



TRINITY COLLEGE
THE UNIVERSITY OF MELBOURNE

2030
STRATEGIC
PLAN





A MESSAGE FROM THE WARDEN

In 2023, Trinity began the process of creating a new College strategy for 2030 – one that builds on the College's last strategic plan, created in 2017.

The previous plan focused on growing size and scale, improving our technology, providing more scholarships and embracing reconciliation. The plan included a number of flagship initiatives, most of which were successfully completed.

To begin crafting the College's vision for the future we asked for input from stakeholders from across the College – students from all three divisions, staff, alumni, and our board.

The key takeaway from the engagement was that our people are aligned on what Trinity's purpose is, but that there is an appetite for further modernisation, collaboration, and diversification of offering across the College. This feedback has been reflected in our 2030 vision, values and purpose.

Our 2030 strategic plan will be less focused on bricks and mortar than our previous plan, and more about our people, our cultural activities and the community.

The plan is underpinned by five strategic pillars and sitting underneath each pillar are key initiatives that will deliver on that pillar – actionable initiatives aligned with our purpose that will help realise our vision.

2024 will predominately be an assess and analyse phase where we will evaluate our current capabilities and prioritise the actions required to achieve our goals. In Phase 2 we will 'develop and deliver', focusing on the implementation of programs, structures and resources. Phase 3, which is closer to 2030, is an evaluate, elevate and embed phase – a time to assess our actions for continued relevancy and adapt accordingly to ensure long-term success.

Trinity's 2030 strategy sets a course for the continued success of the College – one in which our community thrives. I look forward to working with our staff, students, alumni and supporters to achieve our 2030 vision.

Ken Hinchcliff

Trinity College Warden



VISION AND VALUES: WHAT WE STAND FOR AS AN ORGANISATION



OUR VISION FOR TRINITY COLLEGE 2030 IS TO BE A VIBRANT, DIVERSE, INSPIRING, AND INCLUSIVE COMMUNITY.

OUR VISION IS DRIVEN BY THE FOLLOWING VALUES:



Being respectful of ourselves and others



Aspiring for excellence



Seeking diversity and inclusivity



Acting with integrity



Fostering a sense of belonging

OUR PURPOSE: WHY WE SEEK TO ACHIEVE OUR VISION



WE WILL BE GUIDED BY OUR COLLEGE PURPOSE, AND THE PURPOSE OF EACH OF OUR THREE EDUCATIONAL DIVISIONS, TO FULFILL OUR VISION.

THE TRINITY COLLEGE PURPOSE

We are an educational community that encourages meaningful contributions and promotes lifelong connections.

THE PATHWAYS SCHOOL PURPOSE

To prepare students for success at university by supporting them to become increasingly independent, critical and creative thinkers.

Embedding within graduates the skills and qualities to become cross-cultural learners who can confidently navigate their own path within a global community.

THE RESIDENTIAL COLLEGE PURPOSE

To create a nurturing community where every individual thrives, embracing their unique identities. It fosters a student-led journey of personal and academic growth, encouraging a lifelong commitment to a positive contribution to society.

THE THEOLOGICAL SCHOOL PURPOSE

To serve the Anglican Church, the academy, and society through theological research and by providing theological education at all tertiary levels, and, in doing so, prepare students for vocations in scholarship and all forms of Christian ministry.



OUR STRATEGIC PILLARS: OUR AREAS OF FOCUS TO ACHIEVE OUR VISION



1. A MODERN COLLEGE

We will provide an experience that truly reflects our contemporary community through innovation and collaboration.

We will deliver on this pillar with the following key initiatives:

1.1

Effectively connecting and engaging with our community

1.2

Expanding our scholarship opportunities to ensure our College is accessible

1.3

Endorsing environmental sustainability at the College through practice and education

1.4

Making better decisions by using integrated digital capabilities and data





2. AN ENDURING COLLEGE

We will ensure the College is here to educate and inspire for generations to come.

We will deliver on this pillar with the following key initiatives:

2.1

Developing a strategy and purpose for the Foundation and philanthropic initiatives

2.2

Investigating opportunities to broaden our Pathways School offering

2.3

Exploring opportunities to enhance the scale and scope of the Theological School

2.4

Supporting strategies for Chaplaincy and our Anglican identity

2.5

Collaborating with the affiliated colleges and University of Melbourne to promote a vibrant, sustainable broader college community

2.6

Providing an alumni experience that is wide reaching, engaging and inclusive



3. A STAFF-FOCUSED COLLEGE

We will provide a fulfilling experience for staff across all teams through a supportive, inclusive, enjoyable and stimulating working environment.

We will deliver on this pillar with the following key initiatives:

3.1

Promoting staff connection through structured approaches to collaboration and transparency

3.2

Evaluating, defining and promoting the Trinity College staff experience

3.3

Supporting staff wellbeing through tailored, flexible programs

3.4

Supporting our staff through learning and development opportunities for mutually beneficial outcomes

3.5

Providing the resources for our staff to operate efficiently and effectively



4. A STUDENT-CENTRED COLLEGE

We will continue to be a highly valued educator and place for students through a unique, encouraging and well-rounded experience.

We will deliver on this pillar with the following key initiatives:

4.1

Ensuring our student facilities and resources embrace contemporary trends in learning and connecting

4.2

Promoting student wellbeing across the College

4.3

Exploring avenues for greater connection and collaboration within and across our student cohorts

4.4

Invigorating our co-curricular activities ensuring they are engaging and relevant

4.5

Continuously developing and re-evaluating our pedagogies and curricula to provide a best-practice education

4.6

Providing opportunities for students to develop leadership skills

5. AN OUTWARD-LOOKING COLLEGE

We will open up to our community to learn and connect through our diverse range of academic and cultural activities.

We will deliver on this pillar with the following key initiatives:

5.1

Providing our community with clear and effective avenues to use our services and programs

5.2

Encouraging greater participation and engagement in our music offerings and finding ways to further showcase our programs

5.5

Maintaining positive and robust relationships with our key partners to deliver best practice services

5.6

Engaging with partners to promote and support Indigenous culture



5.3

Maturing our collection and promotion of arts and archives to support College strategies

5.4

Broadening our public lectures and visiting scholar programs

5.7

Enhancing engagement with leaders within our university partners and broader community through a senior common room

IMPLEMENTATION: HOW WE INTEND TO TAKE ACTION

Below is a summary of our three phases of implementation that will drive the application of the strategic plan to 2030. These phases will predominately follow the accompanying timelines.

PHASE 1 2024

ASSESS AND ANALYSE

We'll put the foundations in place for implementing our strategic plan by evaluating our current capabilities and identifying the priority actions to ensure we achieve our ambitions for 2030.



PHASE 2 2025-2027

DEVELOP AND DELIVER

With key plans and strategies in place, we'll take significant action to further strengthen our College structures, programs, resources and culture as required to match our aspirations for 2030.



PHASE 3 2028-2030

EVALUATE, ELEVATE AND EMBED

We'll reassess our actions for continued relevancy, and pursue any further adaptations or additions whilst ensuring our College is equipped for long-term sustainability and success.





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