 2. in relation to 1.2 above: 2.1 what clause or clauses in the PMSA by-laws prohibit the PMSA from disclosing or publishing the annual financial statements of individual PMSA schools to fee-paying parents, donors, Alumni & other stakeholders, as well as 'the general public'?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
227	01/12/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	<p>Can you please explain to us all, here in response to this comment on your own FB communication tool that you established for the purposes of open & transparent communication & information sharing, the following:</p> <p>2. in relation to 1.2 above:</p> <p>2.2 what legislation prohibits the PMSA from disclosing or publishing the annual financial statements of individual PMSA schools to fee-paying parents, donors, Alumni & other stakeholders, as well as 'the general public'?</p>	<i>Not answered.</i>	
228	01/12/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	<p>Can you please explain to us all, here in response to this comment on your own FB communication tool that you established for the purposes of open & transparent communication & information sharing, the following:</p> <p>2. in relation to 1.2 above:</p> <p>2.3 what specific section or sections of that legislation prohibits the PMSA from disclosing or publishing the annual financial statements of individual PMSA schools to fee-paying parents, donors, Alumni & other stakeholders, as well as 'the general public'?</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
229	01/12/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	Can you please explain to us all, here in response to this comment on your own FB communication tool that you established for the purposes of open & transparent communication & information sharing, the following: 3. your statement in the same recent correspondence that "the PMSA process regarding conflicts of interest is accredited by regulating authorities"?,	<i>Not answered.</i>	
230	01/12/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	Can you please explain to us all, here in response to this comment on your own FB communication tool that you established for the purposes of open & transparent communication & information sharing, the following: 3. your statement in the same recent correspondence that "the PMSA process regarding conflicts of interest is accredited by regulating authorities", and in particular: 3.1 what is the name of the regulating authority?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
231	01/12/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	<p>Can you please explain to us all, here in response to this comment on your own FB communication tool that you established for the purposes of open & transparent communication & information sharing, the following:</p> <p>3. your statement in the same recent correspondence that “the PMSA process regarding conflicts of interest is accredited by regulating authorities”, and in particular:</p> <p>3.2 what legislation provides for accreditation of the PMSA’s conflict of interest processes?</p>	<i>Not answered.</i>	
232	01/12/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	<p>Can you please explain to us all, here in response to this comment on your own FB communication tool that you established for the purposes of open & transparent communication & information sharing, the following:</p> <p>3. your statement in the same recent correspondence that “the PMSA process regarding conflicts of interest is accredited by regulating authorities”, and in particular:</p> <p>3.3 what specific section or sections of that legislation provides for accreditation of the PMSA’s conflict of interest processes?</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
233	01/12/17	Karen Louise	PMSA FB 12/11/17 #2 Comment	<p>Can you please explain to us all, here in response to this comment on your own FB communication tool that you established for the purposes of open & transparent communication & information sharing, the following:</p> <p>3. your statement in the same recent correspondence that “the PMSA process regarding conflicts of interest is accredited by regulating authorities”, and in particular:</p> <p>3.4 when were the PMSA’s conflict of interest processes duly accredited by that authority pursuant to that legislation</p>	<i>Not answered.</i>	
234	3/12/17	Karen Louise	PMSA FB 7/11/17 Comment	<p>PMSA - would you please confirm that Redacted Jacqueline McPherson has a current practising certificate issued by the QLS & has had one for the duration of her PMSA/BBC profile claiming that she is a Solicitor.</p>	<i>Not answered.</i>	
235	3/12/17	Karen Louise	PMSA FB 12/11/17 Comment	<p>Hello? Anyone? You’re not working all weekend to answer our questions? Tut tut.</p>	<i>Comment / Not answered.</i>	
236	3/12/17	Karen Louise	PMSA FB 12/11/17 Comment	<p>Or are you focusing instead on exacting revenge on your enemies?</p>	<i>Comment.</i>	
237	3/12/17	Karen Louise	PMSA FB 12/11/17 Comment	<p>Wasting our money with legally & factually baseless BS?</p>	<i>Comment</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
238	04/12/17	Karen Louise	PMSA FB 1/11/17 #1 Comment	We would of course love to know more Redacted (We are so honoured to have the presence of Greg Adsett at the Beyond PMSA Town Hall this evening. Unlike the PMSA, Beyond PMSA & its supporters are welcoming of his attendance. https://www.linkedin.com/in/david-mallam-8283004/)	<i>Comment / Not answered.</i>	
239	04/12/17	Karen Louise	PMSA FB 1/11/17 #1 Comment	Redacted fee-paying parents, donors & the taxpayer are paying thousands of dollars to keep you in your roles?	<i>Not answered.</i>	
240	04/12/17	Karen Louise	PMSA FB 1/11/17 #1 Comment	How does that work exactly?	<i>Comment / Not answered.</i>	
241	04/12/17	Karen Louise	PMSA FB 1/11/17 #1 Comment	Why would anyone bother if they're unpaid & receive no benefit??	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
242	04/12/17	Peter Stansfield	PMSA FB 1/11/17 #1 Reply to Karen's Comment	<p style="text-align: center;">Redacted</p> <p>How dare we try and hold our own meeting and not let the PMSA take over.</p> <p style="text-align: center;">Redacted</p> <p>You have had plenty of time to answer questions posted here on this page and what have you done.....ignored us. You have sent us spin doctored North Korean styled communications. You have shut down any other community group's ability to communicate openly even the Old Collegiate and Old Girls. 99 years of air has been well and truly more than you deserve. Time and air has run out and if you didn't know before I am sure you know now.....we are NOT giving up and we WILL NOT stop until the PMSA is dissolved. Stop wasting our money.)</p>	<i>Comment</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
243	04/12/17	Peter Stansfield	PMSA FB 1/11/17 #1 Reply to Karen's Comment	Redacted	Comment	
244	04/12/17	Peter Stansfield	PMSA FB 1/11/17 #1 Reply to Karen's Comment	I would like to know how parent fees are justifiably being spent or is another "volunteer"? Redacted	Comment.	
245	04/12/17	Peter Stansfield	PMSA FB 1/11/17 #1 Reply to Karen's Comment	Who the hell did he think he was arking up about this being an open meeting and therefore the PMSA should have the floor!??	Comment.	
246	04/12/17	Peter Stansfield	PMSA FB 1/11/17 #1 Reply to Karen's Comment	Redacted	Comment.	
247	04/12/17	Peter Stansfield	PMSA FB 1/11/17 #1 Reply to Karen's Comment	I want to know what the Redacted doing and who is paying and what it is for????	Comment.	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
248	05/12/17	Dominique Layt	PMSA FB 1/11/17 #1 Reply to Karen's Comment	<p style="text-align: center;">Redacted</p> <p>A total clean slate is needed and the sooner you all put the interests of the schools ahead of your own the better everyone will be. Most certainly most of all OUR children.... Not your students....so say we the customers.)</p>	<i>Comment.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
249	05/12/17	Dominique Layt	PMSA FB 1/11/17 #1 Reply to Karen's Comment	Why now? (Whilst it was an open town hall meeting, in my opinion, it was not appropriate for Mr Adsett to interject into the conversation multiple times. The Beyond PMSA group is our sole means of open and transparent communication. The PMSA has multiple. As an Old Girl I am extremely frustrated that we cannot send an email to all members (past students) without it being approved by the PMSA. As Peter Stansfield has said you have had plenty of time and opportunities to speak and respond to us. It feels like the same approach as other issues such as the rugby camp issue recently where nothing was communicated to parents until after the media published a story. We heard further examples over history of the same communications approach at the town hall last night and from the Clayfield College rep tonight.)	<i>Not answered.</i>	
250	05/12/17	Dominique Layt	PMSA FB 1/11/17 #1 Reply to Karen's Comment	I wonder if really the late offers to engage with Beyond PMSA are the latest in this same modus operandi of the PMSA; both now and the deep dark past?	<i>Not answered.</i>	
251	05/12/17	Dominique Layt	PMSA FB 1/11/17 #1 Reply to Karen's Comment	Redacted	<i>Comment.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
252	05/12/17	Dominique Layt	PMSA FB 1/11/17 #1 Reply to Karen's Comment	How long has Redacted been engaged by the PMSA?	<i>Not answered.</i>	
253	05/12/17	Dominique Layt	PMSA FB 1/11/17 #1 Reply to Karen's Comment	Who is responsible for those? (The points raised tonight around poorly handled HR matters and the cost to us of that was duly noted. Clearly after what we heard last night, and what has gone on at Somerville recently, Clayfield not long ago and also BBC numerous times the issues go well beyond poor governance.)	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
254	05/12/17	Karen Louise	PMSA FB 1/11/17 #1 Reply to own Comment	<p>And we are supposed to accept invitations to 1:1 meetings in lieu of public answers to questions?</p> <p>(The PMSA has had WEEKS to answer basic, straightforward & reasonable questions asked by its stakeholders & it hasn't answered one. Yet, he comes along last night & constantly interjects, using up time & energy that should have been for stakeholders to speak. The level of rudeness is beyond my comprehension. As for M</p> <p>Redacted</p> <p>Redacted</p> <p>the duration of the meeting. Everything that lot does directly contradicts their own words & supports the stories of thousands of parents, students, teachers, Alumni of pathetic, incompetent, bully-boy decisions & behaviour by the PMSA.)</p>	<i>Not answered.</i>	
255	05/12/17	Karen Louise	PMSA FB 1/11/17 #1 Reply to own Comment	We are to believe that reprisals aren't within their vocabulary?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
256	05/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	Given your stated value of 'providing a safe environment', would you please set out, here in response to this comment, honestly, openly & transparently, and reflective of your promise to engage with your stakeholders & 'open the lines of communication', 1. what steps, if any, the PMSA has taken to address issues raised in & recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse thus far.	<i>Not answered.</i>	
257	05/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	2. in relation to each step taken, (a) what are the reasons for the PMSA's decisions & actions;	<i>Not answered.</i>	
258	05/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	2. in relation to each step taken, (b) when were those steps taken & actions implemented;	<i>Not answered.</i>	
259	05/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	2. in relation to each step taken, (c) how have those steps been taken & actions implemented;	<i>Not answered.</i>	
260	05/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	2. in relation to each step taken, (d) by whom have those steps been taken & actions implemented;	<i>Not answered.</i>	
261	05/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	2. in relation to each step taken, (e) what quality control & implementation review processes have occurred & what were the outcomes.	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
262	05/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	3. if no steps have been taken by the PMSA in response to one or more issues raised in & recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse thus far, (a) what are the reasons for each of the PMSA's decisions not to act in relation to each issue and/or recommendation;	<i>Not answered.</i>	
263	05/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	3. if no steps have been taken by the PMSA in response to one or more issues raised in & recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse thus far, (b) when was each decision not to act made.	<i>Not answered.</i>	
264	05/12/17	Peter Stansfield	PMSA FB 12/11/17 #1 Comment	What is this page and why does it only have a post about Sunshine Coast Grammar School? (I must have missed a news update from you about a new Facebook page. I noticed you used a new Facebook page called Presbyterian Methodist to advise Mr Adsett was attending the Beyond PMSA town hall last night (on the Beyond PMSA page).)	<i>Not answered.</i>	
265	05/12/17	Peter Stansfield	PMSA FB 12/11/17 #1 Comment	Is this to flag a strategy to breakaway with just one school and perhaps a couple of child care centres?	<i>Not answered.</i>	
266	05/12/17	Peter Stansfield	PMSA FB 12/11/17 #1 Comment	Redacted	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
267	05/12/17	Peter Stansfield	PMSA FB 12/11/17 #1 Comment	Or maybe you want to use that as a “poor me” excuse as to why you haven’t answered any questions.....	<i>Not answered.</i>	
268	06/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	<p>I noted the stated commitment of the current Chairperson at the Beyond PMSA Town Hall meeting on Monday 4 December 2017 that “there will be no reprisals while I am Chairman”. In light of that publicly stated promise, your stated value of ‘providing a safe environment’ & your commitments on here to engage openly & transparently with your stakeholders, please explain fully & honestly here in response to this comment-</p> <p>1. for what purpose are/have been your</p> <p style="text-align: center;">Redacted</p> <p>others related to the PMSA searching and viewing the LinkedIn profiles of fee-paying parents, Alumni, donors & other stakeholders?</p>	<i>Not answered.</i>	

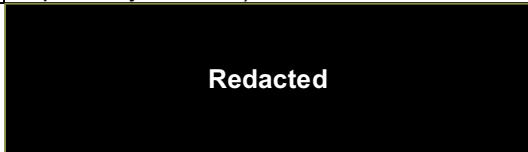
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	Date	Person	Source	Question	PMSA Answer	Answer Date
269	06/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	I noted the stated commitment of the current Chairperson at the Beyond PMSA Town Hall meeting on Monday 4 December 2017 that "there will be no reprisals while I am Chairman". In light of that publicly stated promise, your stated value of 'providing a safe environment' & your commitments on here to engage openly & transparently with your stakeholders, please explain fully & honestly here in response to this comment- 2. from where and/or whom & when did those conducting searches obtain the names and any other details of those being searched, which includes people who have no social media presence whatsoever in relation to this matter?	<i>Not answered.</i>	
270	06/12/17	Dana Starr	PMSA FB 1/11/17 #2 Reply to Karen's Comment	Can you also explain why staff at Somerville House have been subjected to searches of all their emails on their school accounts?	<i>Not answered.</i>	
271	06/12/17	Dana Starr	PMSA FB 1/11/17 #2 Reply to Karen's Comment	If there has been a serious security incident that has required this course of action please notify your stakeholders ASAP.	<i>Not answered.</i>	
272	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	Do you understand the law of principal & agent? (Acts of reprisal by one's agent are acts of reprisal by oneself.)	<i>Not answered.</i>	



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	Date	Person	Source	Question	PMSA Answer	Answer Date
273	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	Adcock's promise lasted, what? Less than 36 hours? (His promise wasn't worth the stale air expended as he spoke.)	<i>Comment.</i>	
274	07/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	Can you please advise us honestly, openly & transparently here in response to this comment: 1. Whether Redacted had a valid Blue Card issued by the Queensland government under the Working with Children (Risk Management and Screening) Act 2000 for the duration of his engagement by the PMSA and in particular when he accompanied you to Somerville House to partake in the removal of Mrs Kearney & Ms Dreaver from the premises?	<i>Not answered.</i>	
275	07/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	Can you please advise us honestly, openly & transparently here in response to this comment: Redacted	<i>Not answered.</i>	
276	07/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	Can you please advise us honestly, openly & transparently here in response to this comment: 3. If not (in answer to 1 above), why not?	<i>Not answered.</i>	

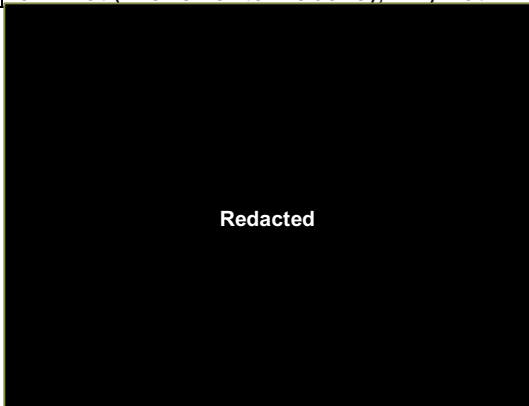
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277	07/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	Can you please advise us honestly, openly & transparently here in response to this comment: 4. Whether the individuals engaged by the PMSA as forensic IT specialists had valid Blue Cards issued by the Queensland government under the Working with Children (Risk Management and Screening) Act 2000 for the duration of their engagement by the PMSA and in particular when they attended at Somerville House to partake in the sanitisation program of IT systems that include sensitive information about children?	<i>Not answered.</i>	
278	07/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	Can you please advise us honestly, openly & transparently here in response to this comment: 5. If so, what are the numbers of those (IT Redacted when were they issued?	<i>Not answered.</i>	
279	07/12/17	Karen Louise supported by Dominique Layt & Kara Rodwell	PMSA FB 1/11/17 #2 Comment	Can you please advise us honestly, openly & transparently here in response to this comment: 6. If not (in answer to 4 above), why not?	<i>Not answered.</i>	



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	Date	Person	Source	Question	PMSA Answer	Answer Date
280	07/12/17	Karen Louise supported by Mary Fellows, Peter Stansfield, Dominique Layt & Lyn Cox	PMSA FB 1/11/17 #2 Comment	I note the blatant act of reprisal committed by Cannings & therefore you yesterday in complaining that David Mallam allegedly had to close his LinkedIn profile in response to alleged 'attacks by rogue parents' as a result of his LinkedIn profile being shared in & accompanied by comments on BeyondPMSA, and threatening legal action in relation thereto. In that context, could you please fully explain, openly, honestly & transparently, here in response to this comment: 1. Why his LinkedIn profile remains active & accessible;	<i>Not answered.</i>	
281	07/12/17	Karen Louise supported by Mary Fellows, Peter Stansfield, Dominique Layt & Lyn Cox	PMSA FB 1/11/17 #2 Comment	<div style="background-color: black; color: white; text-align: center; padding: 10px; margin-bottom: 5px;">Redacted</div> <p>here in response to this comment: 2. Why his LinkedIn profile remains on your own page accompanied by the same comment;</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
282	07/12/17	Karen Louise supported by Mary Fellows, Peter Stansfield, Dominique Layt & Lyn Cox	PMSA FB 1/11/17 #2 Comment	Redacted	Not answered.	
283	07/12/17	Karen Louise supported by Mary Fellows, Peter Stansfield, Dominique Layt & Lyn Cox	PMSA FB 1/11/17 #2 Comment	Redacted	Not answered.	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
284	07/12/17	Karen Louise supported by Mary Fellows, Peter Stansfield, Dominique Layt & Lyn Cox	PMSA FB 1/11/17 #2 Comment	Redacted	Not answered.	
285	07/12/17	Karen Louise supported by Mary Fellows, Peter Stansfield, Dominique Layt & Lyn Cox	PMSA FB 1/11/17 #2 Comment	Redacted	Not answered.	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
286	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	<p>If that is a true & correct copy or reflection of the correspondence (see below), please answer the following questions here, fully, openly, honestly & transparently:</p> <p>1. Does the PMSA believe that to be an appropriate response to a standard, normal request made by a Commonwealth Royal Commission particularly of this nature?</p> <p>(Below is an alleged copy of correspondence from PMSA Councillor & BBC School Council Chair, JacquelineMcPherson, seemingly in response to what is a very normal & standard request made by the Royal Commission into Institutional Responses to Child Sexual Abuse in or about, it would appear, April 2013.</p> <p>https://royalcommbbc.wordpress.com/.../allegations-of.../</p> <p>Thank you for your communication of 11th March to Brisbane Boys' College, advising of your intention "to notify all parties of BBC's families (past and present, ensuring 18+ ages) that lodgement of a Report is being formulated". In relation to your request that your message be distributed "amongst current</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
				<p>and previous parents (or similar)", it is not the practice of the college to distribute material on behalf of third parties.</p> <p>By letter dated 22nd February last, in response to your initial approach to the college, I made you aware of the PMSA process which is followed in relation to notification by former students of alleged abuse at the college and invited you to meet with me to discuss your allegations. To date you have not responded to that invitation.</p> <p>Yours sincerely, Mrs J McPherson Director, Protection From Harm Division Chairman, BBC School Council)</p>		
287	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	<p>If that is a true & correct copy or reflection of the correspondence (see above), please answer the following questions here, fully, openly, honestly & transparently:</p> <p>1.1 if so (in answer to 1 above) (a)why?</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
288	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	If that is a true & correct copy or reflection of the correspondence (see above), please answer the following questions here, fully, openly, honestly & transparently: 1.1 if so (in answer to 1 above) (b) does the PMSA and/or BBC School Council and/or any individual on the PMSA believe itself / themselves to be above a Commonwealth Royal Commission and/or that its processes & perceived requirements were superior to those of, & required compliance by, a Commonwealth Royal Commission?	<i>Not answered.</i>	
289	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	1.1 if so (in answer to 1 above) (c) in the absence of the Royal Commission having the personal contact details of those to whom its request related, from where did the PMSA and/or BBC School Council and/or Mrs McPherson think the Royal Commission was going to get them & how did they think the Royal Commission was going to communicate with those people?	<i>Not answered.</i>	
290	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	1.2 if not (in answer to 1 above), (a) why?	<i>Not answered.</i>	
291	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	1.2 if not (in answer to 1 above), (b) what steps were or have been taken by the PMSA and/or BBC School Council and/or Mrs McPherson and/or another person to remedy the situation?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
292	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	1.2 if not (in answer to 1 above), (c) when were those steps taken?	<i>Not answered.</i>	
293	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	2. In relation to the PMSA "Protection From Harm Division": 2.1 what is it exactly?	<i>Not answered.</i>	
294	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	2. In relation to the PMSA "Protection From Harm Division": 2.2 for how long has it been in existence?	<i>Not answered.</i>	
295	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	2. In relation to the PMSA "Protection From Harm Division": 2.3 where does it sit in the PMSA structure?	<i>Not answered.</i>	
296	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	2. In relation to the PMSA "Protection From Harm Division": 2.4 how many people work in the said division?	<i>Not answered.</i>	
297	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	2. In relation to the PMSA "Protection From Harm Division": 2.5 who works in the said division?	<i>Not answered.</i>	
298	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	2. In relation to the PMSA "Protection From Harm Division": 2.6 where is the said division situated?	<i>Not answered.</i>	
299	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	2. In relation to the PMSA "Protection From Harm Division": 2.7 what are the Child Protection qualifications & experience of each person who works in the said division?	<i>Not answered.</i>	
300	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	2. In relation to the PMSA "Protection From Harm Division": 2.8 for how long was or has Mrs McPherson (been) the 'Director'?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
301	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	2. In relation to the PMSA "Protection From Harm Division": 2.9 what are or were the responsibilities & tasks of the Director & to whom & with what frequency do they Report?	<i>Not answered.</i>	
302	07/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	2. In relation to the PMSA "Protection From Harm Division": 2.10 what are Mrs McPherson's Child Protection qualifications & experience considered relevant & fit for the purpose of such a crucial role.	<i>Not answered.</i>	
303	07/12/17	Peter Standsfield	PMSA FB 1/11/17 #2 Reply to Karen's Comment	Has the College's practices changed since this and if so how and what is the practice now? (Crikey these are very good questions. I do not understand why you would not do as requested by the Royal Commission. I would like to know the answers to these as if this is the approach of the College it is extremely concerning.)	<i>Not answered.</i>	
304	8/12/17	Peter Stansfield	PMSA FB 1/11/17 #1 Comment	Please confirm my observation that where you say the intention of this page was to the keep the lines of communication open and to engage and interact with your stakeholders and the wider community you actually meant mostly one way communication?	<i>Not answered.</i>	
305	8/12/17	Peter Stansfield	PMSA FB 1/11/17 #1 Comment	Or you did not expect to receive so many questions?	<i>Not answered.</i>	

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306	8/12/17	Peter Stansfield	PMSA FB 1/11/17 #1 Comment	Are answers ever coming?	<i>Not answered.</i>	
307	8/12/17	Peter Stansfield	PMSA FB 1/11/17 #1 Comment	Is there any point to continuing to maintain this page?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
308	08/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	<p>If that is a true & correct copy or reflection of the correspondence (see below), please answer the following questions here, fully, openly, honestly & transparently:</p> <p>1. Does the PMSA believe that to be appropriate correspondence in tone & content to a claim made by one of its former students, who was allegedly the victim of sexual abuse by BBC staff, abuse that is well-known to have terrible, life-long adverse consequences for victims?</p> <p>(Below is an alleged copy of correspondence from PMSA Councillor & BBC School Council Chair, Jacqueline McPherson, seemingly to former BBC students, who were, it is alleged, victims of sexual abuse at the hands of former BBC staff & which were, it appears, raised as a part of the Royal Commission into Institutional Responses to Child Sexual Abuse in or about February 2013. https://royalcommbbc.wordpress.com/.../allegations-of-.../</p> <p>“The lodgement of a claim by you with the Institutional Responses to Child Sexual Abuse Royal Commission, citing B and G, is duly noted. The PMSA is concerned to assist former students of its schools who believe that</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
				<p>they have been injured as a consequence of events which occurred at their school, and is prepared to explore various avenues for assistance. It does this without any admission of legal responsibility.</p> <p>Accordingly, should you care to avail yourself of the opportunity of discussing with me, as the PMSA's Director, Protection From Harm, your time at Brisbane Boys' College, I would be grateful if you would communicate that desire either by mail or email to the PMSA's Corporate Office, as previously advised. A mutually convenient time and venue can then be arranged for a meeting.</p> <p>Please be assured that all allegations are treated seriously, sensitively and confidentially.</p> <p>Yours sincerely, Mrs J McPherson Director, Protection From Harm Division Chairman, BBC School Council")</p>		
309	08/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	2.if so (in answer to 1 above), why?	<i>Not answered.</i>	
310	08/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	3.if not (in answer to 1 above), (a) why?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
311	08/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	3.if not (in answer to 1 above), (b) what steps were or have been taken by the PMSA and/or BBC School Council and/or Mrs McPherson and/or another person to remedy that or similar correspondence?	<i>Not answered.</i>	
312	08/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	3.if not (in answer to 1 above), (c) when were those steps taken?	<i>Not answered.</i>	
313	08/12/17	Karen Louise	PMSA FB 1/11/17 #2 Comment	I look forward to asking for & receiving at a later date full disclosure (including of both sets, or versions, of PMSA Council Minutes), details of the PMSA Redress Scheme & its application by the PMSA in accordance with the recommendations made by the Royal Commission in its substantial 'Redress & Civil Litigation Report' published in 2015.	<i>Not answered.</i>	
314	08/12/17	Dana Starr	PMSA FB 8/12/17 Comment	If you have enough resources to run four schools why can't you run a simple FB page? (This makes no sense to me. You keep moving the goalposts. This is not acceptable. We have all waited over one calendar month for a response. Your stakeholders deserve better.)	<i>Not answered.</i>	
315	08/12/17	Julia Harvie	PMSA FB 8/12/17 Comment	Wouldn't individual emails be more work than questions here? Or is it easier to ignore an email?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
316	08/12/17	Dominique Layt	PMSA FB 8/12/17 Comment	<p>I also read this post as a bit threatening in tone in spite of assurances at Monday's Town hall by the chair there would be no reprisals. Is this a retraction of that statement?</p> <p>(From the outset we have asked for transparency. This is not at all being transparent and as Julia Harvie states above it will surely increase your workload. I am also aware of individuals who have emailed questions and received a response to the effect of we are not at liberty to answer you.)</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
317	08/12/17	Mary Fellows	PMSA FB 8/12/17 Comment	<p>You no doubt used parents' money to pay a communications 'expert' - did they tell you to set up the page?</p> <p>(What a nonsensical post. You established a FB page (two actually - why, we still don't know) to 'engage'. Engagement is a two way street. You can't set up a FB page then complain when people ask questions and become angry when they're not answered. Ask for OUR money back if they did because they're clueless about modern comms. More than one person on each post wants answers to questions posed and they want them to be shared publicly. This post smacks of yet another 'don't do anything and they'll all go away' attempt. "Hubris and Delusion" will make the great title of an investigative piece)</p>	<i>Not answered.</i>	
318	08/12/17	Elizabeth Kelly	PMSA FB 8/12/17 Comment	<p>A genuine question here: haven't you hired Cannings as your communications agency?</p> <p>(Surely they can be replying on your behalf rather than sending out the cookie cutter letters we have all received. This is 2017 - you need to engage social media. Your methods are not working and I cannot believe your communications professionals haven't told you this.)</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
319	08/12/17	Kara Rodwell	PMSA FB 8/12/17 Comment	<p>what are these steps and decisions you are taking??</p> <p>(I am saddened again to see this aggressive line of communication with your stakeholders. You would be far better served by providing some real information about what steps you are taking to look after our four schools. Some REAL information instead of vague assurances that you are making decisions in the best interests of student and stakeholders.... -A number of months have passed since parents first discovered the accusation of data theft by Rick Hiley who was then promoted to executive manager in your team and then watched as our principal and head of communications were walked from the school, and a string of heads of departments also walking out in protest as well as a number of your own councillors and independent councillors and yet we have received no real information about what you are doing to rectify this mess. Instead we hear parent blame in the official school communication who dare to ask questions which are very reasonable given the extraordinary circumstances we face. Please provide some real information.)</p>	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
320	08/12/17	Kerrie Mattiske	PMSA FB 8/12/17 Comment	Should I resend it again to the email address you have now provided? (I am still waiting on a response to correspondences I sent in late October and early November.)	<i>Not answered.</i>	
321	08/12/17	Kerrie Mattiske	PMSA FB 8/12/17 Comment	Can we expect a response before Christmas? New Year? Beginning of Term 1 2018? Longer?	<i>Not answered.</i>	
322	09/12/17	Adam Johnson	PMSA FB 8/12/17 Comment	My questions could not be described as defamatory - they simply asked how much have you spend on Hopgood Ganim Lawyers fees, Cannings Crisis Consultant Fees, Dibbs Barker Lawyers fees, Chesterman QC fees, and the fees for the IT firm trawling through Somerville House IT systems to sanitise and look for incriminating communications by staff to see who's been daring to talk to each other (not intimidation, of course -that's what Adsett assured us). Still waiting for your answers - just quote the quantum - all I want is the dollar values - pretty easy question - even someone with a calculator can do that.	<i>Comment. Not answered.</i>	
323	09/12/17	Adam Johnson	PMSA FB 8/12/17 Reply to own Comment	They are constructive questions - no-one can move forward to generate solutions to solve the mess you created until all the facts are transparently laid bare and disclosed first.	<i>Comment.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
324	09/12/17	Janice Brady	PMSA FB 8/12/17 Comment	Have you had a change in communications providers? I understood you had engaged Cannings Crisis Communications from Sydney who I am sure was very expensive but if you could respectfully clarify that please. (I am not accustomed to using Facebook very much but have been watching and reading a lot about what has been happening. I have noticed a distinct change in your brand tone of voice in the last 48 hours.)	<i>Not answered.</i>	
325	09/12/17	Janice Brady	PMSA FB 8/12/17 Comment	Has Cannings changed their approach or have you engaged a different firm who seem to have shifted the tone to one that appears to me to be quite aggressive and intimidating?	<i>Not answered.</i>	
326	09/12/17	Janice Brady	PMSA FB 8/12/17 Comment	Was this a deliberate decision of the PMSA or is there a new communications company?	<i>Not answered.</i>	
327	09/12/17	Janice Brady	PMSA FB 8/12/17 Comment	If there is a new company I would appreciate you advised who has been engaged and the expense that has been occurred for communications to date?	<i>Not answered.</i>	
328	09/12/17	Janice Brady	PMSA FB 8/12/17 Comment	If this is a new company are they on a retainer and what cost structure have they been engaged under?	<i>Not answered.</i>	

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	Date	Person	Source	Question	PMSA Answer	Answer Date
329	10/12/17	Dominique Layt	PMSA FB 22/11/17 #2 Reply to Adam Johnson's comment	So absolutely no other UC or PC owned school in Australia, not just Queensland, has this type of governance structure? Why does it still exist? (How strange? I would imagine there are several effective governance models already operational at more than one of the other schools then.)	<i>Not answered.</i>	

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