

## **FANS 2024 AGM Minutes**

Thursday 6<sup>th</sup> June 2024 at 7pm

KHPS - Amphitheatre Block O

### **In attendance:**

25 Members : Sabrina Angaru, Frederic Baudin, Gabrielle Beckenham, Anne Bentley, Isabelle Dellerba, Ewa Douroux, Clémence Duprat, Jeremy Dupuit, Aurelie Favennec, Jerome Cargnino, Marjorie Delepouille, Geoffrey Gautier, Xavier Heyman, Cécile Janet, Janos Jersch, Sophie Le Gall, David Lo Jacono, Terrence Moloney, Lisa Donald, Jeremie Faye, Marion Kermann, Herve Leon, Yoann Lewis-Sicart, Jessica Mineau, Andrew Rowe

2 Non-Member: Gillian Tegg, Martin Juillard

### **7.00pm-7.15pm: Attendees registration**

#### **7.15pm: Housekeeping and Welcome**

Isabelle Dellerba, the FANS Secretary, welcomes all attendees to the amphitheatre and shares important information about the event. The agenda and guest speakers are then introduced, with opportunities for questions and discussion to be provided towards the end of the Assembly. A detailed presentation of the agenda is also provided.

Before handing the floor to the other speakers, Isabelle highlights that this AGM is somewhat special as FANS is celebrating its 25th anniversary this year, but also because two pillars of the committee will be leaving their roles: Janos Jersch, the president, and Terrence Moloney, the Public Officer.

#### **7.20pm: Welcome from the FANS President, Janos Jersch**

Before proceeding, Janos Jersch says he would like to acknowledge the traditional custodians of the land upon which the AGM is taking place, and he pays his respects to the past, present, and emerging Aboriginal elders.

Janos Jersch expresses that he stands before the audience with joy, pride, and a deep sense of gratitude. These past three years as president have been incredible, filled with dedication, collaboration and significant achievements. When he took on the role of president three years ago, the outlook was bleak due to the challenges posed by COVID-19, resulting in financial stress and operational challenges. During that time, he saw an opportunity for FANS to grow stronger through strengthening their partnership with the school whilst reflecting on their mission and purpose. Through an inclusive workshop with all the important stakeholders, Janos Jersch mentions that they were able to frame their vision and values, marking the beginning of their journey to becoming a stronger and more open association. These values, which resonate deeply with him, emphasised becoming more dynamic in two key areas: education and culture.

Janos Jersch notes that the magic happens in the classroom, where the children and educational staff witness the dedication of the teachers. He wants to take a moment to thank this fantastic team of teachers for their unwavering commitment. Equally important are FANS' cultural events. The volunteers create another kind of magic when everyone comes together. The time and effort all volunteers put in are truly remarkable. Janos Jersch thanks them for playing a critical part in the association.

He reflects on what FANS achieved last year. It now has positive financial reports, thanks to the careful management of its finances and the hard work of its team. Additionally, Janos Jersch wants to thank the operational team for being the backbone of the association, ensuring everything runs smoothly with very limited resources. He specifically thanks Anne Bentley and also Jessica Mineau and Aurélie Favennec.

### **7.25pm: Address from the Consul-General of France, Mr. Martin Juillard**

Martin Juillard, General Consul of France, underlines the incredible work the FANS team and Killarney Heights Public School have produced over the years for the young students' bilingual education. He thanks Gillian Tegg for her invaluable support and reiterates how critical the school's assistance has been in the realization of this unique project.

Martin Juillard states that when he first arrived, he discovered this truly unique program, created through the initiative of the parents—something he hadn't seen anywhere else. He emphasizes how remarkable it is what FANS and its members are doing for the French language and culture. He highlights that a bilingual school is always a school of excellence, and they are nurturing their children to reach this level of excellence.

For him, as a representative of the French state, it is marvelous to work with such associations. It brings great comfort to see the foundations laid and the groundwork established upon which they can build. Here in Australia, the excellent reputation France enjoys is partly thanks to associations like FANS. Martin Juillard points out that France and Australia collaborate extensively on energy transition, culture, and other matters, making them key partners.

He expresses eagerness to do everything possible to help FANS flourish, create new partnerships, and develop new activities.

Finally, Martin Juillard takes the opportunity, being in front of the audience, to remind them that this is an Olympic year. He announces a wonderful parade on the 13th of July, encouraging everyone to bring their children. He assures that it will be a fantastic opportunity to come together and celebrate.

### **7.30pm: A word from KHPS Principal, Mrs Gillian Tegg**

Before proceeding, Gillian Tegg, KHPS Principal, acknowledges the traditional custodians of the land upon which the AGM is taking place, and she pays her respects to past, present, and emerging Aboriginal elders.

Gillian Tegg explains that KHPS greatly values its partnership with FANS, which has grown over the past 25 years into a benchmark for excellence in bilingual education, recognized both in Australia and internationally. She highlights the success of their collaboration, showcased at the Australian Association of French English Bilingual Schools' annual conference (AAFEBs), which

KHPS co-hosted. The event impressed attendees with the school's bilingual program, which supports families in providing their children with the best opportunities in bilingual education within an Australian context.

Over the past 12 months, the partnership has continued to offer opportunities to broaden and enhance learning and cultural experiences for students, teachers, and the school community. The collaboration has allowed for complex adjustments and adaptive practices to maintain the integrity of the program and ensure its sustainability.

Gillian commends the dedication of the teachers, administrative staff, and community, noting a recent Olympiad event at Taren Point Public School celebrating Paris 2024, which fostered joy and excitement among the children. She anticipates a reciprocal visit from Taren Point Public School in August, highlighting ongoing efforts to maximize opportunities for cultural exchange and communication among students.

The successful implementation of a new mandatory curriculum, including a French language syllabus, is a testament to the collaborative efforts between KHPS and FANS. The partnership has facilitated professional learning opportunities for teachers, ensuring compliance with government regulations and continuous improvement in pedagogy.

The principal also acknowledges the partnership with other schools part of AAFEBS, the Department of Education of New South Wales, the KHPS P&C, the French government, and the Alliance Française. She thanks the French and Swiss embassies and consulates for enhancing cultural experiences like Monsieur Monsieur and the French Film Festival. She thanks the community for their support and contributions, especially Janos and Terrence, for the partnership's success and looks forward to continued collaboration and growth in the coming year.

#### **7.40 pm: Approval of the minutes of the Annual General Meeting of the 7th of June 2023**

It was approved by two members, Jerome Cargnino and David Lo Jacono, by a show of hands.

#### **7.45 pm: Presentation of 2023 financial report by Sophie Le Gall, FANS Treasurer**

Sophie Le Gall says the 2023 financial statements of FANS have been audited and shared via a link in the AGM invitation email. These statements will be published and available online on the Australian Charity and Not For Profit Commission (ACNC) website from July.

In 2023, FANS achieved a profit of \$85,000, which is \$69,000 more than the previous year. This increase in revenue can be attributed to a rise in enrollments and a 7% fee increase implemented post-COVID. While expenses grew by 4%, this was due to standard salary increases and having an administrative person present for the entire year, unlike in 2022. Additionally, French classes generated more revenue thanks to a change in the delivery model and pricing.

Fundraising income, however, was slightly lower than in 2022, with a reduction of \$4,000, primarily due to fewer sponsorships and social activities. The French Market event contributed \$65,000 in profit, compared to \$72,000 the previous year, even with adverse weather conditions. At the end of the year, FANS' equity is close to the required cash reserve necessary if it needed to close down, though it is not at that point yet.

When examining the multi-year view of FANS' profit or loss, the budget and projections are made with a conservative approach. The financial model used is based on an annual fee increase and cost inflation. Despite this, FANS managed to end the year with a profit thanks to the effective collaboration between the school management team and FANS, ensuring efficient class formation. It is important to note that this is not a permanent situation, and employee costs may need to increase to adapt to future scenarios. Gratitude is extended to the school management team for their efforts.

In terms of other income, FANS had a cash boost of \$100,000 in 2020, and interest income was higher before 2020, along with other accounting entries. Expenses include audit fees, accounting fees, CRM costs, depreciation of laptops, marketing and promotion, and office supplies.

There are a few additional notes to consider. French studies are now conducted by teachers, leading to higher costs compared to the previous service in 2022. There was no marketing role in 2022, but in 2023, Jessica Mineau took on this role for part of the year, and a full year is budgeted for 2024. French classes now include DELF, IBSF Anglo, Etude, and Histoire, with plans to add News & Current Affairs in 2025. It is also worth noting that cash reserves include student bonds, which would need to be reimbursed if operations cease.

No questions raised by the audience.

### Program fees for 2025:

**FANS' fee structure follows a multi-year plan established post-COVID and is reviewed before each AGM in correlation with the next year's projections. For 2025, the fees will be as follows:**

- \$1,670 per student for the Anglophone stream (\$1,630 if paid upfront)
- \$4,195 per student for the Francophone stream (\$4,095 if paid upfront)
- Anglophone bond fees of \$420
- Francophone bond fees of \$950
- Administrative fees of \$150

The bonds are intended to cover one term.

## 7.55pm: Reports on the educational programs by Anne Bentley, FANS General Manager

### Operations 2023-2024:

#### Bilingual program at KHPS

Anne Bentley explains that the bilingual program at KHPS encompasses 582 students, representing 83% of the school's population. Among these students, 244 are Francophones, and 338 are Anglophones. The program features a total of 26 bilingual classes, with Francophone and Anglophone sections, and 2 Anglophone-only classes.

The program is supported by a dedicated team, including 15 French teachers (2 of whom are from the Department of Education), 1 Kindergarten assistant, and 3 administrative staff members. The addition of Jessica Mineau as the Communications Officer since July 2023 has significantly improved the workload management and efficiency of communications and messages.

Working closely with the executive team of KHPS, FANS aims to form classes in a way that minimizes the number of teachers needed, without compromising the French learning for students. This helps FANS financially with less salary costs and benefits members by maintaining fees at a more or less stable amount year on year. However, this depends on the cohort and is not always feasible. Student numbers have remained stable these last few years, and the goal is to achieve a balance between Anglophone and Francophone students, aiming for a 50%-50% distribution.

### **Extracurricular Activities at KHPS**

The extracurricular offerings at KHPS include 4 groups for the Étude – French Homework Club (with a change of format in 2023) and the IFBS for Anglophone students. FANS increased the number of classes for the IFBS for Anglophone students to 9 classes, which is an increase of 2 classes compared to the previous period. It has grown over the years and keeps growing. These 12 offerings are very popular among parents and students.

### **Other activities**

Early in 2024, FANS applied for the renewal of Label FrancEducation, a recognition of excellence in bilingual education, further enhancing the prestige and quality of its program. Confirmation is expected towards the end of the year. KHPS and FANS are regarded as the perfect example of a Label FrancEducation school for the way bilingual education is delivered to students.

### **Strengthening Partnership:**

FANS aims to increase awareness of its program and continuously improve practices and projects. Key objectives focus on developing a sense of belonging and pride in students for being bilingual and fostering a feeling of community by sharing their work.

### **AAFEBS Conference in Sydney:**

In October 2023, FANS hosted the AAFEBS (Australian Association of French-English Bilingual Schools) conference, a two-day event held partly at KHPS. AAFEBS is an interschool network comprising 16 English-French bilingual schools in Australia. The presence of numerous Department of Education officials at the conference significantly raised the school's profile as a bilingual education expert.

### **Partnerships:**

FANS has school partnerships with Lycée Condorcet, Camberwell Primary School (Melbourne), and has established a new one with Taren Point Public School. Additionally, FANS has entered into a partnership with the Alliance Française by signing a Partnership Agreement aimed at promoting cultural events and educational initiatives. Furthermore, FANS is a proud member of the New South Wales Association of French Teachers (NAFT), which strengthens ties within the educational community.

French learning in secondary classes FANS offers extracurricular classes that consist of one history workshop and four DELF classes each week. In 2023, there were 48 students enrolled in these classes, and in 2024, this number has increased to 49 students.

The objective is to ensure that there are post-primary offerings relevant to the students' level of French and meet the needs of parents, including French culture, exams for French-speaking universities, and ATAR success.

While FANS does not have a formal partnership or program at KHHS, it maintains a strong relationship since many KHHS students are former FANS students. In 2024, there were no Anglophone students enrolled in FANS DELF classes. This represents a missed opportunity for both FANS and the students, especially compared to the option of opening a new class for Francophone B1 level.

## **8.10pm: Presentation of the constitution update & risk framework by Terrence Moloney and Ewa Douroux**

### **Constitution Update:**

Terrence says that FANS aims to modernize its constitution, which is 10 years old, to ensure it meets our current needs and complies with New South Wales (NSW) best practices for non-profit organizations, following the new model constitution of 2022. This task is nearly complete.

Key developments in this process included identifying the main updates required for the constitution and drafting the new document. The updated constitution will ensure that all parents become members, which is one of the main changes.

We will present it with the next committee, followed by a transparent adoption process. The next steps include finalizing the document and consulting with the members during the third quarter of 2024 to gather feedback and ensure the proposed changes align with our community's needs. Finally, we will submit the updated constitution by the end of 2024. The new constitution will only become effective upon submission to NSW Fair Trading.

Terrence Moloney adds that this will be his last General Assembly as a public officer, as he will not be a member of the new committee. He says it has been a tremendous honor to serve on it.

### **Why We Need an Up-to-Date Risk Framework:**

Ewa Douroux explains that maintaining an up-to-date risk framework, including a risk register, allows FANS to systematically identify and assess potential risks. This systematic approach ensures that resources can be allocated effectively to address the most significant risks.

A robust risk framework enables FANS to develop strategies and action plans to mitigate or eliminate identified risks. This proactive risk management approach reduces the likelihood of risks negatively impacting FANS' mission, programs, or stakeholders.

Additionally, maintaining an up-to-date risk framework is essential for demonstrating compliance and good governance practices. It provides a documented record of the steps taken to identify, assess, and manage risks, which is invaluable during audits or when seeking funding or support.

An effective risk framework also supports decision-makers by highlighting potential risks associated with new initiatives, partnerships, or strategic directions. This ensures that risks are considered and managed appropriately, leading to more informed and resilient decision-making.

Ewa says that FANS has been working on this in a small group, a sub-committee. So far, she says that it has mainly focused on two risk framework documents: one for the French market, which combines risk and operational elements, and one for FANS. Both of these follow the risk plan managed by NSW Education that schools are required to adhere to.

Ewa adds that everyone will be able to see the up-to-date risk framework once it is ready.

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## 8.25pm: Presentation of partners, sponsors, and friends, and our partnership strategy by Clemence Duprat and Janos Jersch

Clémence Duprat says that this year, FANS has also been particularly focused on developing its partnerships. For instance, a new partnership with Taren Point Public School has been established.

By expanding its network and collaborating with partners who share its values and objectives, FANS adds significant value for its members and students. All these partnerships integrate the association into a broader network. These partnerships also align with its vision and help to reinforce the credibility and reputation of the association, increase resources and funding, enhance innovation within its programs, and promote its activities and initiatives more effectively.

FANS employs a multipronged approach to establish and strengthen partnerships, focusing on three main areas: educational partners and associations, political partners and institutions, and sponsors and friends. By collaborating with various educational partners and associations, FANS enhances the quality of education and expands opportunities for students. Forming relationships with political partners and institutions helps secure support and resources, ensuring the sustainability and growth of FANS programs. Building a network of sponsors and friends provides financial support and other resources, contributing to the overall success of FANS initiatives.

FANS is connecting with the entire Francophone community to become part of a large network of Francophiles and Francophones. The core idea is to truly gain value for its members, students, and teachers. FANS is not doing this for quantity but for quality, collaborating with people who share its values to maximize impact. Throughout the past year, FANS has maintained an active relationship with all its sponsors, ensuring ongoing support and collaboration.

Clémence Duprat takes this opportunity to thank another committee member, Xavier Heyman, for his immense work over the past two years, both in terms of securing sponsors and reviewing the overall framework and approach.

## 8.35pm: Presentation of events and community by Clemence Duprat

### Events 2023-24. What happened?

Fête de la Musique - June 2023

Family Fun Day - September 2023

French Market - November 2023

Meet & Greet - February 2024

Raclette night - May 2024

For all these events, volunteers played a crucial role, and FANS thanks them for their help and involvement.

### French Market 2023 - The 17th edition

The recent French Market event was a successful edition despite the rain, generating a profit of \$65,000. This success was largely due to the support of around 250 amazing volunteers who lent a hand. The event featured 60 stalls, including those run by professional stallholders. The funds

raised from the event will be invested in covering operational costs and supporting recruitment efforts. It was truly extraordinary to achieve such success despite the weather. FANS flagship event definitely has a particular appeal.

The audience was shown a time-lapse of the set-up and the Market day produced by Janos Jersch, which is also accessible on the FANS website.

### Events 2024 - 2025 - What's ahead

Preparations are underway for upcoming events:

World Music Day - Sunday 23 June - A Sign-up roster is currently circulating within the community. Organised in conjunction with the P&C. Come along to help, sing, play music.

FANS Bilingual Program's 25th anniversary - Saturday 17 August

French Market - Sunday 17 November

Volunteer thankyou - Sunday 8 December

Audience members are shown a QR code on screen which links to FANS's Community WhatsApp group.

### 8.45pm: Q&As

No questions raised by the audience.

### 8:45pm: Election of the Committee, presented by Isabelle Dellerba

Isabelle dissolves the current Committee and declares all positions vacant. As only one nomination was received for each position, no vote is required.

With the approval of the audience, the new committee for 2024-2025 is as follows:

PRESIDENT: CLEMENCE DUPRAT
VICE-PRESIDENT: JEREMY DUPUIT
TREASURER: SOPHIE LE GALL
PUBLIC OFFICER: ANDREW ROWE
SECRETARY: ISABELLE DELLERBA
GENERAL MEMBER: MARINE HAUTEMONT (Welcome New Families)
GENERAL MEMBER: EWA DOUROUX (Governance)
GENERAL MEMBER: XAVIER HEYMAN (Partners & Media)
GENERAL MEMBER: GABRIELLE BECKENHAM (Extra-curricular classe)

### Andrew Rowe and Gabrielle Beckenham introduce themselves to the AGM:

**Gabrielle Beckenham** says her husband Tom is from Sydney, and she is from France. When they moved to Sydney, it was a priority for their children to continue learning French, and they were fortunate to find KHPS. She has enjoyed participating in school events and wants to join FANS to help children continue learning French beyond Year 6. With a decade of experience in customer



success, she aims to improve the French offerings for high school students, and wants to understand what our community needs and will be sending a questionnaire.

**Andrew Rowe** explains that he grew up in Sydney and has lived in Paris, New York, and London. At the end of 2021, he and his wife, Emilie, relocated to Sydney so their three children could continue their bilingual education at Killarney Heights Public School (KHPS). He supports FANS because it offers a unique program that combines the Australian curriculum with French language and cultural education, providing a diverse and enriching environment for their bicultural family. Andrew hopes to contribute with his passion for bilingual education and his experience as a corporate lawyer.

### **Clémence Duprat, FANS' new president, closes the Assembly with a short address:**

She says she is very proud to be part of this association and to now take on its leadership. She intends to continue in the same direction as her predecessor, maintaining the same foundational approach and level of commitment. She explains that she wants to see the program evolve and thrive, ensuring that FANS continues to take the best possible care of its students, employees, and members. Clémence Duprat emphasises that she is eager to begin and notes that Jérémy Dupuit will be joining her as vice president. She also thanks Janos Jersch for his unwavering dedication and Terrence Moloney for bringing an Anglophone touch and his sense of humour to FANS.

### **9pm - End of Annual General Meeting.**