



**EXCELSIA  
COLLEGE**  
— Sydney —

### **Objects of Excelsia College**

Motivated by the Christian faith, as expressed by the Apostles' Creed and Nicene Creed, with fidelity to the Scriptures as the Word of God, the Objects of the College are the advancement of the Christian faith and higher education.

### **Document Number**

**GOV-STA-05**

### **Document Name**

**BOARD OF DIRECTORS PROFILES AND SKILLS MATRIX**

### **Document Status**

Owner	Chief Executive	August 2019
Approving Authority	Board of Directors	September 2021
Publication	Version 7 (Public)	March 2024
Review Date	Review of Version 7	March 2027

*This document may be varied, withdrawn or replaced at any time. Printed copies, or part thereof, are regarded as uncontrolled and should not be relied upon as the current version. Anyone printing this document should refer to the website/policy library for the latest version.*

ABN: 50 360 319 774 TEQSA PRV12064 CRICOS Provider Code: 02664K

---

## 1 Purpose

The purpose of this document is to demonstrate the profiles and skills of Excelsia College's Board of Directors.

---

## 2 Scope

This document applies to all members of Excelsia's Board of Directors.

---

## 3 Responsibility

The following members of staff are responsible for updating this document: Chief Executive Officer.

---

## 4 Board Profiles

### Mr Phillip Cave AM (Chair)

*BBus FCPA*

Mr Cave is Chairman and founding member of Anchorage Capital Partners and has been investing in operational turnarounds for over 40 years, prior to the establishment of Anchorage. He is currently Chair of the not-for-profit Ability First Australia and Board Director of David Jones Limited and GBST.

### Professor Alan Bowen-James

*BA(Hons) BLitt(Hons) MBBS MBA MA MSc(Education) MInfoTech MBEEnv MCogSc LLM MJuris MPH MScComms MSc(Info Science) PhD ScEdD*

As Chair of the Academic Board, Professor Alan Bowen-James provides leadership and direction for the College's senior academics in achieving Excelsia College's vision of transforming lives through excellence in Christian higher education.

Alan holds postgraduate qualifications in a number of disciplines, including medicine, philosophy, law, cognitive science, informatics, business, education and the history of ideas. Alan has held senior academic and managerial appointments with the University of Sydney, the University of Technology Sydney, the University of New South Wales, Deakin University, NextEd Ltd, Cengage Education (formerly Thomson Education), and Australian Catholic University.

## **Mr Neville Cox OAM**

*FPNA FCIS FFin GradDipCM*

Mr Neville Cox has had an extensive and diverse commercial career, including numerous turnarounds. He was a member of the Executive Committee of the Commonwealth Bank and a director of 26 companies in the Commonwealth Bank Group. He was Chair of AMP Bank Limited and Australian College of Ministries, and is Chair of Christian Super, Advertiles Corporation Pty Ltd, and Vision Christian Media. He is a director of Focus on the Family Australia and Chair of the Sydney Prayer Breakfast.

## **Rev Karl Faase**

*Bth*

Karl Faase is a well-known Australian Christian communicator, media presenter, leader and social commentator. He is the CEO of Olive Tree Media, the organisation through which he produces programs of excellence for Christian media and local church use internationally.

Karl moved to Olive Tree Media after 20 years as the Senior Pastor of GyMEA Baptist Church in Sydney's southern suburbs. Karl is the Board chair of the Samaritan's Purse and BGEA Australian Boards. He is also on the board of the Sydney Prayer Breakfast. Karl was the co-founder of the Australian Arrow leadership program and the co-founder of the 'Jesus. All About Life' campaign. Karl is a registered minister of religion with the Baptist churches of NSW and holds a Bachelor of Theology.

## **Mr Richard J Grellman AM**

*FCA*

Mr Richard J Grellman AM has been a professional non-executive director since 2000. Previously, he worked with accounting firm KPMG for 32 years. The majority of this time was spent in the Corporate Recovery Division, with the last 10 years more specifically focused on the provision of strategic advice and services to the financial services sector. In 2007, Richard was appointed a Member of the Order of Australia for service to the community, particularly through leadership roles with Mission Australia and fundraising with Variety – the Children's Charity, and to the finance and insurance sectors. Richard is Chair of Robotic company FBR Ltd and Lead Independent Director of F45, a US listed public company. He is also Lead Independent Director of The Salvation Army in Australia.

## **Mr Peter McKeon (CEO / Managing Director)**

### *BBus*

Mr Peter McKeon held the role of Managing Director Oceania at Sony. He has also held senior management roles in Australia and overseas for over 30 years with companies such as Sony, Telstra, Panasonic, Sharp, Bridgestone, Citizen and Philips. He is currently a Board Director at Gift of Life Foundation, former Board Director of Australia-Japan Society and AMTA (Australian Mobile Telecommunications Association) and a former Governor of the American Chamber of Commerce. Peter is a Member of the Australian Institute of Company Directors (MAICD).

## **Rev Rex Rigby**

### *BA(Min) DMin*

Reverend Rex Rigby is currently the District Superintendent South Queensland and the National Superintendent of the Wesleyan Methodist Church of Australia. He is the first Indigenous National Head of a denomination in Australia. Rex has been in pastoral ministry for 28 years, serving in Brisbane, Melbourne and country Queensland. He has planted four churches and overseen the planting of a further 10.

## **Professor Rachel Wilson**

### *BSc GradDipAud GradDipHEd PGCE MSc DPhil*

Rachel Wilson is Professor of Social Impact at UTS Business School. Rachel's expertise lies in research for social impact and education. With a background in psychology, research methods and teaching, Rachel has developed a strong track record in timely, industry partnered research for media, policy, practice and broader social impact. Rachel is interested in understanding system architecture, data and policy frameworks in education industries. In analysing systems, she always endeavours to keep the interests and social equity stakeholders, especially students, teachers and communities, at the heart of her work.

Rachel has a wealth of experience in training and supporting research students; specialist skills in educational pedagogy, assessment, and education databases; and in organisational and system-level learning, educational innovation, and reform. She has many years' experience teaching research methodology, particularly quantitative and qualitative analysis, and in program evaluation methods. She is a strong proponent of mixed methods and mixed designs. Rachel has taught and researched at the Universities of Oxford, Melbourne and Sydney and held positions in government, corporate and not-for-profit organisations. She currently sits on two Boards.

## **Dr Beng Yeoh**

*MA MSc PhD*

Dr Beng Yeoh has served as World Vision's regional leader in the Middle East and Eastern Europe after having led the international development and humanitarian organisation in the East Asia region. Previously, he served as Asia Pacific Vice President of Leading The Way, a not-for-profit Christian media and broadcasting organisation, and held several CEO and managing director roles in international telecommunications, information technology services and IT education in Asia and Australia. He has postgraduate degrees in engineering, management, and theology.

## 5 Board Skills Matrix

Governance Competencies	Phillip Cave	Alan Bowen James	Neville Cox	Richard Grellman	Karle Faase	Peter McKeon	Rex Rigby	Rachel Wilson	Beng Yeoh
Director – medium organisation (10 to 99 employees)	*	*	*	*	*	*	*	*	*
Director – large organisation (100+ employees)	*	*	*	*	*	*	*	*	*
Financial literacy	*	*	*	*	*	*	*	*	*
Strategic thinking/planning from a governance perspective	*	*	*	*	*	*	*	*	*
Executive performance management	*	*	*	*	*	*	*	*	*
Governance-related risk management experience	*	*	*	*	*	*	*	*	*
Compliance focus	*	*	*	*	*	*	*	*	*
Profile/Reputation	*	*	*	*	*	*	*	*	*
<b>Industry Knowledge /Experience</b>									
Higher education industry experience	*	*	*	*	*	*	*	*	*
Knowledge of sector	*	*	*	*	*	*	*	*	*
Knowledge of broad public policy direction	*	*	*	*	*	*	*	*	*
Understanding of government legislation/legislative process	*	*	*	*	*	*	*	*	*
<b>Technical skills/experience</b>									
Accounting/Finance	*		*	*	*				
Academic		*						*	*
Marketing/PR						*			
Legal									
Information technology					*	*		*	*
Risk management	*	*	*	*	*	*	*	*	*
Human resource management	*	*	*	*	*	*	*	*	*
CEO/Senior management experience	*	*	*	*	*	*	*	*	*
Strategy development and implementation	*	*	*	*	*	*	*	*	*

This document may be varied, withdrawn or replaced at any time. Printed copies, or part thereof, are regarded as uncontrolled and should not be relied upon as the current version. Anyone printing this document should refer to the website/policy library for the latest version.

ABN: 50 360 319 774 TEQSA PRV12064 CRICOS Provider Code: 02664K

---

## 6 Related Documents and References

*Corporations Act 2001 (Cth)*

Higher Education Standards Framework 2021

National Code of Practice for Providers of Education and Training to Overseas Students 2018

---

## 7 Mapped to HESF

The content of this document is mapped to the HESF Domain 6 Governance and Accountability

---

## 8 Document History

This policy has been amended as follows:

Version	Amendments / Date / Notes
2	Additional Board members added
3	Additional Board members added
4	Minor editorial changes to biographies
5	Board members removed and added
6	Minor editorial changes to biographies
7	Board members removed; biographies updated