



# IONA COLLEGE

## STRATEGIC PLAN 2022-2025

*Space to Grow*





Iona College is a Catholic school for boys conducted by the Missionary Oblates of Mary Immaculate within the Archdiocese of Brisbane in Quandamooka Country. All members of this community are Ionians.

ENTER TO LEARN...

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# TO LIVE, LEARN, LEAD AND SERVE

Iona College, a ministry of the Oblates of Mary Immaculate, is a Catholic school for boys from Years 5-12 that was established in 1957. Located on the traditional land of Quandamooka Country, the College has served the families of the Bayside region through an authentic and positive expression of faith where aspiration is always encouraged and where fees have remained accessible.

The College was gifted the name Iona, after an island off the west coast of Scotland, by Archbishop Duhig in 1957. For centuries this island of Iona was known as a place of great learning and mission and we strive to continue that tradition today. In appreciation of the gift of the Archdiocese of Brisbane, we continue to serve the community through educating young men who are prepared to make a positive difference wherever they may be.

Our Catholic identity and the person of Jesus remain central to every aspect of College life. The College continues to focus on the growth of the whole person and the positive development of the young men in our care as well as the significant number of people who feel at home at Iona. Working in collaboration with families for generations, Iona remains committed and loyal to our region and sees its role as a partner in education with families and many other sections of our community.

Our Iona community of current and former: students, parents, families, Board, Oblates, staff and supporters have all contributed to the culture that is present today.

The Board recognises the contributions of all Ionians, and as custodians of this heritage, it is our hope that this Strategic Plan continues to fulfil our early founders' dreams.



Mr Mark Cranny  
Board Chair

In John 10:10 Jesus said, "I have come that they may have life, and have it to the fullest."

This Strategic Plan, which contains our intentions for 2022-2025, will help facilitate members of our community to live their life to the fullest. It was developed through a process of community discernment and is the evolution of our early founders' and the Oblates of Mary Immaculate's vision and mission to form young people who are authentic, respectful, service focused and inspired to grow into their potential.

The five priority areas contained within are about further developing a climate and culture which allows all Ionians and our wider society to grow and thrive. At Iona College there is space to grow; the space to grow spiritually, academically, culturally, emotionally, and physically so that Ionians are empowered to make our own contributions. The five strategic priorities of Formation, Innovation, Sustainability, Quality and Relationships call members of our community to make a difference so that we have a positive impact for all people with whom we interact. We believe that each of these five priority areas, and the goals contained within, are an extension of the Oblate charism which is enriched with a powerful sense of daring and a driving compulsion to act.

Through this Strategic Plan, we are called to respectfully challenge the status quo so that we can grow our capacities and foster a thriving future for all. I commend the plan to you and recognise and celebrate the contributions that members of our community made to its creation.

It is now our collective responsibility to work towards its realisation over the next four years so that all in our Iona community have life to the fullest.



Mr Trevor Goodwin  
College Principal

The Oblates of Mary Immaculate have ministered to the Iona community for over 65 years and in that time it has been a priority to remain close to the people we serve. This closeness is lived out in many ways, including service at Mass, prayer, visiting the sick, teaching, and assisting the community in recognising their dignity in being loved by God.

For 200 years, under the guidance of St Eugene de Mazenod and the Holy Spirit, the Oblates value passionate and daring service in order to grow and help others realise how precious they are in God's eyes. We are very confident that these qualities exist deep in the hearts of Ionians, each in their own unique way.

Throughout the past eighteen months, the Iona College Board and the Leadership Team and Reference Focus Group have collaborated with students, staff, parents, Old Boys and Oblates to deliver a focused pathway for the next four years.

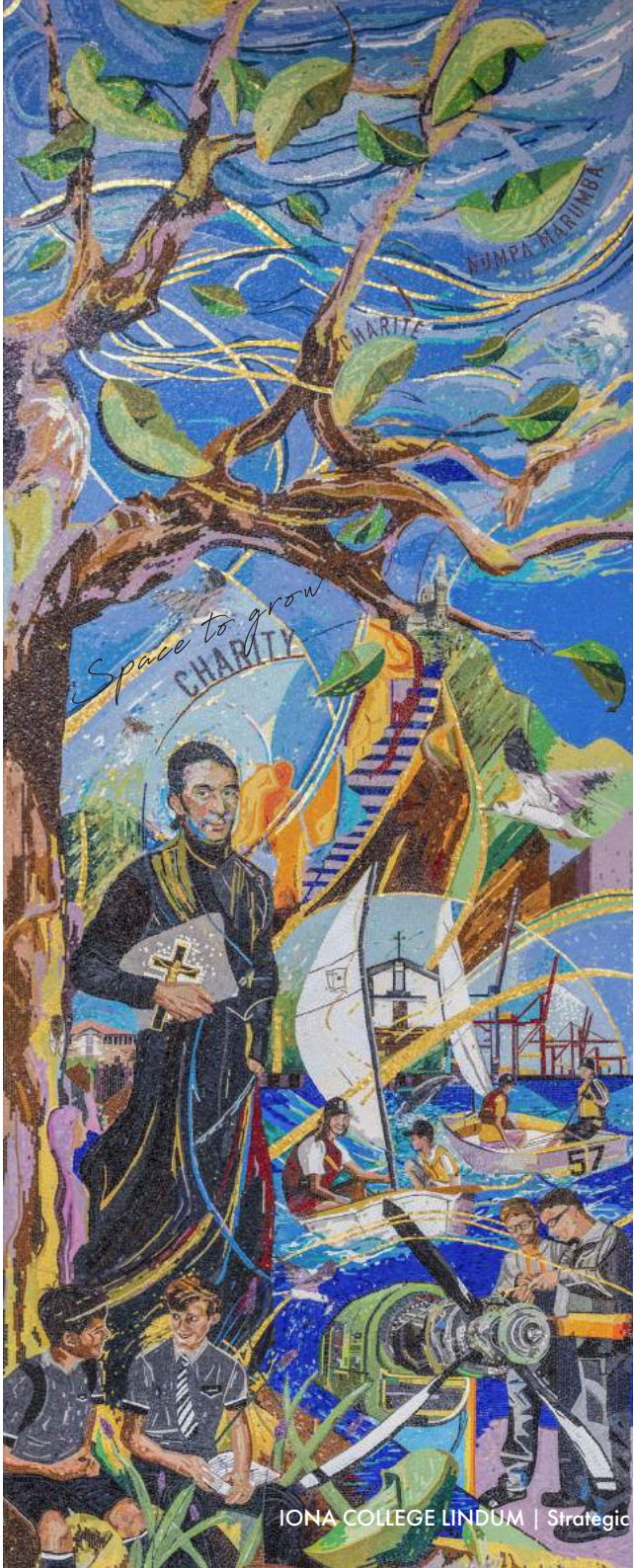
This pathway recognises the heritage of the past with a keen eye on the present and a hope-filled future with its challenges and opportunities ahead. Its aim is to continue to unite all Ionians as learners for life who will lead lives of service for those who struggle most in society.

I commend this Strategic Plan to all Ionians. It is we who created it through genuine consultation, prayer and the guidance of the Holy Spirit and now it will be up to us to see these words and aspirations come to life in the ensuing years.



Fr Michael Twigg OMI

Fr Michael Twigg OMI  
College Rector







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# OUR PURPOSE

As a local Catholic school in partnership with families and the wider community, we form young men who make a positive difference to their lives and the lives of others.

# OUR OPERATING ENVIRONMENT

In collaboration and partnership with families, staff and the broader community, Iona College is administered by the Oblates of Mary Immaculate in the Archdiocese of Brisbane in Quandamooka country.

# OUR STRATEGIC PRIORITIES

Through an Oblate sense of daring, Iona College over the next four years will prioritise the areas of Formation, Innovation, Sustainability, Quality and Relationships in achieving its mission aligned to our vision.





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# OUR VISION

Iona strives to be the accessible and aspirational Catholic school for families, forming men who are authentic, grounded, respectful and connected to a community that, like Jesus, serves and inspires others.

# OUR MISSION

Through God's gift of the Oblate charism, Iona College will continue to invest in our community to form young men who are inspired to grow into their potential to live, learn, lead, and serve.



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# IN LIVING, LEARNING, LEADING AND SERVING WE VALUE

## HUMAN DIGNITY AND RECONCILIATION

Ionians walk with each other, recognise and celebrate the unique God-given dignity of each person and develop the courage to stand up for justice. We respect Aboriginal and Torres Strait Islanders as the first people to call Australia home and embrace multiculturalism and reconciliation for all people.

## EXCELLENCE AND ASPIRATION

Ionians encourage, support and challenge themselves and others to strive for personal excellence in learning and to live as a people of hope and conviction throughout their lives both locally and globally.

## THE OBLATE CHARISM

Ionians embrace the life and spirit of St Eugene de Mazenod; with the Missionary Oblates of Mary Immaculate we reach out and serve those most in need in our communities.

## RESPONSIBILITY

Conscious and appreciative of our heritage, Ionians continue to be generous and act responsibly with resources. We plan prudently for our future, respecting and nurturing our local community and environment.

## FAITH AND MISSION

As Ionians we are passionate and full of zeal<sup>1</sup>; we are formed by the Gospel, celebrate the Eucharist and promote prayer in order to contribute to the evangelising<sup>2</sup> mission of the Catholic Church locally and internationally.

<sup>1</sup> Dedication or enthusiasm for something.

<sup>2</sup> Evangelising in a Catholic context means to bring the Good News of Jesus Christ into all the strata of humanity, and through its influence transforming humanity from within and make it new.

## COMMUNITY

Ionians foster a sense of belonging and inclusion that creates openness, acceptance and loyalty, enabling us to serve respectfully and P.R.O.S.P.E.R.<sup>3</sup>

<sup>3</sup> Positivity, Resilience, Outcomes, Strengths, Purpose, Meaning and Faith, Engagement, Relationships and Respect.



# FORMATION

We flourish through developing spiritual, intellectual, emotional, mental, physical, cultural and social capacities.

1. Apply rigour to all individuals' learning, wellbeing, formation and career pathways through a dynamic and individualised experience.
2. Explore, understand, and connect with God through the Catholic mission, Oblate identity<sup>1</sup> and Faith formation opportunities.
3. Build upon the SEARCH framework of Visible Wellbeing and contribute to society's understanding of positive wellbeing.
4. Develop staff capacity at all stages of career progression.

<sup>1</sup>During this era we commit to working with the Missionary Oblates of Mary Immaculate as we all navigate the unique relationship that exists between the De Mazenod charism and Oblate identity and charism.







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# INNOVATION

We improve outcomes by challenging the status quo and exploring creative solutions.

1. Develop next practice approaches which attract, inspire and grow quality staff for excellent student outcomes.
2. Creatively connect the community to the College's Vision and Mission.
3. Foster a culture where daring, growth and development thrive and contribute to sustainable progress.
4. Utilise technology services and emerging contemporary practices.
5. Create and provide opportunities for the facilities and culture of the College to assist in the delivery of the College's Mission.



# SUSTAINABILITY

As a College we commit to a thriving future intended to benefit all in our community.

1. Cherish the Oblate and De Mazenod charism as a lens through which culture, policies, practices and procedures are formed.
2. Create a culture that promotes and supports Oblate and all vocations.
3. Intentionally act to minimise the College's environmental impact.
4. Develop alternative sources of income which contribute to the College's ability to provide a dynamic learning environment, including an examination of the feasibility of boarding.
5. Grow our collective understanding of student and community standards and their impact on the success of our College.







# QUALITY

We commit to excellence and delivering the highest standards possible for all.

1. Grow and embed a development program which facilitates staff growth.
2. Challenge and advance the culture, engagement, performance and outcomes for students, staff and families.
3. Drive the modernisation and improvement of the delivery of services, mission and formation across the College.
4. Establish a consistent and purposeful communication model for the College community.



# RELATIONSHIPS

We prioritise and value respectfully connecting and interacting with others.

1. Strengthen our relationship with the De Mazenod family and formalise connections with key community partners.
2. Ensure that respectful relationships underpin all that we do.
3. Celebrate cultures within our community and recognise their contribution to our Iona story.
4. Engage with parents and community members to foster a sense of unity, connection and belonging.
5. Embrace reconciliation so that the Iona community continues to learn from First Nations peoples.



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# ENSURING WORDS BECOME ACTIONS OF SIGNIFICANCE

The Strategic Plan that you have just read is not intended to just be words on a page, but is intended to drive the focus of the school towards 2025 and beyond.

The College Board, Leadership Team, Oblate Community and all Ionians are called to view this document as a reference point to Annual Action Plans. These actions will be formulated with implementation milestones reported regularly to the College Board and annually to our community through the Rector's and Principal's Annual Report. This Strategic Plan will also guide the development and implementation of a new Facilities Master Plan.

St Eugene de Mazenod OMI implored his early Oblates not to be smouldering wicks (passengers), but to be burning flames, giving light and heat. This challenge continues to be given through this Strategic Plan which implores all Ionians to continue the path of improvement for our College community. Every single Ionian is called to embrace this plan to the best of their ability.

With the Holy Spirit guiding us, we commit to communicating our progress of this plan through a variety of existing and emerging communication channels.





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# FULFILLING OUR EARLY FOUNDERS' DREAM



## IONA COLLEGE

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