

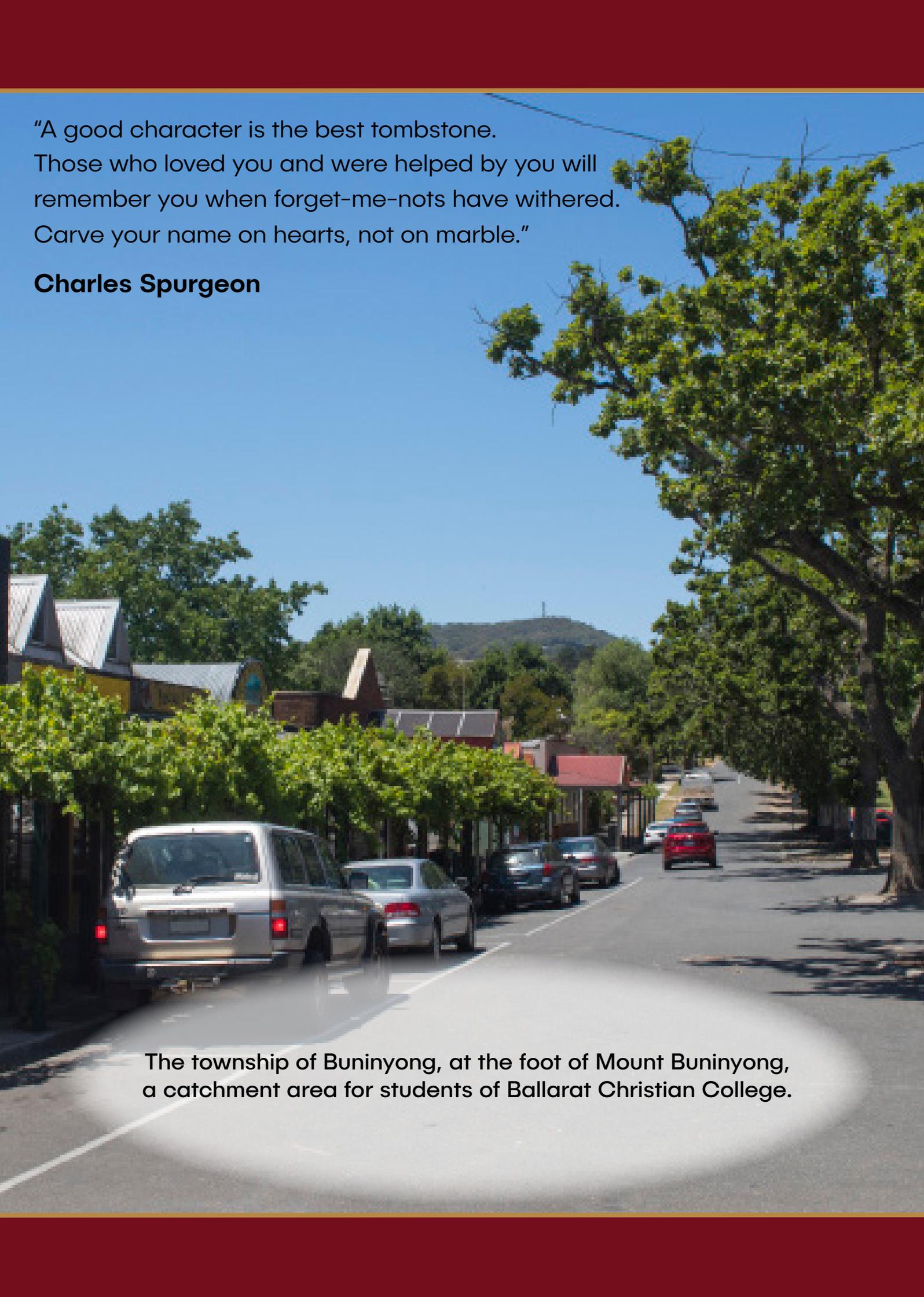
# Annual Report 2018



**Ballarat  
Christian  
College**

"A good character is the best tombstone.  
Those who loved you and were helped by you will  
remember you when forget-me-nots have withered.  
Carve your name on hearts, not on marble."

**Charles Spurgeon**



The township of Buninyong, at the foot of Mount Buninyong,  
a catchment area for students of Ballarat Christian College.

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Schools which receive ongoing recurrent funding from the Australian and Victorian Governments are required to publish annual data, in a number of areas, to comply with relevant legislation. We have presented this data in a form which we trust will be easily read and understood by the College community, and which will provide the information required under law.

Ballarat Christian College is a non-denominational, co-educational College catering for approximately 319 students in 2018 in Years Prep to 12. The College is registered as an education provider by the Victorian Registration and Qualifications Authority (VRQA). A broad, inclusive and comprehensive program is offered from Years Prep to 10, with VCE, VET and VCAL offered to (some) Year 10, and to all Year 11 and 12 students.

Students are encouraged and guided to reach their God-given potential by striving for excellence in all endeavours. The College seeks to help students grow in the wisdom of God and to walk in His ways after initially having a saving faith in Christ. We foster the development of positive and harmonious relationships with other people, the environment and with God.

The College offers programs in many areas including pastoral care, student leadership and co-curricular, as well as a balanced curriculum based on the Australian Curriculum. Additionally, a Christian education program called Christian Living is taught, whereby the knowledge and heart of the Christian faith is transmitted through structured lessons delivered by Christian teachers. The College is also a Registered Training Organisation delivering the Certificate III Christian Studies course to internal and external students in the senior secondary years.

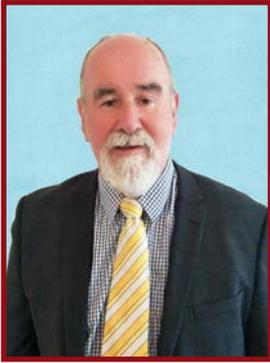
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## Our Vision

Every learner reaching their God-given potential

## Our Purpose

To provide each student Christian education that gives opportunities to develop gifts and talents to fulfil the will of God in his or her life



The Board's 2018 focus was overseeing the College's strategic and operational direction, ensuring alignment to the Strategic Plan 2017 – 2019. This involved continual consideration of policy updates and revisions to maintain compliance to various statutory and regulatory standards.

## **College Board**

2018 saw the retirement of Director, and former Chairman, Mr James Leviston; James had served as a Director of the College for nine years. The Board was able to publicly thank and acknowledge James's enthusiasm for, and commitment to, the College at December's Celebration Evening.

I also draw particular attention to the commitment shown to the College by Mr Justin Templar who completed his time on the Board at the end of the year. Justin joined the Board in May 2012, and was appointed to the Chair in 2013, leading the College until the end of 2018. The Board wishes to record its thanks and appreciation for his devotion to Christian education in Ballarat, and for the skills and business acumen Justin brought to his role; especially his expertise and input as the Chair of the Board's Finance Committee.

The Board welcomed three new Directors during the year; Mrs Lorraine Firth in April, as well as Mr Benito Custodio and Mrs Danna Grills in September. All three Directors have provided valuable insights and experience to the Board in its deliberations, both in committees and Board meetings.

During the year, the College Constitution saw two batches of amendments presented to the members – in May and again in November. Along with smaller, grammatical corrections and updates, major items of change in the College governing document provided some clarity around company membership and importantly the clarification and codification of the Statement of Faith.

I sincerely thank all the presently and recently serving Directors for another year of dedicated service to the College.

## **College Executive**

The Principal, Mr Stewart, has adeptly led the College through a difficult and yet successful year. He has been supported by a very capable Executive Leadership Team, comprising the Heads of School, the Director of Teaching & Learning, and the Business Manager. The Board is grateful for the Executive's dedication and expertise and remains confident in their capacity to manage the operational requirements of the College.

## **Capital Programme**

The major focus of the College's Capital Works Programme for 2018 has been the development of a new Primary School building which will be brought on-site in 2019. Minor projects were a feature of the end of year period and ran into the new year, to be utilised by students in 2019. These included such varied additions as new WiFi networking across the campus and a 12-seater bus - which has been used by small group excursions and sporting teams attending inter-school competitions.

## College Finances and Planning

The financial performance for 2018 was very pleasing and represents the hard work and consistent management of expenses applied by the Executive and Finance staff. An operating surplus of \$310,276 (\$531,916 surplus in consideration of comprehensive income), marks a clear shift from recent years of deficit.

Once again, the College's dedicated staff have extended themselves to ensure the College continues to be a place where we endeavour to see "every learner reaching their God-given potential". The College is blessed to have so many volunteers who donate their time and effort to various activities throughout the year, and we acknowledge and highly value the varied contributions of parents, carers and grandparents, partnering with us to make the College a vibrant community and provide the students with a great atmosphere and facilities in which to learn. The Board thanks all involved for their work.

As we march into 2019 the College Board remains committed to guiding the endeavours for further advancement in educational practice, as well as spiritual and character development for our students. Advancing the development of the College property and buildings remains a pivotal agenda item in order to increase enrolments and continue to offer the care, support and opportunities to our student cohort that families seek within the safety and security of Christian Education at the College.

We step forward with the assurance that we serve a great God, who blesses and cares for his people; we are confident that, as He has done so many times in the past, He will guide clearly and provide generously as we seek His face and rely upon His grace. We are ever ready to step into the future that God has planned for Ballarat Christian College; we give Him thanks for all He has provided in our past, and together seek His wisdom and direction for our future.

I leave you with the words of Ephesians 3: 16-21

*I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being, <sup>17</sup> so that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, <sup>18</sup> may have power, together with all the Lord's holy people, to grasp how wide and long and high and deep is the love of Christ, <sup>19</sup> and to know this love that surpasses knowledge—that you may be filled to the measure of all the fullness of God.*

*<sup>20</sup> Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, <sup>21</sup> to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen*

Ross Coventry  
Chairman of the Board



In 2018 the Executive Leadership Team (ELT) continued to outwork the new strategic direction set by the Board for the 2017-2019 period. A number of operational goals were achieved throughout the year in delivering the strategic direction. The ELT is committed to managing proactively with the Directors of our Board of governance in this vital area.

In addition, the Board has considered some broader strategic issues, historical matters and constitutional matters which has required them to exercise much godly wisdom in their considerations. I thank all our Directors, including our new Directors in 2018, for their continued support of the College.

## Staffing

We were joined by some new staff in 2018 including education support staff Mrs Robyn Halliday and Mrs Rebecca Sebit, teachers Mr Sam Braid and Mr David Chalmers and our new Learning Enhancement Centre (LEC) Coordinator Mrs Charlene Nedinis. Mr Braid and Mr Chalmers served in 12 month roles while support staff member Mr Nathan McKenzie moved to Queensland. We thank these gentlemen for their services to the College. Mrs Julie O'Connor concluded her role in the College canteen during the year, to be replaced by Ms Kim Blackshaw, who is not only one of our Food Technology teachers but is also a qualified chef. Lastly we want to thank Mr Glen Strange for his faithful service to the College as a teacher and more recently as Head of Middle School. We wish him well as he moves to the staff of Melton Christian College.

All College staff were appraised in 2018, with teacher appraisals not only referencing the Australian Institute for Teachers and School Leaders (AITSL) but also the National Christian Distinctive Standards (NCS). All staff were involved in some professional development training during the year, including the Christian Schools Australia (CSA) State Conference and Berry Street Model in addition to specific professional development requirements. All teaching staff are registered with the Victorian Institute of Teaching (VIT) and all non-teaching staff hold Working with Children Checks and National Police Checks.

I am very grateful for the support of College staff in 2018 and thank them for their continued commitment to serve our Lord with the vision before them of "every learner reaching their God-given potential".

The College's ELT consisted of;

- Michael Stewart – Principal
- Ken Nuridin – Head of Junior School
- Trent Loader – Head of Senior School
- Glen Strange – Head of Middle School
- Julie Gall – Director of Teaching and Learning
- Simon Edwards – Business Manager

I thank the Executive staff for their support, especially Mr Nuridin who has had to be the Acting Principal in my absence on occasions.

The ELT were joined by our Information Technology Manager, Mr Trevor Clough, and LEC Coordinator, Mrs Charlene Nedinis, in professional development at the Global Leadership Summit held at Kardinia Church in Geelong during October.

## Students

The College had a student population of 319 in 2018, slightly up from 2017. In 2018 we had our first students complete Year 12 VCE Music, Systems Engineering and English Language, this was particularly pleasing.

For the first time our students were able to engage in the innovative learning programs in the Ballarat Tech School. This initiative of the Victorian Government has been well received with students able to access virtual autopsy, robotics and many other technology focused learning opportunities in Years 7 to 11. I was particularly pleased to support this initiative as I have served on the Tech School Committee of Management in Ballarat since its inception.

Our College Captains, Tom Hocking and Nyaruot Jock, and Vice-Captains Jessica Bartlett and Caleb Jordan, had regular times of prayer and discussion with me in 2018. They were able leaders of our student body who were not shy in sharing their ideas for school improvement with me. I thank them for their service. At our annual Celebration Evening we were pleased to celebrate a variety of student achievement. Our two highest awards are the Board Christian Mission/Service Award (first awarded in 2016) and Dux of the College Award. Kirra-Leigh Hooper was awarded the Board Christian Mission/Service Award and will pursue further studies at Bible College in 2019. Naomi McKee received the Dux of the College Award and achieved the highest ATAR in 2018 of 93.1. We congratulate both of these young ladies.

The College achieved two study scores of 40 plus with Naomi McKee and Joshua van den Hoek both achieving excellent results in Further Mathematics and Music respectively. Our median study score for 2018 was 26.



In my Celebration Evening speech and the College Year Book I have highlighted a pleasing aspect of student service in 2018. Our students are a vital part of our community and their willingness to help others has particularly impressed me this year. The verse of scripture at the end of my report speaks of the compassion of the Lord Jesus Christ, it is also one of our College values. As the Lord Jesus helped others, so the great 19th century preacher Charles Spurgeon also spoke (quoted on page 2) of helping others.

In showing compassion and helping others our students have;

- Raised money for cancer research through Pink Stumps Day, Biggest Morning Tea and Bandanna Day
- Presented musical items at a local Ballarat Church
- Raised much needed funds for drought relief in NSW and presented this to the Parkes community while seeing first-hand the devastating effects of the drought



### **Infrastructure and Resources**

In August 2018 the Board announced the redevelopment of our Primary precinct. The addition of a new double storey building with five classrooms, bathrooms and storage/office space is scheduled for practical completion in early 2019. Subsequently, rooms S5, S6, P0 and P1 were relocated to other positions onsite in preparation for this building program to take place.

As the Primary building is a major project the College spent less on a number of smaller capital projects in 2018 including;

- Staff car park off Yarrowee Street
- New fencing on the northern boundary
- Bus shelters at the front of the College and near our Trade Training Centre (TTC)
- Glass enclosure of the mezzanine floor of the Multi-Purpose Centre as extra classroom space
- Purchase of a 12-seater College bus

During 2018 the College became aware of a major funding issue with our TTC. As a result of this work started in late 2018 on repurposing the engineering section of the building to be used for delivery of a VET Certificate program in Fashion and Textiles for 2019. The College will become the host school for this course in the Ballarat VET Cluster.

### **Other Reforms and Initiatives**

The College trialled the external delivery of our Certificate III in Christian Studies to some students at Melton Christian College in 2018. This will lead into further external delivery of this course to other schools in 2019.

During the year the Board approved a structural rationalisation of the College from Junior, Middle and Senior to the Primary and Secondary in 2019. This followed extensive research and discussion with other Christian schools who have, or will be, moving in this direction as well.

New initiatives for students included the inaugural VCE Excellence Assembly held in February and inaugural Debutante Ball held in June. A relationship built with Camp Australia now sees us having available after-school care to our Primary students and their parents.

The College approved a number of new and amended policies during 2018 in order to meet compliance obligations and for continuous improvement. Board policies approved include;

- Revised Child Safety Policy
- Social Media Policy
- Enrolment Policy
- Risk Appetite Statement

Operational policies approved include;

- Assessment and Reporting Policy
- Revised Working with Children Check Policy
- Revised Visitors and Volunteers Policy
- Student Wellbeing and Pastoral Care Policy
- Backup and Data Recovery Policy
- Procedures for the Excursion Policy
- Teaching, Learning and Curriculum Policy
- Privacy Policy
- Uniform & Student Appearance Policy
- Sun and UV Protection Policy
- Revised Records Management Policy

I am grateful to a number of staff who spent valuable time working on initial policy drafts.



### **Conclusion**

2018 has been busy, challenging and rewarding. I am sure that further challenges for Christian schooling will occur, especially in the compliance and legislative areas, as both the Australian and Victorian Governments not only consider their responses to the Religious Freedom Review Report, and are proactive in other legislative areas. We have followed the debate and political manouvering with interest, however we know that nothing occurs unless it is within the overarching will of our God. We serve a mighty God who knows every step we will make before we even take it. As He has maintained us in 2018 we look to Him to further maintain our testimony and spirit of compassion in 2019.

Lastly, my personal thanks to our outgoing Board Chairman Mr Justin Templar. I am grateful for his faithful service to the College in which he has displayed both dignity and strength and always sought the best interests of the College.

Michael Stewart  
Principal/CEO

**“And Jesus went forth, and saw a great multitude,  
and was moved with compassion towards them...”**

Matthew 14:14 (KJV)

## Senior Secondary Outcomes

Our class of 20 Year 12 students (including 2 VCAL students) finished their studies, with 100% of the VCE students achieving their Victorian Certificate of Education. Our highest ATAR for 2018 was 93.1. The Median Study Score was 26. 83% of Year 12 students were awarded the school-based Certificate III level qualification in Christian Studies.

## Post-School Destinations

The following 'On Track' data supplied through the Victorian Tertiary Admissions Centre (VTAC) indicates Year 12 students' post-school destinations.

Year 12 completers consenting to On Track (*actual number not available as of February 2019*)

Tertiary Applications and Offers

University Offers

TAFE/VET Offers

Any Tertiary Offer

*As of February 2019 this data is not available from VTAC. It is anticipated to be available in July 2019.*

## In Education and Training

Bachelor degree enrolled

Deferred

TAFE/VET (Cert IV+)

TAFE/VET (Cert 1-III)

*As of February 2019 this data is not available from VTAC. It is anticipated to be available in July 2019.*

## Not in Education and Training

Employed =

*As of February 2019 this data is not available from VTAC. It is anticipated to be available in July 2019.*

*Other data from Victorian Curriculum and Assessment Authority (VCAA) is outlined below:*

## School Programs

Number of VCE Units 3 & 4 with enrolments – 13

Number of VCE VET Certificates with enrolments – 3 VET subjects, 4 VCE VET subjects.

## Student Achievement

Percentage of satisfactory VCE completions 100

Percentage of satisfactory VET completions 100

Percentage of satisfactory VCAL Unit completions 100

Median Study Score 26.0

## Teacher Standards and Qualifications

All teachers are registered by the Victorian Institute of Teaching as either fully registered; provisionally registered, as in the case of ex-graduates; or as having Permission to Teach (PTT), in the case of teachers in the process of finalising teaching qualifications.

Teachers at the College possess the following qualifications:

<b>Advanced Certificate</b>	1
<b>Bachelor</b>	35
<b>Certificate</b>	8
<b>Certificate II</b>	2
<b>Certificate III</b>	2
<b>Certificate IV</b>	9
<b>Diploma</b>	14
<b>Graduate Certificate</b>	3
<b>Graduate Diploma</b>	11
<b>Master</b>	8

The workforce of Ballarat Christian College consists of the following.

Teaching	33	Full-Time	19	Male	22	Indigenous	0
Non-Teaching	24	Part-Time	38	Female	35	Non-Indigenous	57
<b>TOTAL</b>	<b>57</b>		<b>57</b>		<b>57</b>		<b>57</b>

## Student Attendance

Year	Attendance rate %
P	88
1	93
2	90
3	95
4	93
5	92
6	93
7	93
8	90
9	88
10	91
11	91
12	91

The College's Student Attendance Policy and Procedures are to facilitate follow up of student issues relating to excessive lateness and absenteeism, through close monitoring of attendance data, direct contact with students, follow up letters to parents and interviews with students and parents. This role has been assumed by the Heads of School, along with homeroom teachers.

Administration staff follow up absentees daily where unexplained, and at least twice per week regarding written confirmation or medical certificates.

## Student Outcomes from NAPLAN 2018

Year	NAPLAN Test	Below NMS	At NMS	Above NMS
	Year 3	Reading	5%	14%
Writing		17%	4%	78%
Spelling		9%	17%	74%
Grammar & Punctuation		9%	4%	87%
Numeracy		0%	13%	87%
Year 5		Below NMS	At NMS	Above NMS
	Reading	5%	10%	85%
	Writing	5%	10%	85%
	Spelling	5%	15%	80%
	Grammar & Punctuation	5%	5%	90%
Year 7		Below NMS	At NMS	Above NMS
	Reading	9%	4%	96%
	Writing	4%	44%	52%
	Spelling	11%	19%	70%
	Grammar & Punctuation	4%	0%	96%
Year 9		Below NMS	At NMS	Above NMS
	Reading	0%	21%	79%
	Writing	21%	32%	47%
	Spelling	11%	32%	58%
	Grammar & Punctuation	5%	11%	84%
	Numeracy	0%	16%	84%

These results, along with other qualitative and quantitative data, will be used to inform improvement in teaching and learning, as outlined below.

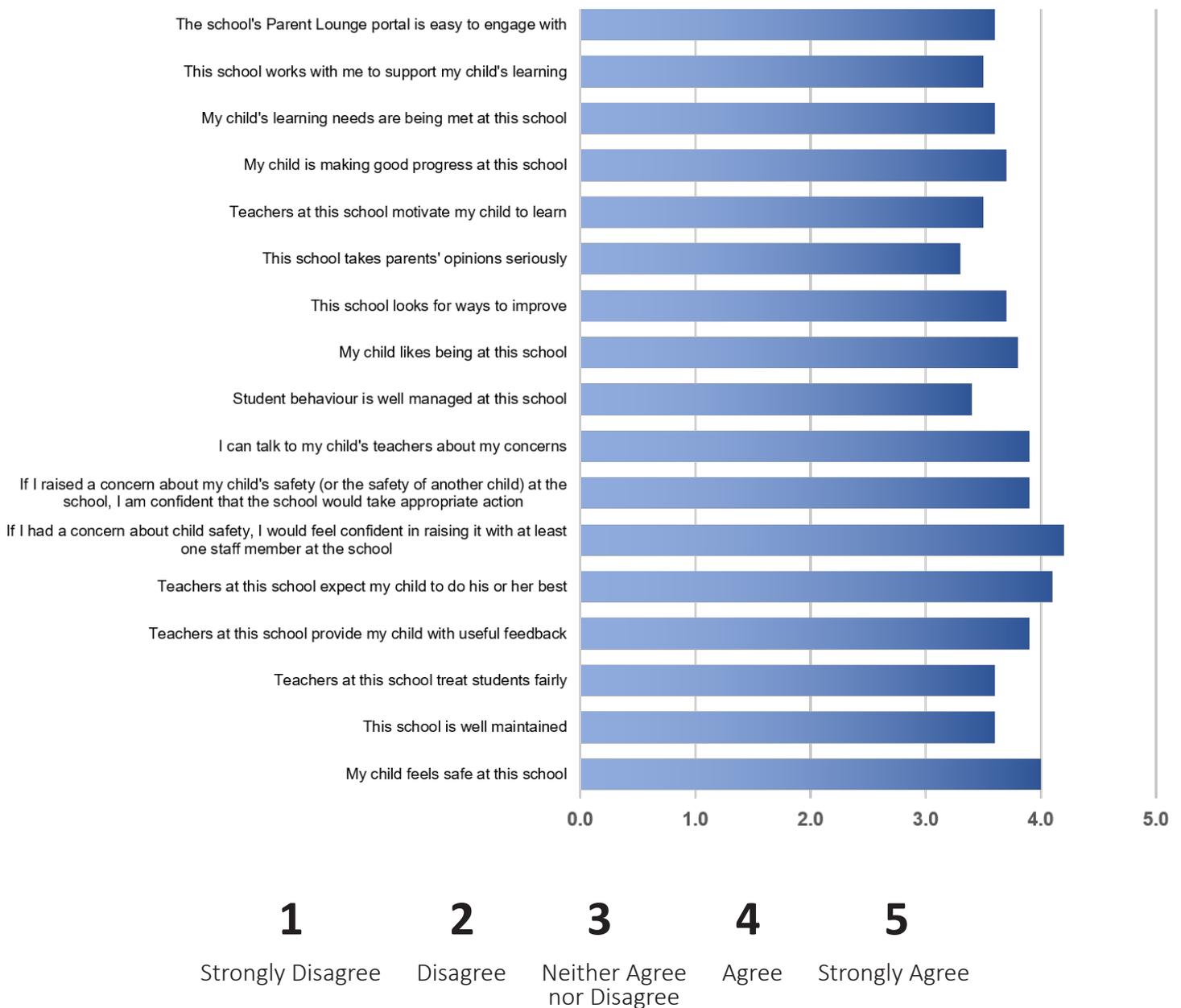
A consistent, established testing regime, triangulation of data, detailed analysis of the data at a management level, quality feedback to staff and ongoing professional development regarding data analysis and strategies for change, have been the key features of the College focus on maintaining, supporting and tracking student gain.

Ongoing detailed records of student academic ability, wellbeing and demographics have supported and assisted to track student progress based on individual need.

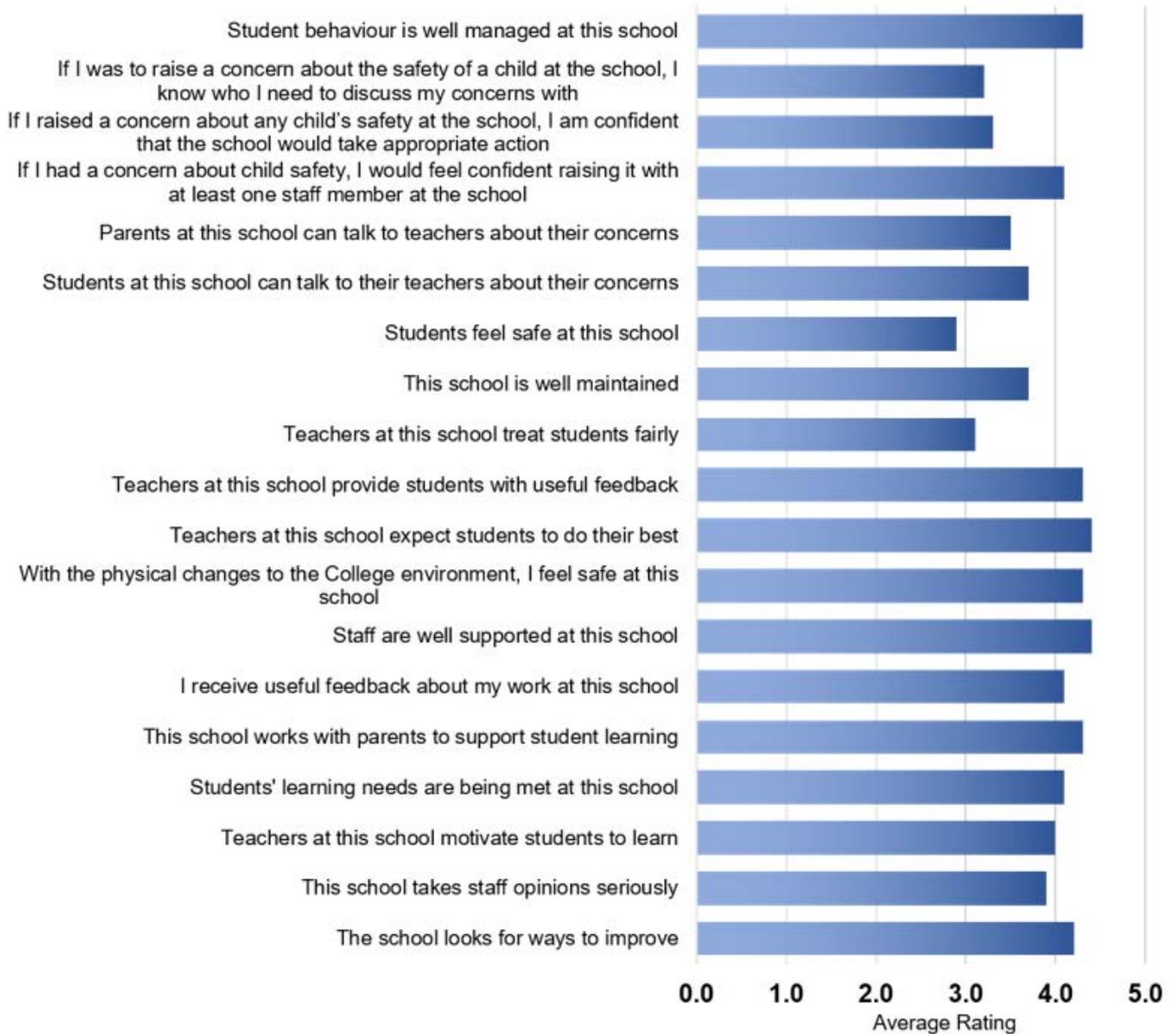
## Parent, Student & Teacher Satisfaction with the School

The College uses the ACARA School Satisfaction Survey material for ascertaining feedback. This was conducted in the first half of 2019 to accurately reflect student, staff and parent satisfaction with the College during 2018. This survey was widely distributed to College staff and parents, and selectively to a group of students. The results have been analysed and discussed by staff, the Executive Leadership Team, and shared with members of the College Board.

### Parent Satisfaction Survey Results

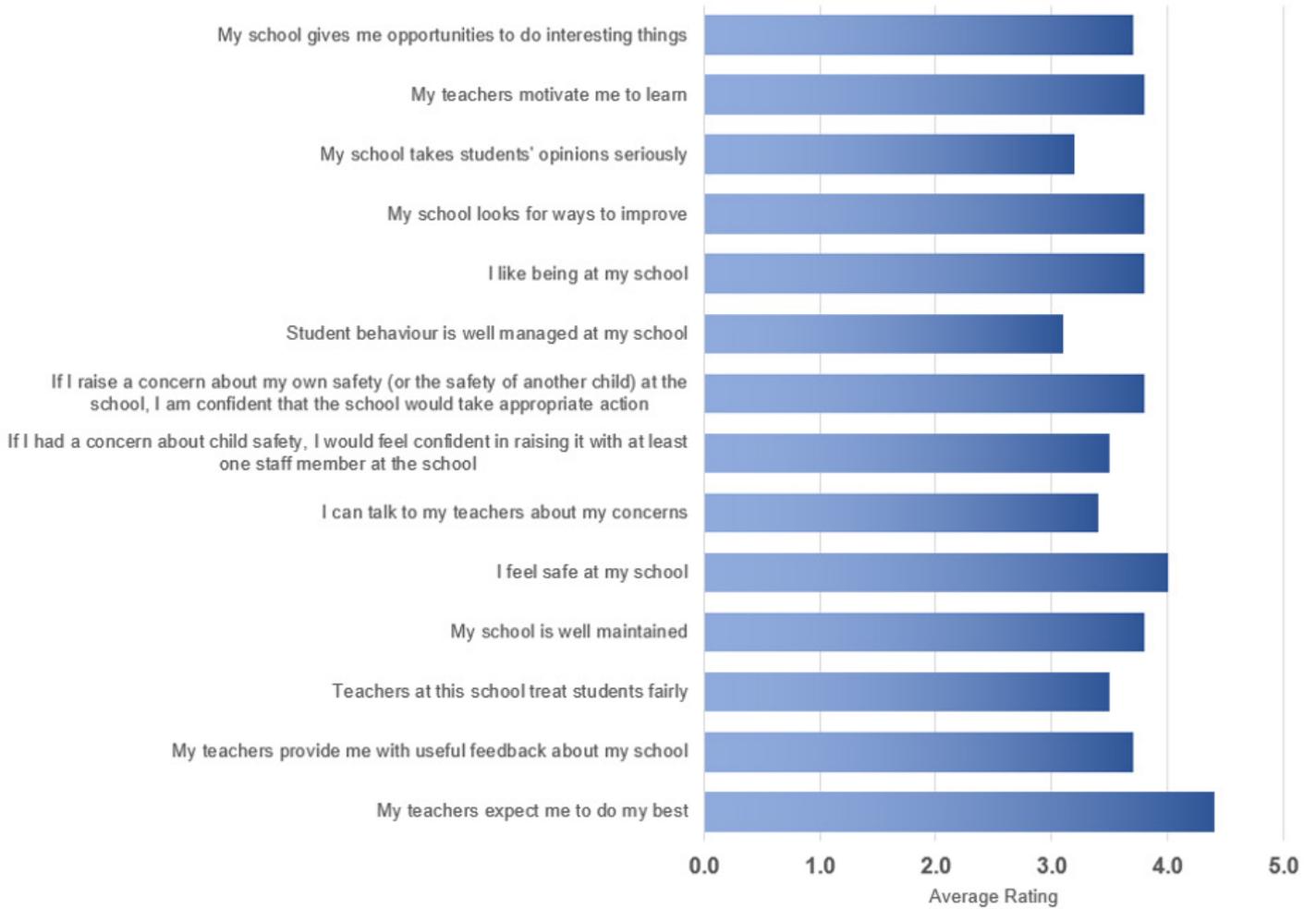


## Staff Satisfaction Survey Results



**1** Strongly Disagree     
 **2** Disagree     
 **3** Neither Agree nor Disagree     
 **4** Agree     
 **5** Strongly Agree

## Student Satisfaction Survey Results



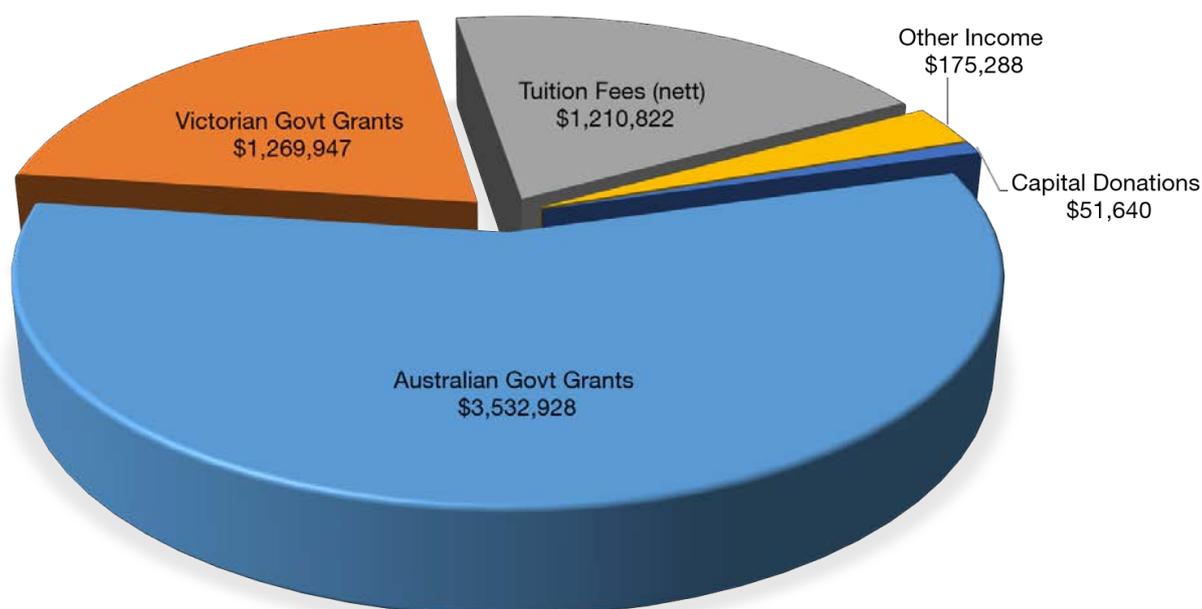
**1** Strongly Disagree   
 **2** Disagree   
 **3** Neither Agree nor Disagree   
 **4** Agree   
 **5** Strongly Agree

The financial performance for 2018 was a pleasing result, stemming from a focus on diligent management of costs, prudent expenditure to achieve optimum student-based outcomes, and a clear desire to produce a positive return for the College to allow for future growth opportunities.

The College's operating surplus was \$310,276 [2017 - deficit \$100,396]. The consolidated surplus for the year ending 31 December 2018, including capital donations and the increased value of land contracted for sale, was \$531,916 [2017 - deficit \$47,556].

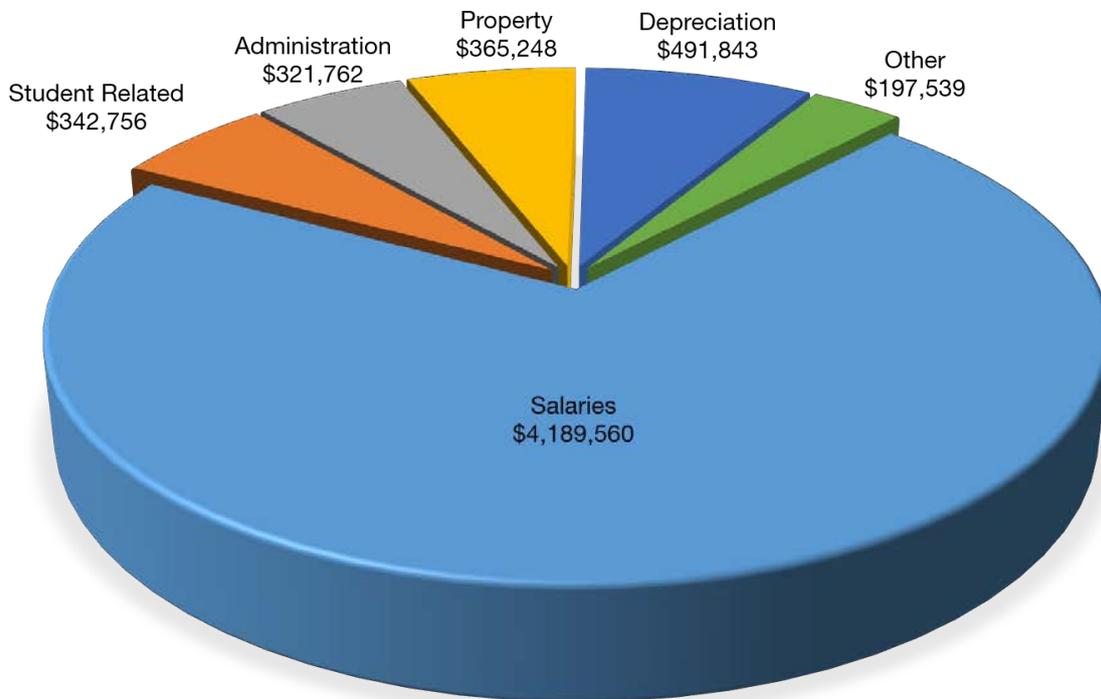
The College Board continues to exercise stewardship of God's resources in God's school, for the benefit of the students and to His glory.

## Total Income -2018



TOTAL INCOME 2018		
Australian Govt Grants	\$ 3,532,928	56.6%
Victorian Govt Grants	\$ 1,269,947	20.3%
Tuition Fees	\$ 1,210,822	19.4%
Other Income	\$ 175,288	2.8%
Capital Donations	\$ 51,640	0.8%
<b>TOTAL</b>	<b>\$ 6,240,625</b>	<b>100.0%</b>

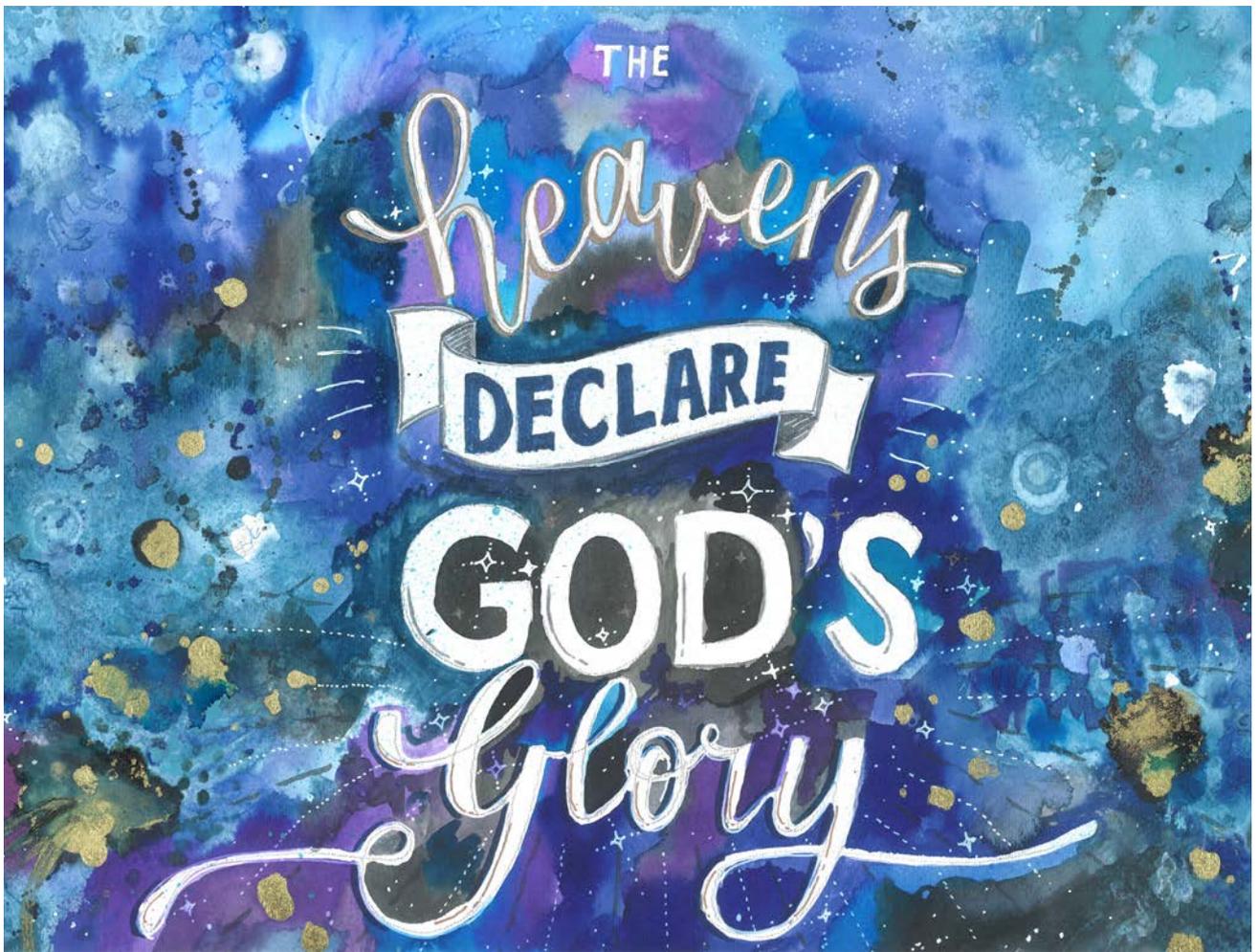
## Total Expenditure -2018



TOTAL EXPENDITURE 2018		
Salaries	\$ 4,189,560	70.9%
Student Related	\$ 342,756	5.8%
Administration	\$ 321,762	5.4%
Property	\$ 365,248	6.2%
Depreciation	\$ 491,843	8.3%
Other Expenses	\$ 197,539	3.3%
<b>TOTAL</b>	<b>\$ 5,908,709</b>	<b>100.0%</b>

**Please Note:**

*There is a complete set of audited financial statements available to members on request from the Business Manager.*



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## Our Values

Commitment

Excellence      Respect

Unity      Compassion      Honesty

### **Acknowledgements:**

*Front Cover artwork by Amaylie Coutts (Year 6)*

*Inside Back Page artwork by Mrs Carol Clough (Art Teacher)*



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