Mid North Christian College 2024 Annual Report

2024
ANNUAL
REPORT

College Overview

Board

Board Chair Rev Mark Hawkes
Treasurer Pastor Ray Van Keulen
Secretary Mr Dale Howe

School

Years Taught Foundation - Year 12

Staff	***FTE***
Teaching	19.3
Non-Teaching	16.4
TOTAL	35.7

Students

Primary	109
Secondary	94
TOTAL	203

Affiliations

Christian Education National (CEN)

Association of Independant Schools of South Australia (AISSA)

South Australian Christian Schools Association (SACSA)

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Board Chair's Report

The God We Serve

The recent 20th Anniversary celebrations have clearly shown that Mid North Christian College was established on Hope in the Living God. For the last 20 years it has grown through Hope in the Living God. As we keep moving forward, Mid North Christian College will continue to encourage and inspire Hope in the Living God. Our God is a God who creates, a God who provides, a God who directs, a God who loves and a God who gave his life for his people. It is this love that God has demonstrated to us that drives and motivates us in our service of him.

2024 Board Composition

With both Ian Jones and Cheryl Rossiter stepping down from the Board in 2024, we welcomed Ray van Keulen, Daniel Irimie and Dale Howe on to the Board to join John Polden and myself. I am grateful to God for each of these people for the skills and experiences they have brought to the Board.

Governance

As a Board, we are tasked with the role of Governance and oversight. We must ensure that the vision of the College is enacted in accordance with relevant laws. To this end the Board has begun a review of our constitution to make sure we are complying, not only with legal requirements, but also best practices. It is our hope that we will have an updated constitution for the Association to review by the end of 2025.

Principal Appraisal

One of the most important roles of the Board is to recruit, supervise, support, and appraise the Principal. In 2024 the Board commissioned an external 360 review of the Principal as part of the performance appraisal cycle. The results were outstanding with overwhelmingly positive comments. Rachel is to be commended for the phenomenal job she is doing.

2025 Board composition
Early 2025 both Daniel Irimie and John Polden stepped down from their roles on the Board. We thank them both for their time on the Board. In particular, John has served on the Board for five years, three of which he served as Board Chair. His energy and commitment to the College are an inspiration, as are the many hours of additional volunteer work he does for the College.

Strategic Plan
For the last five years the Board has been guided by the 2020-2025 Strategic Plan. Throughout this year the Board will review our progress and develop a new strategic plan for the next 3-5 years. We will be inviting input from Association Members, and would value your prayers for this process.

Association Secretary
For the last two years, Kylie Kupke has served the Association in the role of Secretary. As she now steps down from this role we want to thank her for the time and organisation she has brought to this role.

College Community
The College is blessed with many competent and faith-filled teachers and support staff. It is wonderful to see the love and care that is expressed towards students and within the College community. It is also a pleasure at College events to see the College community coming together to celebrate what God is doing among us. As we look forward to the next 20 years, may God continue to inspire us with hope as He leads us to provide quality Christian education for life.

Rev Mark Hawkes
Board Chairperson

Treasurer's Report

We are very thankful to God for the financial provision of resources to enable Mid North Christian College to operate effectively.

In 2024, MNCC achieved a deficit of $63,837, a decrease from the 2023 Operating Surplus of $205,401. During 2024 the College's operating revenue decreased by 3.4% and operating expenditure increased by 3.3% when compared to the previous year.

The College's cash balance as of 31 December 2024 was $750,130 a decrease of $83,779 from the previous year. In 2024 the College spent $488,000 on capital expenditure items.

MNCC is very fortunate to have a College Foundation that supports the work of the College. The College Foundation was set up sometime ago after an initial Bequest from the late Tom Skewes. The College Foundation is still accepting donations and all donations received are tax deductible.

The College Foundation provides a donation to the College each year. These funds are used towards fee relief for low-income families and families experiencing financial hardship. The Foundation also provides loans to the College for capital items.

The Foundation achieved a surplus of $92,588 in 2024 and has investments of $1.73 million.

We look forward to 2025 and beyond as we continue to trust God with our finances.

Pastor Ray Van Keulen
Treasurer

Principal's Report

The theme that I felt God gave me for the College for 2024 was "One Another". Living in a world where "me" is presented as the most important thing to think and worry about in life has made the Gospel more counter cultural than ever before. When Jesus came to earth, there were two things that He said were the most important things to do in life, *"Love the Lord your God with all your heart and with all your soul and with all your mind . . . (and) love your neighbour as yourself."* (Matthew 22:37, 39).

Throughout the year, the College community, staff, and students investigated how to love God and love others in everyday life. Love is not fuzzy-wuzzy feelings; it is demonstrated through actions. Actions that change the ordinary into the extraordinary. Home groups considered how to develop and practise a "one another" attitude with their peers, with others in the College and in the wider community. There was a slow shift in the student culture and the overall attitude toward serving others began to change. As we began 2025, there has been so much more enthusiasm toward service, and we continue to look to God to soften the hearts of young people to look out for "one another".

In 2025, it is time to celebrate 20 years of God's goodness and it is an opportunity to share with our current community that without Him, this wonderful College would not be here with all the amazing staff, buildings and resources that it has.

Teaching and Learning

There continued to be a strong emphasis on student health and wellbeing. There were several different strategies and programs undertaken. In Primary, staff and students were involved in learning about cybersafety through the Inform and Empower program. The Bridge Builders program continued to be taught and implemented in all primary classes, as well as the introduction of What's the Buzz? social program for small groups of students.

The Year 9-12 students, took part in the Empower Youth program around Alcohol and Drug education, partnered with professional development for staff and a parent seminar. The Health Committee continued to meet once a term to review strategies, initiatives, and programs to help promote health and wellbeing for both staff and students.

Artificial Intelligence certainly changed the landscape of education in 2024, and the secondary staff went on a journey together throughout the year to identify how it was and potentially could affect teaching and learning in the coming years. In the process, AI policy and procedures have been developed and rolled out across the College to ensure a consistent approach and a Christian perspective to help young people understand and manage the changing technological world they find themselves in.

Curriculum and resource changes continue to occur across the whole College with the rollout of V.9 of the Australian Curriculum, with scope and sequences of most subjects reflecting these changes. The Christian Life curriculum undertook a significant review with changes to the resources across all year levels and Year 10 being offered SACE Christian Life, so that in Year 12, pastoral care and engaging with God's Word in different ways could be provided in a more relevant and helpful way. Surveys later in the year will give data on how the changes have been received, but at this stage, the changes seem to be having a positive impact and provided more open discussions around matters of faith, particularly in the secondary school. Some staff will complete professional development around the new CEN resource "Birth, Battle, Build" around teaching the Biblical narrative in a sequential way through training this year, with the intention of implementing aspects of this next year. All teaching staff have also completed the CEN New Staff

Induction modules and will begin professional development in the second half of 2025 around the new resource from David I. Smith, "Everyday Christian Teaching".

Aviation

The Aviation program is now in its second year of the one-year program. It is a smaller cohort of students this year due to only external students with the changeover, however, enrolments are looking positive for both internal and external students in 2026. We have continued to receive funding from the Sir Ross and Keith Smith Fund, with their board meeting occurring at our College recently. Some members arriving by helicopter and spending time with staff and students to hear and see what the program entails and how it is developing and changing.

Leadership and Staff

There has been significant change in the executive leadership over the past year. Our Executive College Team now consists of an Operations Manager, Finance Manager offsite (our Business Manager who has changed roles), Deputy Principal (who oversees Teaching and Learning and daily organisation), Learning Support and Behaviour Coordinator (who is also overseeing Wellbeing) and Principal. With the Head of Primary and Business Manager moving to Adelaide at the end of 2024, and with the skill of current staff, it was decided that this model will work sufficiently for the foreseeable future with our current student numbers.

There has also been an appointment of an e-Learning Coordinator to provide both practical support to staff and students, as well as assisting with professional development of staff in this area and investigating future strategic direction for this area of the College. There are also a number of secondary staff who have subject area leadership.

Mid North Christian College has again been blessed to have such committed and incredible staff, who use their God-given gifts and abilities to serve our students, their families, each other, and the wider community.

Professional Development

All staff have been completing CPR updates, Anaphylaxis training, Protective Practices and RRHAN-EC training, and First Aid and Youth Mental First Aid updates for those who require these. These are scheduled annually. All teaching staff have also completed Bridge Builders refreshers and engaged with professional development through the Resilience Project annually.

There were 5 staff who attended the CEN International Transforming Education Conference in Perth last July and all teaching, administration and student support staff attended the CEN State Conference at the beginning of Term 2 this year. The quality of the speakers has been outstanding at both conferences and has given all staff information that helped them to understand the changing landscape of education and society, but also the Biblical truth to stand firm on amid the change. Practical advice and support have been provided, as well as the encouragement that God is sovereign, and His Spirit equips us for the challenges ahead.

Infrastructure and Resources

Over the summer holidays of 2024/25, two primary classrooms, the classroom for Home Economics and Room 9/10 have had significant refurbishment. New desks have been purchased for both primary and secondary classrooms.

We have also purchased new speakers for Room 9/10, as well as new portable SMART TVs to give flexibility to where and how we use our current spaces for small and large group activities. The IT department have also continued to improve systems and replace ageing laptops for both staff and students.

We were very blessed to receive not only a BGA grant for the building of an amenities block near the COLA in 2024, which will be completed in coming weeks, but also a BGA grant for

the construction of an Urban Warrior Course for secondary. This was completed in Term 1 of 2025 and has become part of the secondary Physical Education program for fitness, as well as being utilised for fitness training during break times. This has been a welcome inclusion particularly for the Junior Secondary students. We hope to have official openings of these two additions in upcoming months.

With the 20-year anniversary celebrations, a priority was put on improving our grounds, however, with dry conditions, planting has been delayed, and tidying up the current gardens and freshening with mulch has been the priority. A new mural to be placed in the Middle Courtyard is underway too.

Final Comment

All glory and praise to our Heavenly Father, for not only what was achieved during 2024, but over the past 20 years! Reading through the history and hearing the many testimonies and stories, it has been the privilege of the organising committee and myself to facilitate the celebrations for our College community. As one season ends, another season begins, and I look forward to working with Board and Association in developing new strategic directions as we look forward in anticipation to what God has in store for the remainder of 2025 and beyond.

Rachel Richardson
Principal

Staff Numbers

The information below outlines the full-time equivalent staff numbers in 2022, 2023 and 2024.

	2024	2023	2022
Teaching	19.3	19	20.8
Non-Teaching	16.4	14.05	16.3
TOTAL	35.7	33.05	37.1

Teachers' Highest Qualifications

The following is a list of the highest teaching qualifications held by teaching staff at MNCC for 2023 and 2024.

Qualifications of staff	2024	2023
Bachelor Degree	95.6%	100 %
Graduate Certificate	12.5%	13 %
Graduate Diploma	12.5%	13 %
Master's Degree	8.33%	13 %
Undergraduate Certificate	4.16%	27%
Undergraduate Diploma	12.5%	22%
Diploma	4.16%	0%
Special Provision to teach	4.16%	0%

Enrolment Statistics

The information below outlines the student enrolment numbers for 2024, 2023 and 2022.

	2024			2023			2022		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
FOUNDATION	7	6	13	10	3	13	5	10	15
YEAR 1	9	3	12	6	9	15	9	9	18
YEAR 2	4	7	11	9	7	16	8	14	22
YEAR 3	9	6	15	10	14	24	6	9	15
YEAR 4	10	13	23	5	9	14	9	5	14
YEAR 5	6	9	15	14	5	19	8	15	23
YEAR 6	13	7	20	7	13	20	8	9	17
YEAR 7	6	14	20	8	12	20	7	12	19
YEAR 8	7	8	15	7	12	19	9	12	21
YEAR 9	7	8	15	7	13	20	6	12	18
YEAR 10	11	5	16	7	13	20	12	8	20
YEAR 11	9	3	12	14	8	22	3	7	10
YEAR 12	10	6	16	3	7	10	3	2	5
TOTAL	**108**	**95**	**203**	**107**	**125**	**232**	**93**	**124**	**217**

Student Attendance Rates

The information below outlines the student attendance numbers in 2024, 2023 and 2022.

	2024 %	2023 %	2022 %
FOUNDATION	84.75	Unknown	87.4
YEAR 1	87.2	83.21	87.0
YEAR 2	80.71	91.63	89.7
YEAR 3	85.58	88.16	83.9
YEAR 4	92.10	88.41	87.1
YEAR 5	89.86	90.19	89.8
YEAR 6	87.66	91.99	80.6
YEAR 7	87.75	89.47	91.2
YEAR 8	89.45	91.28	84.9
YEAR 9	89.25	85.84	86.2
YEAR 10	75.15	84.17	86.3
YEAR 11	89.0	Unknown	88.8
YEAR 12	Unknown	Unknown	Unknown
STUDENT ATTENDANCE RATE	**86.53**	**88.39**	**86.9**

Value Added

How does MNCC add to a child's education which other schools may not be able to?

MNCC:

- is co-educational;
- enrols children from Foundation to Year 12;
- provides a Christ-centred education in a caring family environment;
- values each child as an image bearer of God;
- offers a Curriculum prepared through the lens of a Biblical worldview
- is a non-denominational school drawing on multiple different denominations;
- offers a good range of subjects at Senior School level for SACE;
- has high standards of academic achievement;
- provides a Christian perspective in all subjects taught;
- offers holistic education, developing the God-given giftedness of each student;
- prepares children for life in this world and beyond;
- has committed Christian teachers who not only teach but encourage, listen to, and pray for their students;
- is governed by a Board of Directors elected by the Mid North Christian College Association
- is affiliated with over 65 other schools through Christian Education National (CEN).

Selected Highlights of 2024

Performing Arts
There has been significant growth in the concept of 'band' in the secondary grades with more students taking up the elective. There has also been a more deliberate approach in the final years of primary to help encourage students to learn to read music so that they have more developed knowledge and skills before reaching secondary and potentially taking up a musical instrument. We hope to be able to offer specific musical instrument learning as part of our secondary music program in the coming years.

It was also the year for the whole school musical, with Newsies Jnr. being performed by many of the primary and secondary students. It was a wonderful collaboration with our Visual Arts students who also painted many of the murals and sets. It was wonderful to be able to see the students shine in telling this story through the creative arts.

National Science Week and Family Science Afternoon
This year's theme was 'Species Survival: More than just Sustainability'. Each day featured a special way for students to engage in ways to learn about and participate in caring for God's creation.

Family Science Afternoon was another exciting event with families coming along to design and construct a catapult to launch rubber ducks and help them in their 'migration'. Once constructed, we saw rubber ducks flipping and flying.

Veta Morphus
This course is a nationally accredited year-long VET course that helps young people to explore and grow in their faith. We had seven students who completed the course and were awarded a Certificate III in Christian Ministry and Theology.

Supporting Missions
Throughout the year, the College has been able to support numerous mission ventures through chapels, along with student initiatives and fundraisers. Money was raised for one of our past teachers, Miss Reynolds as she serves overseas with a Silly Sock Day. Pyjama, Oodie and Hoodie Day raised awareness and money for children in foster care.

Resources and finances for our partner school in Uganda again occurred in a few ways throughout the year. The annual Operation Christmas Child Shoebox Packing Party was well supported and attended by students, which meant over 60 boxes were sent this year. As part of Christian Life studies, Year 11s planned, baked and served up an afternoon tea to raise funds for Lifeline Connect, while the Year 12s hosted a sausage sizzle to raise money for the Royal Flying Doctor's Service.

After Hours School Soccer
A record 62 students from both primary and secondary represented MNCC in the local soccer competition. We had our Primary Blue team even make it to the final. We have continued to have wonderful support from families and staff, as well as seeing our students' fitness and sportsmanship continue to improve. Soccer has certainly become the sport of choice for the primary students at recess and lunchtimes.

Book Week
This year the Bible was chosen as the focus, to help the students gain a better knowledge and understanding of the book closest to our hearts as a College. Leading up to Book Week, primary students studied different stories from the Bible, and particularly the amazing miracles performed by Jesus. It was wonderful to see our families embrace creative ways to help students dress up for Book Day. We also partnered with our local bookstore so that families could purchase some quality literature for their children.

Camp Program
Our students had the opportunity to experience a wide range of camps from Years 5 -10. The Year 5 students went to Adelaide Zoo, the Year 6 students went to Woodhouse Adventure Camp, The Year 7/8 students went to Camp Willochra in Melrose, the Year 9s went on the Rite Journey Camp and the Year 10's travelled to Adelaide to explore future options on their PLP camp.

In response to the parent survey, we will be introducing a camp to Year 4 in 2025, along with a staylate and sleepover for younger grades.

Secondary Technology

This year, our SAPN Robotics Competition team won and received $2500 for their achievement in building an automated fuse removing robot. Robotics continued to be a growing field of interest, however, there were also many creatively designed toys and furniture being created with wood and metal work.

Life Stories Project

This project with the Year 9s continues to be a significant opportunity for connection with the older generation in our churches and local community. We have the presentations of the finished project to the seniors by Year 10s in Term 1, with the Year 9s conducting interviews and writing the biographies in Term 4. Although this is essentially an English assessment task, the learning opportunity and relationship building for both parties are quite unique and special.

Mathematics

There continues to be a steady growth in knowledge and confidence across the College in this area, which has prompted more students to enter in external competitions. In both the Australian Mathematics Competition and Bebras Computational Thinking Challenge, we had number of students achieve credits, distinctions and even a high distinction. One student also achieved a high commendation from the South Australian Mathematics Talent Quest for his investigation.

VIP Day

This was formerly known as Grandparents Day, but with the changing dynamics of families and with a desire to honour all significant older people in our students' lives, it was decided to change the title of the event. It essentially had the same flow with a chapel, followed by class activities and finishing off with an afternoon tea. It was well attended and again, an opportunity for our students to honour and share life experiences with these special people that God has put in their lives.

NAPLAN Results

The National Assessment Program Literacy and Numeracy (NAPLAN) assesses all students in Australian schools in Years 3, 5, 7 and 9. Teachers at Mid North Christian College are involved in the continual monitoring of our students' academic performance, including the NAPLAN tests for students in Years 3, 5, 7 and 9.

Monitoring is not confined to one test on one day, but rather is supported by a range of mechanisms, including other annual standardised assessments such as those developed by the Australian Council for Educational Research tests.

MNCC NAPLAN results are reported on the ACARA My School website (http://www.myschool.edu.au), in line with government requirements. While we do not encourage NAPLAN results to be used as a comparative measure of school performance, we do believe that NAPLAN testing is a useful tool for diagnostic purposes for individual students and is used as such by all teachers.

The table below shows the average MNCC student results for 2024.

The cell colour shows how the school's results compare to those of students with a similar background. The numbers below each score indicate the average score for students from a similar background, and the average score for all Australian students.

	Reading		Writing		Spelling		Grammar		Numeracy	
Year 3	377		392		372		377		371	
	sim	all	sim	all	sim	all	sim	all	sim	all
	369	404	391	416	372	401	372	409	373	404
Year 5	487		474		498		481		482	
	sim	all	sim	all	sim	all	sim	all	sim	all
	482	492	474	485	485	486	488	498	477	489
Year 7	566		561		539		552		538	
	sim	all	sim	all	sim	all	sim	all	sim	all
	529	535	536	540	528	540	527	537	516	540
Year 9	534		559		536		550		537	
	sim	all	sim	all	sim	all	sim	all	sim	all
	546	565	558	574	548	567	537	555	546	565

well above | above | close to | below | well below | no comparison available

SACE Stage 2 Results

The information below shows the number of scores achieved across all subjects offered at MNCC.

Grade	No. of results for MNCC
A+	0
A	3
A-	5
B+	11
B	14
B-	15
C+	16
C	3
C-	4
D+	-
D	-
D-	-
E+	-
E	-
E-	-
F+	-
F	-
F-	-
N	-

SACE Highlights

- SACE Completion – 87.5%
- Eight As in total
- Best student result was a top ATAR of 91.80

2024 Student Pathways

The information below shows the pathways and opportunities that our 2024 Year 12 graduates have achieved post schooling.

Career Pathway	% of 2024 graduates
Further study - University	25%
Further study - TAFE	12.5%
Further study - Aviation	6.25%
Gained Apprenticeship	12.5%
Gained other employment	12.5%
Gap Year	6.25%
No respsonse	25%