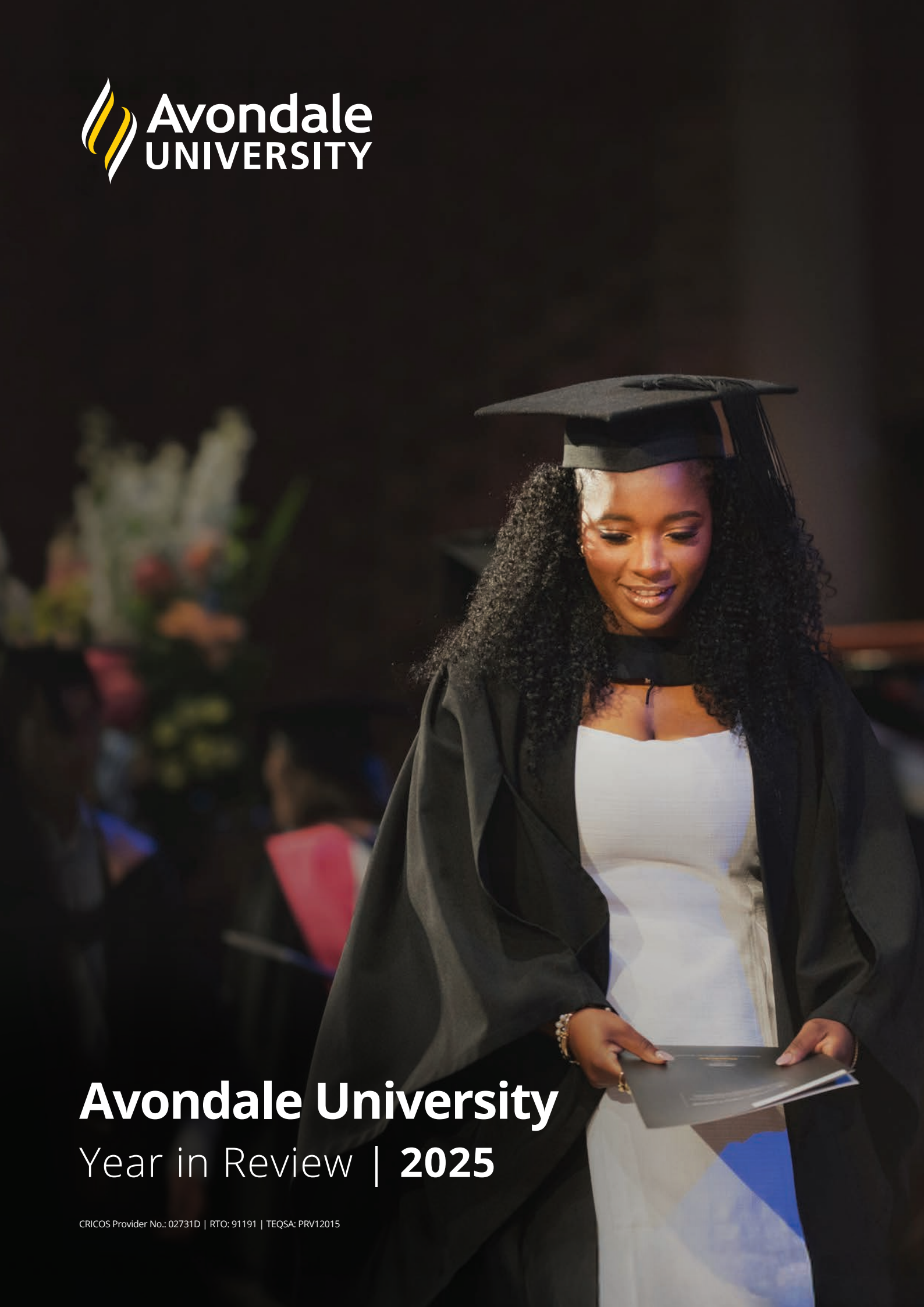
Avondale UNIVERSITY



Avondale University

Year in Review | **2025**

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

Contents

3 From the Vice-Chancellor

4 About Avondale University

6 Avondale's Mission and Strategy

9 Organisational Performance and Data

10 Fostering a Collaborative Culture of High-impact, Mission-aligned Research

14 Avondale University Student and Staff Data Snapshot

16 Key Achievements and Highlights

28 Avondale University Council and Management Structure

30 Avondale University Financial Performance

acknowledgement of God and Country

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

From the Vice-Chancellor

In reviewing the achievements and challenges of 2025 Avondale University has made measurable progress toward its vision, mission and strategic goals, contributing to regional and national productivity, and the goals described in the Australian Universities Accord. As a university, Avondale University contributes to Australian society and national prosperity through highly skilled graduates and delivering research which has real-world impact. Avondale excels in essential professions that support the care economy, notably healthcare, education and supporting community need. Our faith-informed approach to higher education provides graduates with more than industry skills. It encourages individuals to develop a sense of identity and purpose with their chosen profession. These intangible qualities not only result in highly productive and engaged skilled workers, but in individuals and leaders who make a meaningful contribution to their communities. These qualities are nurtured within a meaningful student and staff community through shared values - service, excellence, wellbeing, integrity, and spirituality.

Cause for celebration includes ongoing recognition of the positive student experience provided by Avondale, significant increases in student enrolment, positive outcomes from our staff satisfaction surveys, formalising of new partnerships, and regulator recognition through attainment of 7-year re-registration from TEQSA. Use of external consultancies has informed improvements in corporate governance which aligns well with recent recommendations from the Expert Council on University Governance. The strategic research plan covering the period of entry into full university status was reviewed, establishing that the number and quality of publications and citations, including publications in Q1 and Q2 rated journals, was accomplishing strategic research milestones and comparable with that produced across the Australian higher education sector.

The 2025 Staff Satisfaction survey confirmed very strong staff alignment to our values and high levels of engagement in our strategic direction. The survey identified the ongoing need to implement support strategies aimed at staff wellbeing as the tertiary education sector continues to be impacted by the pressures of fluctuating enrolments and elevated compliance requirements.



The national agenda addressing growing concerns on housing affordability, cost of living pressures, climate change and environmental protection, growing inequality across gender, health, education, antisemitism, and the status of refugees and migrants was discussed widely within the university sector, with all universities reviewing policies, processes, and community engagement to find better ways to support social cohesion. Avondale's ACE Lab program supports development of student resilience. The committed pastoral team, faculty, staff and community members facilitate service projects within the institution, regionally and internationally. Students value these programs as these experiences help find a wider sense of purpose and gain confidence in their ability to make a difference.

We believe the journey of each individual has deep purpose. Our core business as a university is to provide an excellent academic and student experience, but our mission is to transform lives. We do it because we believe in a greater vision of world needs, and that the contribution of each individual matters. This is our endeavour, contribution, and commitment.





About Avondale University

Avondale University offers undergraduate, postgraduate, and vocational (VET) courses across Nursing, Teaching, Arts, Business, Ministry and Theology and Outdoor Leadership. Avondale also has research centres leading the way in lifestyle and health, teaching and learning, Christian education, spirituality, and society.

Avondale's commitment to excellence is demonstrated by its long-standing heritage and consistently strong student rankings. We pride ourselves on personalised student care and support, which has earned us the ranking as one of the best universities in Australia - as voted by past and present students. Avondale University is currently Australia's #1 University for full time employment* and Australia's #2 University for overall educational experience*. Our flagship nursing and teaching programs are both ranked #1 undergraduate nursing and teaching degrees in Australia for overall educational experience*.

Our commitment and excellence is motivated by a sense of mission and commitment to the values we hold so dear – excellence, spirituality, wellbeing, integrity, and service.

The partnership with the Sydney Adventist Hospital (SAH) has endured since the inauguration of the Sydney Sanitarium in Wahroonga in 1903. Avondale's clinical education facility on the SAH grounds is an ideal connection point, offering nursing students access to placements at what is now the largest private hospital in New South Wales.

Avondale also partners with a range of clinical care providers across New South Wales, providing a diverse range of clinical experiences for students.

Avondale's professional staff and alumni continue to receive awards and recognition for their substantial research, proving their dedication and passion to the higher education sector. Their contribution to research and impact is commendable.

Our three research centres – Christian Education Research Centre, Lifestyle Medicine and Health Research Centre, and Scripture, Spirituality and Society Research Centre – produce purpose-driven research motivated by service and a greater vision of world needs.

With a strong heritage, Avondale University has become a trusted part of the Australian higher education landscape — we're here to stay. Gaining full university status in 2021 marked a major milestone in our journey of growth and impact. Recently, the university received the highest level reregistration from the Tertiary Education Quality and Standards Agency (TEQSA) and the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) — a 7-year term — affirming the quality and stability of our academic offerings. Students in our flagship courses of nursing and teaching also receive Commonwealth Supported Places, helping more students access high-impact careers. With this strong foundation, we are looking to deepen our impact through values-aligned partnerships. We're energised by the future and creating real-world change.

**The Good Universities Guide 2025*

Our Values

Excellence | Spirituality | Wellbeing | Integrity | Service



Avondale's Mission and Strategy

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

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

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

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

Five Strategic Priorities

1. Delivering an exceptional Avondale student experience

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

What will success look like, 2024-2027?

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

2. Securing our future

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

What will success look like, 2024-2027?

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

3. Engaging in world-class research with impact

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

What will success look like, 2024-2027?

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

4. Fostering staff talent and culture

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

What will success look like, 2024-2027?

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

5. Achieving operational efficiency and excellence

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

What will success look like, 2024-2027?

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

---

Our Purpose To transform lives through Christ-centred higher education

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

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


Avondale UNIVERSITY
Student Nurse
What will YOUR IMPACT BE?

Organisational Performance

#1 in Australia Full-Time Employment* ★★★★★

Although Avondale University is small in size, our achievements aren't. We pride ourselves on personalised student care and support, which earned us ranking as one of the best universities in Australia - as voted by past and present students. This phenomenal achievement is testament to the expertise and deep commitment of our staff as they continue to foster a learning environment that is second to none.

5 Star Rating ★★★★★

Good University Guide** in:

- Learner engagement
- Skills development
- Student Support
- Teaching quality
- Overall experience
- Full-time employment

#2 in Australia ★★★★★

Overall Educational Experience**

#1 in NSW ★★★★★

Postgraduate Courses**

#1 in Nursing ★★★★★

Five years in a row**

- Overall educational experience
- Learner engagement
- Skills development
- Student support
- Learning resources
- Teaching quality

#1 in Teaching ★★★★★

Overall Educational Experience**

A career is more than just a job or a paycheck. It's a calling to serve, to inspire and to make a difference. We're here to equip students to fulfil their individual calling. We offer:

- A research-backed wellbeing character development program
- Individual access to lecturers and tutors
- Quality teaching and peer support
- Organised work placements and connections with future employers
- On-campus accommodation

STUDY

NURSING
TEACHING
BUSINESS
ARTS
COUNSELLING
MINISTRY AND THEOLOGY

** 2024 Graduate Outcomes Survey National Report - QILT 2025*

***The Good Universities Guide 2026*

Fostering a Collaborative Culture of High-impact, Mission-aligned Research

Avondale University recognises that knowledge creation and creative endeavour are vital for addressing both global and local challenges, and for informing evidence-based teaching across its undergraduate and postgraduate programs. This is realised through high-impact, purpose-driven research that serves communities, advances knowledge, and contributes to the future of Christian education, health, spirituality, and community life.

All research activity is grounded in Avondale University's core values—Excellence, Spirituality, Wellbeing, Integrity, and Service—alongside a strong commitment to supporting the wellbeing of researchers and professional staff. Research sustainability is further reflected in consistent year-on-year growth in both competitive and engagement research income over the past four years (Figure 1), as well as increasing Research Block Grant (RBG) funding from the Australian Government's Department of Education to support research and research training (Figure 2).



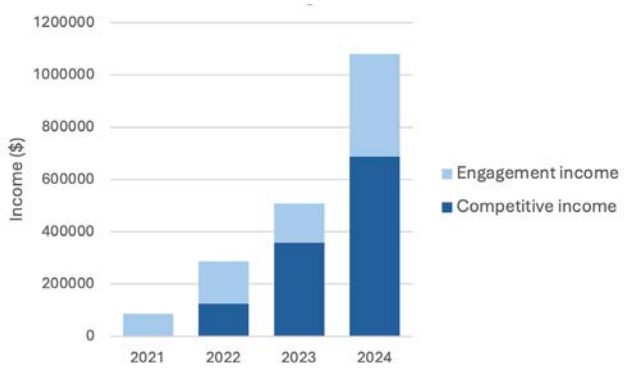


Figure 1: Engagement and competitive income (2021-2024). Note that research income for 2025 is not yet available.

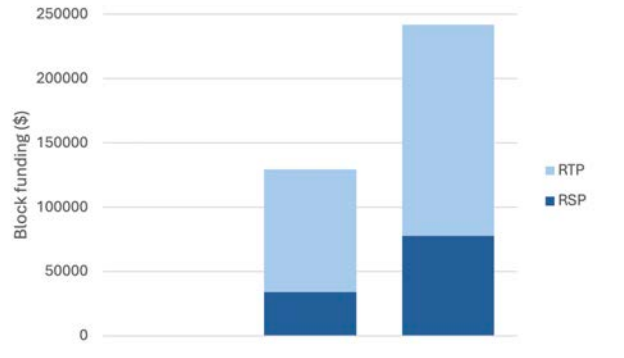


Figure 2: Research Block Grant (RBG) funds (2023-2025)

A comprehensive review of Avondale University's five-year Research Transition Plan (2021–2026) was undertaken in 2025 to evaluate progress against its strategic objectives. The review found that Avondale is performing strongly in achieving its research goals and aligning operational practices with its strategic priorities. Notable areas of strength include research partnerships, income growth, communications, external validation of research outcomes, strengthened research networks, sustained investment in Research Centres, investment in staff capability, provision of research workshops & training, recruitment of research-capable staff, and alignment of research with educational offerings.

Priority areas for improvement include citation management systems, grant monitoring processes, workforce planning, HDR enrolments and completions, performance assessment, and commercialisation of research outcomes. Findings from this review will inform the development of a new six-year research strategic plan, scheduled for release in 2026.

Avondale University's research continues to focus on the strategic areas of health, education, and society and culture, and is coordinated by three Research Centres. The Christian Education Research Centre (CERC) promotes Christian education research both within the university and by partnering with other institutions, particularly Christian schools, Christian tertiary institutions, and their administering entities. Examples of projects include:

• Quality Adventist Schools Project, led by A/Prof Kevin Petrie and Dr Peter Beamish, in partnership with Adventist Schools Australia, provides schools with data aligned to the Adventist Quality Schools Framework, with a focus on culture, climate, and faith engagement.

• Service Learning in Adventist Schools, led by Dr Peter Beamish, aims to develop research-informed curricula and professional learning resources to support the integration of service-learning programs.

• Experiential Approaches to Pre-service Teacher Education, led by Dr Jason Hinze and Dr Peter Beamish, examines the impact of overseas professional teaching experiences on pre-service teachers as they develop authentic teaching practices.

• Faith Formation in Schools, led by A/Prof Kevin Petrie, explores how Adventist Schools in the South Pacific Division support students' personal faith development.

• Student Attitudes Toward Mathematics, led by A/Prof Sherry Hattingh and Dr Jason Morton, investigates factors influencing primary students' attitudes toward mathematics, including drivers of both positive and negative perceptions.

• Experiential Learning, led by A/Prof Sherry Hattingh, examines the long-term impact of a Holy Lands tour on participants' personal faith formation.

• Additional cross-disciplinary projects span areas such as accounting education, artmaking in schools, and history education.

In 2025, CERC researchers authored 10 refereed journal articles and book publications. They also contributed to reports, served on boards and committees, and engaged actively in conferences and research colloquia. CERC further supported research output and impact by providing internal research grants. In 2025, CERC continued to produce the TEACH Journal of Christian Education, which reports current research, explores philosophical and theoretical perspectives, showcases exemplary teaching practice, and highlights the role of effective

teaching as a catalyst for positive change in students' lives.

The Lifestyle Medicine and Health Research Centre (LMHRC) continues to strengthen its national and international profile through multidisciplinary research in lifestyle, health, and wellbeing. Key areas of focus include infection prevention and control, lifestyle-based mental wellbeing, medical humanities, and nicotine addiction, with new collaborations emerging across these domains. In 2025, LMHRC researchers authored 17 refereed journal articles and book publications, more than half of which appeared in Q1 journals. Researchers also made significant contributions at major national and international conferences, disseminating findings, building partnerships, and shaping dialogue on priority health issues.

Notable achievements include Prof Darren Morton delivering keynote presentations at several national and international events and formalising a partnership with an organisation in China to support the implementation of The Lift Project. Prof Brett Mitchell was highly active in presenting research globally and co-hosting the widely recognised Infection Control Matters podcast, which has exceeded 100,000 listens worldwide.

Additional accomplishments include collaborative publications by Prof Darren Morton and HDR candidate Simon Matthews, alongside their co-hosting of The Lift Podcast, which translates lifestyle medicine research into practical strategies for improving mental wellbeing. Prof Renee Bittoun has continued to play a prominent advocacy role in nicotine control, serving on the Federal Government Advisory Committee on Vaping and delivering smoking cessation short courses. The LMHRC also contributed significantly to the Introduction to Lifestyle Medicine short course, which received endorsement from the International Board of Lifestyle Medicine.

The Scripture, Spirituality and Society Research Centre (SSSRC) advances scholarship in biblical studies and theology, explores how Christian faith and spirituality shape wellbeing and organisational life, and contributes to positive social change by informing church and humanitarian practice and policy. SSSRC research is interdisciplinary and inter-institutional, engaging the intersections of scripture, spirituality, and society. In 2025, SSSRC researchers authored 25 refereed journal articles and book publications across a diverse range of fields, including ministry, theology, history, and ethical accounting.

Key externally funded projects included:

• Perceptions held by Employees of Seventh-day Adventist Organizations of their Relationship to the Mission of the Church, led by Prof Rob McIver, A/Prof Peter Kilgour, Dr Wendy Jackson, A/Prof Sherry Hattingh, Dr Stephen Currow, and Prof Anthony Williams (Funded by the General Conference of the Seventh-day Adventist Church);

• Pasifika Ageing Well as part of the New Zealand Body, Mind and Ageing Study (Funded by MBIE, NZ, via the Healthy Aging Research Team), co-led by Prof Tracie Mafile'o;

• PNG for Christ Campaign Study (Funded by the South Pacific Division of the Seventh-day Adventist Church), involving Pr Neil Thompson, Dr Cynthia Barlow Prof Tracie Mafile'o, Prof Rob McIver, Dr Unia Api (PAU), and Dr Kepha Pondi (PAU);

• Academic Strengthening Project Phase Two in Partnership with Pacific Adventist University (Funded by Australia Awards, PNG), led by Prof Tracie Mafile'o.

SSSRC researchers also contributed as speakers at national and international scholarly and professional events, including: Adventist Human-Subject Researchers Association Conference (USA); International Indigenous Voices in Social Work Conference (Canada); Australian Association for Pacific Studies Conference (University of Sydney); Camera Stylo 6 Literature and Cinema Network Conference (Macquarie University and University of Sydney); Eleventh Triennial Conference of the Association of Seventh-day Adventist Historians (USA); and the Annual Meeting of the Adventist Society for Religious Studies (USA).

Throughout 2025, SSSRC prioritised expanding research partnerships and supporting projects that generate both high-quality publications and meaningful real-world impact. To give one example: Ministry Magizine is circulated in 190 countries, about 15,000 going to pastors and administrators of the Seventh-day Adventist Church, and a further 60,000 or so to clergy of other denominations. Thus, the October 2025 issue of Ministry, which featured four major articles on the responses of the Global

Adventist Pastor's Survey, administered and collected by a team under the leadership of the director of SSSRC, Prof Robert McIver, provide a significant opportunity for the research results to be presented to the leadership of the Adventist Church and its pastors. Two of the four articles were written by SSSRC Researchers. Finally, the provision of internal grants from the SSRC have supported more than a dozen research initiatives.

Alongside the activities of the Research Centres, the Higher Degree Research (HDR) program continued to provide comprehensive support and training for 3 Master of Philosophy and 26 Doctor of Philosophy candidates, as well as their supervisors, throughout 2025. During this period, three candidates successfully completed their PhD studies.

At the end of 2025, the Master and Doctor of Philosophy programs were reaccredited through to 31 December 2031 following a rigorous evaluation process. This included an extensive internal review, sector benchmarking, and consultation with External Advisory and Course Review panels. The process identified a number of commendations, particularly in relation to the personalised support provided to candidates and supervisors, effective strategies for fostering a research community, high-quality supervisor training, strong stakeholder engagement, and the ongoing maturation of governance structures. Key recommendations focused on strengthening guidance on the ethical and responsible use of generative AI, enhancing support mechanisms for at-risk candidates, and further evaluating the risks associated with research supervisor capacity.



Avondale University Student and Staff Data Snapshot

A brief snapshot of Avondale's student and staff numbers for 2025 is presented in Table 2 below.

Table 2. Student and staff data, 2025

Number of students (Higher Ed)	**Total**	**1180**
	Undergraduate	866
	Postgraduate	236
	International fee-paying	78
	VET (Accredited)	**71**
Number of staff (FTE)	**Total**	**145.10**
	Academic Staff	48.39
	Professional Staff	96.71

Personalised Learning, Wellbeing and Student Support for All

Avondale University specialises in providing personalised education and support for learners from all backgrounds. At Avondale, excellence and equity go hand in hand. Our student equity data highlights that we have among the highest proportions of students from equity groups compared to sector benchmarking. Our student demographics are as follows:

- First in Family to access higher education – **22% of students**
- Low socio-economic status (low SES) backgrounds – **25.8%**
- First Nations Australians – **3.51%**, higher than the national average or 2.06% [2023 data, as reported by Australian Government Department of Education]
- Students from inner regional, outer regional, remote and very remote areas – **17.85%**
- Students with a self-reported disability – **16.77%**
- Students from non-English speaking backgrounds – **9.98%**
- **7.71%** of Avondale University students are members of more than three of the above equity cohorts.

Research confirms that compound sources of disadvantage continue to challenge students' ability to persist and succeed in higher education. Supporting students to develop resilience and to thrive across all areas of their life, including in their studies, is core to the Avondale student experience.























Key Acheivements and Highlights

Service

Urban STORMCo Team Serves in South Queensland. A team of 16 Avondale University students headed up to South Queensland for an amazing urban STORMCo experience. Throughout the week, they had the privilege of leading chapels at five different schools, spending time with students in their classrooms and homerooms, and of course playing lots of handball during lunch! The team found such a joy in serving the students, share their love for God, and worship alongside them. One of the biggest highlights was how the experience brought the team even closer together. They had an incredible time!

Melbourne STORMCo Team Brings Energy and Service to Local Schools. The Melbourne STORMCo trip saw a team of 21 enthusiastic Avondale students, including 16 first-year students, head south for a week of service and connection during the mid-year break. Their energy and commitment made a meaningful impact as they visited five Seventh-day Adventist primary and high schools across the Melbourne region. Each day, the team led chapel programs, completed service projects, and assisted in classrooms—actively engaging with students and staff alike. The warm hospitality extended by the schools was deeply appreciated by the team and added to the sense of community experienced throughout the trip.

Divided into three groups, the students each took responsibility for different aspects of the week's program, working together to ensure everything ran smoothly. A highlight at the end of the week was helping to run a high school rally on Sabbath, where over 300 young people from across Melbourne gathered for worship and connection. A big thank you to the Victorian Conference and Youth Ministries team for involving the Avondale students. Through service, the Avondale students not only supported others but also grew closer to each other—and to Jesus.

Education Beyond the Classroom: Students Connect in Fiji & Tonga. During the mid-year break, the School of Education sent two teams of Avondale pre-service teachers overseas for their teaching placements. One group of 21 students to Tonga, led by Jason Hinze, while another group in Fiji under the guidance of Sherry Hattingh. Students in Fiji had the opportunity to lead vespers for the TPUM campus residents, featuring a lively skit performed by the Secondary students. Five students — Charlotte, Elijah, Holly, Grace, and











Whyatt — also shared their personal highlights from the trip. Over the Sabbath, the team attended services at the university church, further enriching their spiritual journey.

In Tonga, the students were placed across three Adventist schools—Beulah College, Beulah Primary School, and Hilliard Memorial School. Each day, they actively engaged in classroom teaching and dedicated their afternoons to leading worships, playing sport, assisting with study groups, and connecting with boarding students in the dormitories.

MOTO Moments: Teaching, Learning, and Growing in Fiji. Seventeen of our students took part in a professional placement in Suva, Fiji, for three weeks at two of our Adventist schools: Suva SDA Primary School and Suva Adventist College. The class sizes ranged from 40-57 students which enabled our students to certainly develop their classroom management skills. For the first week Suva SDA Primary School hosted both Avondale University and Fulton University College practicum students. It was great for our students to meet other education students from a sister institution. Later they caught up with the same students when they visited Fulton towards the end of the trip. It was lovely to be welcomed and treated to lunch at Fulton. At the end of the trip they spent two days on Mana Island where they relaxed and visited Mana SDA School.

The effect of a MOTO trip on our students is transforming. They have been emersed in another culture and experienced everyday life, schooling, church and church related activities as well as island time. They have actively participated in running worships, attending, presenting, gardening and sharing wherever they went. They have worked with culturally and linguistically diverse teachers and students. They experienced the generosity of others through their time, expertise, presence and friendship. Their way of thinking and doing has been challenged and developed to incorporate new and innovative ways. The experience has enriched and contributed significantly to our students as future classroom teachers.

Campus to Community: A Day of Service and Impact. Armed with spatulas, sponges, and lawnmowers, Avondale University students stepped beyond their classrooms and dedicated Friday March 21 to give back through Serve Day. At Morisset High School, students set up early to cook and distribute free pancakes to brighten the morning for students and staff. Near the town centre in Morisset, another team ran a free car wash, scrubbing and rinsing vehicles providing a helpful service. Meanwhile, the third team were out in the community, mowing lawns and tidying yards for residents who needed an extra hand. Serve Day was a key moment in Festival of Faith, reinforcing the values of kindness and community impact. As the week of spiritual reflection came to an end, students left with a renewed sense of purpose, one that extends beyond the university and into the lives of those around them. Service isn't just a one-day event, it's a way of life.















Governance/Excellence

Avondale Secures Maximum 7-Year Re-registration as Australian University. Building on more than 125 years of quality faith-based education, Avondale University has once again earned national recognition through its successful re-registration as an Australian university.

The Tertiary Education Quality and Standards Agency (TEQSA) has advised that the registration of Avondale University Limited (Avondale) is for a period of seven years until April 2, 2032. This renewal is the maximum period that TEQSA grants.

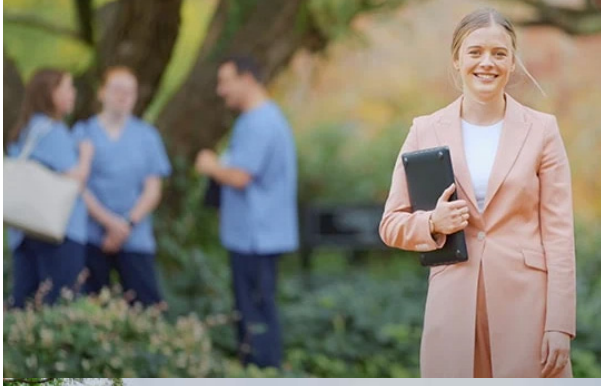
In her official correspondence TEQSA acting chief commissioner Adrienne Nieuwenhuis stated, "The decision to renew the registration of Avondale University Limited has been made on the basis that TEQSA is satisfied Avondale University Limited continues to meet the provisions of the Higher Education Standards Framework (Threshold Standards) 2021 for registration in the Australian University category."

The application for re-registration is a rigorous one with a strong focus on governance and compliance with the Higher Education Standards Framework. Ms Nieuwenhuis noted, "Avondale is to be commended for the high calibre of its application, supporting materials and engagement with TEQSA throughout the application process. Avondale has demonstrated it has competent governance oversight, a commitment to continuous improvement and robust quality assurance mechanisms."

Avondale Receives 5-Year AAA Accreditation. Avondale University participated in the Adventist Accrediting Association (AAA) team visit in January 2025. At the General Conference meetings, AAA met and voted the following action:

Avondale University (AU): accept the Regular Visit Report to Avondale University (AU) on January 21-23, 2025, and that AU be granted a 5-year continued accreditation through December 31, 2029. Furthermore, a written report be submitted to the Executive Secretary of the AAA on the progress made on the implementation of the major recommendations of this report by December 31, 2025, and all recommendations by the end of 2027. An institutional report including a Self-Study shall be submitted one month prior to the regular visit.

A 5-year accreditation is the longest period that AAA awards, so Avondale is pleased to have fulfilled all previous recommendations and to receive the endorsement of AAA that Avondale is meeting the standards expected of a Seventh-day Adventist institution. The visiting team reviewed a large collection of evidence and conducted a number of interviews with alumni, staff, students, and members of council. Thank











you for your support and involvement in preparing for the AAA team visit and for the way in which Avondale collectively hosted the team visit in January. Avondale has commenced work on the recommendations.

Avondale Ranks Among Australia's Best for Student Satisfaction and Graduate Success. Following the release of the 2024 QILT Student Experience and Graduate Outcomes Surveys, Avondale University once again ranks in the top tier of Australian universities for undergraduate (#2) and postgraduate (#1) student satisfaction with their overall educational experience, as well as undergraduate student satisfaction with teaching quality and engagement, peer engagement, and support and services (#3 for each). Further, Avondale's postgraduate courses are #1 for overall graduate satisfaction, full-time employment, and overall employment; and undergraduate courses are #3 for overall graduate satisfaction, #2 for full-time employment, and #1 for overall employment.

These results are a tribute to our students who take the time to share their feedback and make Avondale a vibrant place to live, learn, study and worship. Avondale acknowledges the tremendous efforts of each and every staff member whose work, passion and commitment is represented in these results. Rankings are based on comparisons made with all Australian universities, using data published by QILT to compared.edu.au. The following results are based on comparisons with courses in the same study area.

Avondale's Bachelor of Business is #1 for student satisfaction with the overall educational experience, #2 for peer engagement, and #3 for teaching quality and engagement and learning resources.

Avondale's Bachelor of Ministry & Theology is #1 for student satisfaction with the overall educational experience, graduate full-time employment and graduate overall employment.

Avondale's Bachelor of Nursing is #1 for student satisfaction with the overall educational experience, teaching quality and engagement, peer engagement, learning resources, and support and services, and #2 for skills development. It is also #1 for overall graduate satisfaction and overall graduate employment.

Avondale's undergraduate initial teacher education courses are #2 for graduate full-time employment and #3 for overall graduate employment.

Avondale's Master of Ministry and Master of Arts together are #3 for student satisfaction with the overall educational experience, teaching quality and engagement, and support and services.

Responses for the Bachelor of Arts, Counselling courses, postgraduate initial teacher education courses and Lifestyle Medicine courses were too low to allow valid comparisons.







The Promise of Avondale: Celebrating 20 Years. On Saturday 1st November The Promise of Avondale celebrated two decades together in a 20-year reunion concert featuring past and present members of the vocal ensemble together with Avondale Jazz Ensemble. Approximately 20 alumni vocalists joined together in song with current vocalist making a mass choir of 40 voices. The reunion concert featured Ali Kingston Heise who was a founding member, and early members Krysten Rowe, Vivenne Caldwell McLaren, Ben Milis and Jana Aveling. The concert closed with Irish Blessing, one of The Promise's signature songs that has been handed down from generation to generation.





Celebrating Graduates: Class of 2025. Avondale University's Graduation 2025 was a meaningful celebration of academic excellence, faith, service, and community, as 198 students crossed the stage on Sunday to mark the culmination of their studies. The graduating cohort included three PhD candidates, 12 VET graduates, and students from across nursing and health, education, arts and business, and ministry and theology. Across two graduation sessions, the ceremonies reflected Avondale's enduring commitment to Christ-centred education and its motto, For a Greater Vision of World Needs.



Wellbeing

ACE Lab 2025 Snow Trip. The 2025 ACE Lab Snow Trip brought together 100 excited Avondale students for a transformative three-day adventure in the snow. Held at the scenic Adventist Alpine Village, the experience was part of the Avondale Character Experience (ACE) Lab, a program designed to build character, connection, and spiritual growth. For many students, this trip was full of firsts—about half of the participants had never tried skiing or snowboarding before. The snow-covered slopes quickly became a place of laughter, challenge, and perseverance as students supported each other through falls, victories, and everything in between.



Each day was grounded in the theme Mountaintop Moments, with worship sessions that encouraged students to reflect on how spiritual high points can shape their faith journey. Set against the peaceful backdrop of snow-capped mountains, these moments allowed students to connect not only with God but also more deeply with one another.

Beyond the worship and outdoor activities, the ACE Lab snow trip became a space where community thrived. Whether it was through learning to ride a snowboard, sharing meals, or engaging in heartfelt discussions, students left the mountain with more than just new skills—they left with strengthened friendships and a renewed sense of purpose.



Faith, Friendship and Fierce Competition: 2025 Adventist National Games. More than just a sports tournament, Adventist National Games (ANG) is where community, competition, and faith come together, and it was bigger and better than ever. Held from May 18 to May 20 on campus, the third annual ANG brought together 250 students from 11 Adventist schools across Australia to compete, connect, and worship.

From Year 8 to Year 12, students laced up their shoes for spirited competitions in basketball and volleyball, with games that were both fiercely contested and full of encouragement. Beyond the courts, ANG is about spiritual growth and student wellbeing. Each day began with a worship service led by Avondale University alumni Pastor Robby Morgan. University students also joined in leading the morning worship, creating a vibrant atmosphere of connection across generations.

Congratulations to the winning teams as well as the recipients of the Lift Your Life Scholarship Award that recognised two Year 12 students who demonstrated not only athletic skill, but also leadership, spiritual commitment, and a focus on wellbeing.

Avondale Represents at Uni Sports. During the mid-semester break, approximately 80 students proudly represented Avondale University at Uni Sports on the Gold Coast, competing in Golf, Touch Football, Netball, Volleyball, Basketball, and Rugby League 9's. With all teams winning games, with our Mixed Touch Football team achieving an outstanding 5th place (Division 1) finish! A highlight was our cherished tradition of students offering a word of prayer with opposing teams, fostering unity and reflecting Avondale's values, while our teams' mutual support throughout the week made us incredibly proud.

Sustainability

Avondale Women's Network Annual Clothes Swap. The Avondale Women's Network hosted its Annual Clothes Swap, combining sustainability, style and socialising. The event encouraged staff to bring pre-loved clothing to swap, helping to keep items out of landfill and giving them a new lease on life. With over 40 attendees, the room was filled with laughter, fashion finds, and a shared commitment to sustainability. The network provided a spread of homemade desserts and drinks, creating a warm and welcoming atmosphere. The enthusiasm of the group made the event a resounding success and all remained clothes were donated to local Op Shops to continue their rotations in the community.

Clearing the Way for Sustainability. As a Marine Biologist and Ecologist, Dr Jason Morton has spent his 20-year career examining organisms and their environment. Over his tenure at Avondale, Jason has been involved in several initiatives that have contributed positively to climate action: "some of the things that we have been











doing recently is waste management... obviously recycling and also the 10 cent return bottles, just so we can channel some of that money to charities." Other initiatives include Solar panels on the roofs of the library and 7 at Avondale buildings. The Lake Macquarie campus is home to 7-8 kilometres of walking tracks which 15 years ago were laden with the invasive weed, Lantana. The Sandy Creek track, which spans over 1km, was covered in Lantana for most of the walk. Jason recalls, "there was no ability to walk there because of the eight-foot-high [Lantana] all the way to the creek." Over the past 15 years, thanks to many grants and volunteer efforts the weed has been majorly eradicated from the track. While removing the weeds were the main concern, management of the tracks also ensures that the waterways, wetlands and surrounding lands remain protected.

Clean up Australia: Turning Global Goals into Local Impact
Clean up Australia Day took place on Sunday, 2 March. So, that's what Avondale University staff and their families did that day. The team gathered at the Morisset Showgrounds and collected litter that scattered the grounds. Event organiser, Marta Rutkowska said "One of our core values as a university is service and it was important to me that Avondale University contributes to Clean Up Australia Day demonstrating our passion to help contribute to the local community around."

Spirituality

Festival of Faith 2025: Citizens of Heaven. The weeklong Festival of Faith (FOF) is always a highlight on the Campus Ministries calendar each Semester. Starting on Monday night 17 March students, staff and the community were taken on a journey of what it looks like to be a Citizen of Heaven in the here and now. Our speaker, Pr Dejan Stojkovic from the Greater Sydney Conference, blended some powerful instruction from the Bible with engaging stories from his life and experience as a pastor and communicator in England and now Australia.

The student leaders who planned, coordinated and ran the experience were inspiring. Their passion for connection, a deeper commitment and fresh experience with God and each-other was evidenced by the number of people who engaged every day in the programs, but also by the number of people who stayed after the programs to connect in the Hang Out Cafe or to Pray in the prayer corner setup by the team. One noticeable experience was seeing more than 40 first year students gathering after 10pm in the prayer space to pray and sing together.

On the Friday morning more than 70 students gave all their morning and lunch time to Serve the local community through pancakes at Morisset High, a Car Wash opposite Mac Donalds











and yard clean ups around Cooranbong and Dora Creek. The team celebrated and followed up on the commitments made and decisions actioned with over 50 Bible study requests and 16 requests for Baptism, praise the Lord!

Thank you to the amazing Campus Ministries team who were present and supporting the student leaders throughout the lead up, during and now post Festival of Faith and a big thank you to all the staff and church teams who showed up and supported in various ways. Avondale certainly has many reasons for joy.

Catalyst Cohort 4 Graduation Celebrates Spiritual Renewal and Personal Transformation. On Friday, May 9, Catalyst celebrated the conclusion of their fourth Catalyst cohort with a memorable graduation banquet attended by 70 guests, including key administrators from the South Pacific Division and Avondale University. The evening was a heartfelt reflection on the transformative journey of Cohort 4, featuring personal testimonies from graduates and inspiring speeches from both the graduating class and key leaders. Prior to the formal ceremony, attendees gathered outside the Catalyst Hub for an evening lawn baptism service conducted by the I4D Director Dr Gilbert Cangy. Four participants chose to be re-baptised, after their experiences in Catalyst had profoundly impacted their spiritual lives. The graduation and baptismal ceremony was enriched with live music and personal testimonies. Overall, the evening was a celebration of the personal growth and spiritual renewal experienced by the graduates, marking a significant milestone in their discipleship journey.

Catalyst 12-Week Discipleship Adventure. On October 24, Catalyst celebrated the graduation of its fifth 12-week cohort right here on the Avondale Uni campus! The group of 11 marked the completion of their discipleship adventure together, and the evening was especially moving as attendees witnessed five baptisms—not through an altar call, but as participants who responded to the call God had placed on their hearts during their time at Catalyst. Since completing their Catalyst journey, many participants have shared how transformative the experience was, particularly in its spiritual and missional aspects. Several returned home equipped and inspired to share the gospel wherever God leads them.

Community

Joseph and the Amazing Technicolor Dreamcoat. Avondale University was filled with a flurry of over 3000 visitors over two weekends in September for the production of Joseph and the Amazing Technicolor Dreamcoat. “To date, this musical theatre season was the largest production in the history of Avondale Conservatorium,” commented Dr Aleta King. “As musical director for this production, none of this would have been possible without the











invaluable collaborative team of Sarah Morton (Creative Director), Fiona Donaldson (Dance Choreography), Heather Burzacott and Nicole Meintjes (Producers) and the generous support of Avondale University's Marketing team and Campus Church community."

South Africa 2025: Mission Trip Report. In July 2025, a team of 30 people from the Avondale University Community travelled to South Africa under the banner Love, Learn, Serve. Their mission was to partner with Khomelela Community Center in their vital work of caring for orphans and the elderly by providing one nutritious meal each day. Over the course of their trip, they were able to accomplish far more than we initially planned, thanks to the incredible generosity of their supporters. Through various fundraising efforts, the church and community raised $50,000, enabling us to make a lasting impact.

Ride4Life: The Finish Line. Over 4000km, from coast to coast, eleven school visits, 350 hours on a bike: just a few statistics from the world first quad tandem ride that took place over the last six weeks. The goal? Raising money and awareness for suicide prevention charity Gotcha4Life.

On September 1st the Ride4Life four, Louise, Sonia, Anna and Rach, set off from Scarborough Beach, in Perth, Western Australia. For the next six weeks the women rode their quad tandem bicycle across Australia, having countless conversations with people about mental health.

A Homecoming for our Alumni. Our Alumni gathered on our Lake Macquarie campus for Homecoming 2025 (August 22-23) – a time to reconnect with one another. During the service, Avondale University Vice Chancellor and President, Professor Malcolm Coulson honoured three specific alumni for their dedication to service in their respective fields. These recipients embody our call: a greater vision of world needs. Our motto is more than a slogan, it's a daily expression of faith and deed; of recognising a need in the world and serving their world for good.

Caleb Morton Strives Valiantly

Caleb's passion is running and helping others. From July 30 – August 3, he ran the entirety of the Great North Walk (Sydney to Newcastle), over 250km, to raise $25,000 for Cancer Council Australia. The run was a passion project, a way to honour his grandfather, who passed away just over a month ago to cancer. "One thing my whole family – my pop, my dad – had in common was we all really liked exercise. One of the ways I could honour my grandfather was by running." The Great North Walk was close to home and a special trail for his grandfather – who completed a lot of it over his life.











Partnerships

Avondale University and GAMA Healthcare Partner to Advance Infection Prevention Research

Avondale University announced its multi-year research collaboration with GAMA Healthcare, a global leader in infection prevention solutions. This partnership will support the work of Professor Brett Mitchell, Professor of Health Services Research and Nursing, in advancing research that aims to reduce healthcare-associated infections and improve patient outcomes. Healthcare associated infections have a big impact for tens of thousands of Australians every year. 1 in 10 people in hospital today have an infection acquired in hospital, since their admission.



Avondale University and Excelsia University College Sign MoU to Strengthen Christian Higher Education.

Avondale University and Excelsia University College have signed a Memorandum of Understanding (MoU) to formalise a collaborative affiliation aimed at expanding student opportunities and strengthening faith-based education in Australia. Signed on October 14, 2025, the MoU outlines plans for shared course delivery, joint academic programs, and enhanced learning experiences. The affiliation will be guided by joint executive and academic steering committees to ensure quality, governance, and mission alignment.



Avondale Vice-Chancellor Professor Malcolm Coulson said, "We welcome the opportunity to collaborate with an institution with a similar mission outlook and a strong Christian worldview. We will enter into discussions over the course of the coming year for the shared delivery of courses that are mission-aligned and provide mutual benefit."

Avondale Chancellor Pr Glenn Townend added, "Affiliations with other Christian Higher Education Institutions in Australia will bring benefits to Avondale University and will enable Avondale to broaden its mission and influence."

Both institutions are known for providing high-quality learning experiences, demonstrated through consistently strong Quality Indicators for Learning and Teaching (QILT), particularly in teaching quality, learner support, and engagement. Graduates from both institutions are highly regarded for their service-oriented values and meaningful contributions to communities.

"We celebrate the new possibilities this brings to consolidate our strengths and expand our reach," said Mr Peter McKeon, CEO, Excelsia University College. Professor Jane Fernandez, Provost at Excelsia University College added, "Our shared priority is to serve our students with distinction. Together we can be agile to future-proof education for the common good."



This collaboration is expected to enhance both institutions' academic reach and service to students nationwide.

Strong Backing, Bright Future: Avondale Empowered for Mission. Alongside this encouragement, the Division has also committed substantial financial support—a $A50 million appropriation over five years, with the first $10 million allocated in early 2025. The funding is linked to Watagan Park, a master-planned residential community near Avondale's Lake Macquarie campus in Cooranbong. Originally, Avondale was to receive funds once the final stage of property sales was complete, which could take up to two decades. Instead, the Division has effectively brought forward those profits, giving Avondale the benefit now rather than later. When factoring in the lost accumulated interest income for the Division, the future value of this appropriation equates to $132.5 million.

Adventist Schools Australia Partners with Avondale University Researchers. Avondale University was selected by Adventist Schools Australia (ASA) to lead a national research project designed to drive continuous improvement across its 48 schools and campuses. The multi-year commission will see Avondale's Christian Education Research Centre (CERC) measure key factors such as school climate, student and staff wellbeing, and faith engagement, using data collected annually from students, staff and parents. The project includes consultation, ongoing refinement of research instruments, detailed data analysis and customised reporting for each school, conference and ASA, supported by face-to-face debriefings to inform strategic planning.

New Research Capacity Strengthening Partnership between Avondale University and Pacific Adventist University. A partnership between Avondale University and Pacific Adventist University (PAU) in Papua New Guinea has established support for PNG universities to work with an Australian university.

The Research Capacity Strengthening Partnership is funded by the Higher Education Partnership grant, made available for PNG universities to apply for by Australia Awards PNG. The priority of the governments is for PNG universities to grow and be of high international standard. Due to limited international scholarships for Papua New Guineans to study within Australia, Professor Tracie Mafile'o, Research Professor and Associate Dean (Research and Research Training) at Avondale, suggests it's within both governments best interest to cater to the demand of higher education given the population growth in PNG. "Strong universities also contribute to nation building, providing a skilled and knowledgeable workforce."








AVONDALE UNI
SERVE
TEAM
AVONDALE UNI
SERVE
TEAM

Avondale University Council 2025

Pr Glenn C Townend	Chancellor, President SDA Church in the South Pacific
	Non-Executive Director Ex officio [5]
Prof Malcolm Coulson	Vice-Chancellor, Executive Director: Ex officio [5]
Dr Jean Carter [2]	Non-Executive Director, Appointed by the SDA Church AUC Executive Committee
Mr Stephen Jones	Non-Executive Director, Appointed by the Members
Mr J Francois Keet	Non-Executive Director, Appointed by the Members [5]
Mr Timothy McTernan	Non-Executive Director, Appointed by Council
Mr Alen-Igor Radonjic [1]	Non-Executive Director, Appointed by the Members
Dr Drene Somasundram	Non-Executive Director, Elected by and from Avondale University staff
Assoc Prof Carolyn Rickett	Chair, Academic Board, Non-Executive Director: Ex officio
Mr Keanu Hodges [3]	Non-Executive Director, Elected by and from Avondale University undergraduate students
Mr Mikael Falculan [4]	Non-Executive Director, Elected by and from Avondale University postgraduate students
Dr Elisapesi Manson	Non-Executive Director, Appointed by the Members [5]
Mrs Nadelle Manners	Non-Executive Director, Appointed by the Members
Dr Brendan Pratt	Non-Executive Director, Appointed by the SDA Church AUC Executive Committee [5]
Dr Alister Hunt	Non-Executive Director, Appointed by the Members

Notes

[1] Mr Alen-Igor Radonjic was not re-elected at the South Pacific Division quinquennial meetings by the Avondale Members and concluded on 22 August 2025.

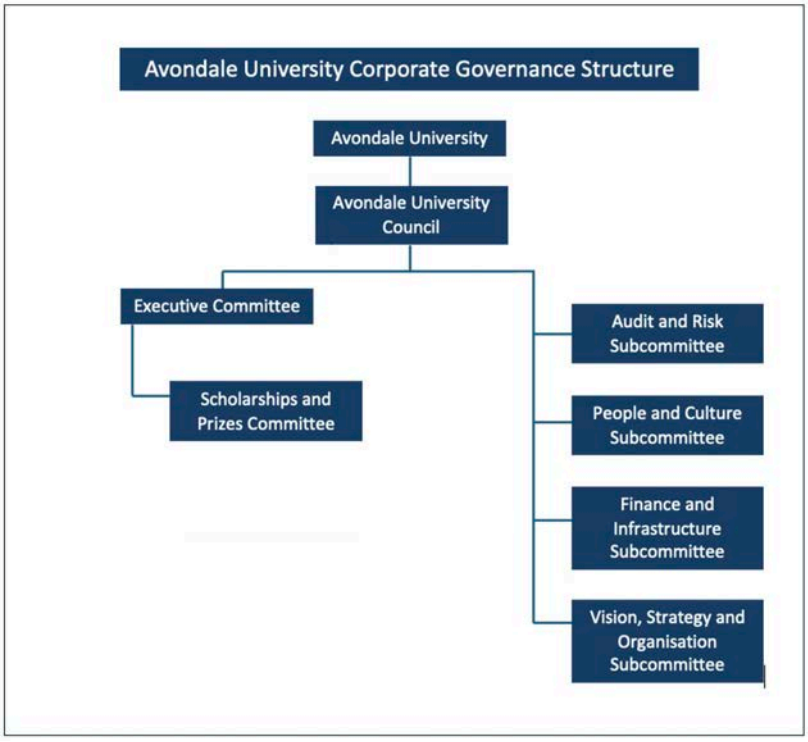
[2] Dr Jean Carter was not re-elected at the AUC ADCOM meeting and concluded on 29 September 2025.

[3] Mr Keanu Hodges completed and concluded his term 31 December 2025.

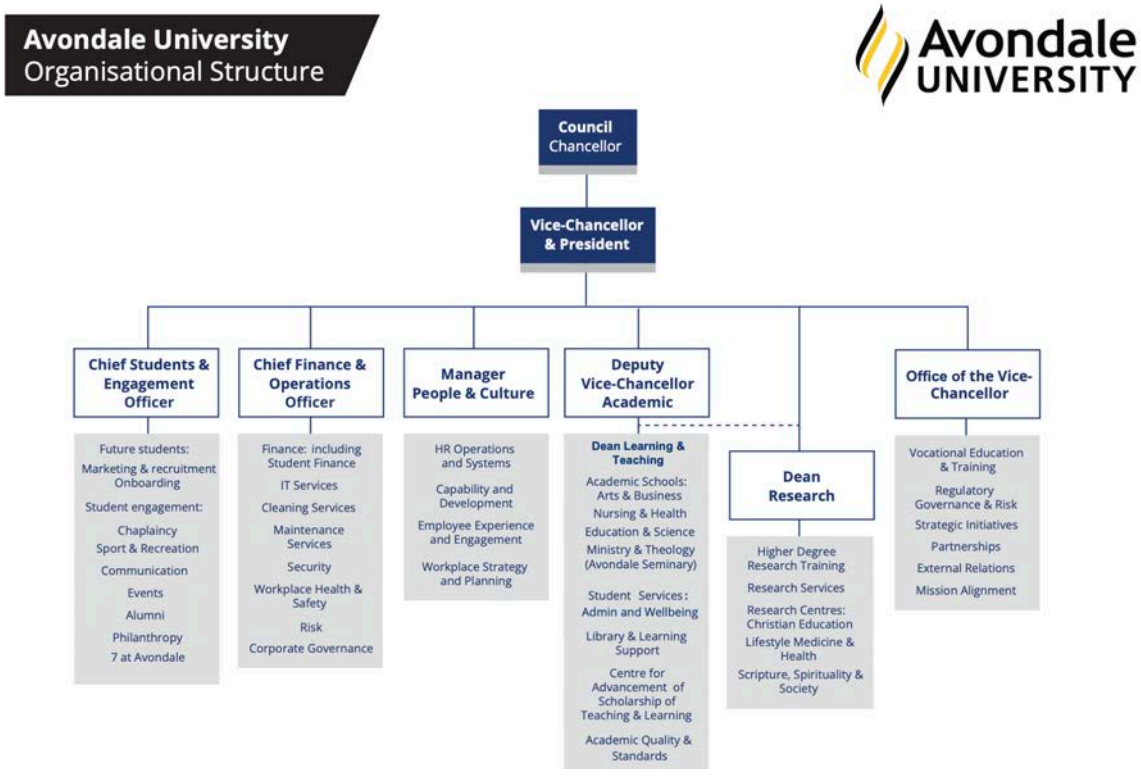
[4] Mr Mikael Falculan completed and concluded his term 31 December 2025

[5] Members of Avondale University Ltd

Avondale University Corporate Governance Structure



Avondale University Management Structure



Avondale University Limited

ABN 53 108 186 401

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 31 December 2025

	Note	Parent entity 2025 $	Parent entity 2024 $	Consolidated 2025 $	Consolidated 2024 $
Revenue and income from continuing operations					
Australian Government financial assistance					
Australian Government Grants	4	**11,117,561**	8,832,514	**11,117,561**	8,832,514
Higher Education Loan Programs	4	**5,211,442**	4,178,295	**5,211,442**	4,178,295
State and local government financial assistance		**92,571**	34,115	**92,571**	34,115
HECS-HELP - Student payments		**746,596**	523,200	**746,596**	523,200
Fees and charges	5	**8,023,158**	7,084,265	**8,023,158**	7,084,265
Investment income	6	**496,365**	610,631	**496,365**	610,631
Consultancy and contracts	7	**479,201**	455,688	**479,201**	455,688
Other revenue and income	8	**14,430,292**	10,424,854	**14,860,109**	10,840,264
Total revenue and income from continuing operations		**40,597,186**	32,143,562	**41,027,003**	32,558,972
Expenses from continuing operations					
Employee related expenses	9	**(24,013,474)**	(21,995,098)	**(24,904,582)**	(22,753,504)
Depreciation and amortisation	12	**(2,187,460)**	(1,907,968)	**(2,290,390)**	(2,001,364)
Repairs and maintenance	13	**(1,309,919)**	(1,692,368)	**(1,336,803)**	(1,726,348)
Borrowing costs	14	**(568,710)**	(513,531)	**(568,710)**	(513,531)
Impairment of assets		**-**	(777,184)	**-**	(777,184)
Other expenses	10	**(14,004,379)**	(12,325,822)	**(13,400,641)**	(12,027,125)
Total expense from continuing operations		**(42,083,942)**	(39,211,971)	**(42,501,126)**	(39,799,056)
Deficit from continuing operations		**(1,486,756)**	(7,068,409)	**(1,474,123)**	(7,240,084)
Income tax expense	15	**-**	-	**-**	-
Net deficit after income tax		**(1,486,756)**	(7,068,409)	**(1,474,123)**	(7,240,084)
Other comprehensive income		**-**	-	**-**	-
Total comprehensive deficit for the year		**(1,486,756)**	(7,068,409)	**(1,474,123)**	(7,240,084)



avondale_uni

Avondale University

avondaleaustralia

Avondale University

This publication is correct as of May 29, 2026 12:01 PM. Check our website for the latest information.

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

PLEASE
RECYCLE