Melton Christian College provides excellent Christ-centred education in a caring and nurturing environment, equipping students to reach their full potential in Christ.
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CHAIRMAN’S REPORT

In preparing my final Melton Christian College Chairman’s Report I reflect on the Grace of God and how He has always been faithful and always will.

The miracles of provision will always stay in my mind as I look back to how we started the College. Obviously, the wonderful growth of facilities stands out, but the richest provision is the people. All the people who invested through years past, and those who now work at the College are the real Melton Christian College. The people who have poured their lives into the College have actually poured their lives into our students.

God himself is the one who transforms lives, as we are reminded by 1 Corinthians 3:9. This scripture tells us that we are fellow-workers together with God. So, that means that as God’s people respond faithfully to His call on their lives He will be working through each one. Thus College work is God’s work, and it is His work that we are privileged to join when we serve the work of the College.

I am well assured about where Melton Christian College is at the moment. With complete confidence I now hand over the reins to David Micallef as the incoming chairman. We know he is very capable, and moreover a man of integrity who is totally committed to the College. The future governance of the College is in good hands due to the stability and wisdom of College Council. On the operational side we have people of experience and passion guided by David Gleeson as Principal and Neville Findlay the Business Manager. Thus, through the unity of College Council and College Management there is a clear plan to take the College from strength to strength.

I could write endlessly of past and present achievements because there are so many. Instead I will simply revisit the example that epitomises the security of the College’s future, and that is the acquisition of the new property on Coburns Rd allocated for a second campus in the future.

What I would like to do is to thank the many people who have poured their lives into the work of Melton Christian College. There are so many that I cannot name individuals, and it would not be fair on those I might overlook when we consider that it is now thirty-two years since the humble beginning in the Scout Hall. I extend a general but rich acknowledgement to everyone who has supported this work over these years. Thank you!

Thank you for the love and encouragement that you have given whether you are a current or former student, member of staff, College Council member, parent, volunteer, or a supporter of the College. The Lord has always blessed Melton Christian College with the greatest people that we could possibly have; thank you all. There are now many second-generation children who are current students. There are also past students who have returned as teachers, so the cycle will continue as the Lord’s great family of Melton Christian College continues into the future.

Melton Christian College exists for the express purpose of partnering with parents to train and educate their children so that they can be the godly people that the Lord can use to transform the world. When we consider that God is utterly devoted to people because of the love He has for us, it is no wonder that He has done and will continue to do so much in the life of the College as it presses forward in training this next generation for Jesus.

So on behalf of the College Council: thank you.

To end this report, let me say on a personal note together with Jan and our family, we thank you all so much for all the love that you have given us throughout these years. May the Lord always be your strength. Bless You.

Simon Liefting
Chairman of the College Council 2016
PRINCIPAL’S REPORT

Firstly, let me thank the people of Melton Christian College for their generous welcome and their kind acceptance of me in my first year of involvement in our College community. Each day, I am grateful to the Lord that I am privileged to work alongside the staff and students, and partner with parents in their children’s schooling.

Our College has five wonderful core-values:

- Christ-centredness
- Excellence
- Respect
- Community
- Passion for Teaching and Learning

Christ-centredness
Every day we are able to celebrate life, joy, beauty, truth, excellence, purity, goodness, and the whole of this delightful earth that the Lord made for us; because our College stands on Christ and His teachings. Christ-centredness means that we humbly acknowledged hardship, with courage we unite against wrongdoing, and we accept the perplexities of sadness and loss; hand in hand with the beauty of life that surrounds us.

Community
A Christian school operates best when it is working simultaneously as an effective organisation and a God-honoring community. Each student and staff member achieves their best when they rightly understand their intrinsic value as community members within the organisation.

Respect
Whether we are students, staff or parents our influence on others is life-shaping. In a College like ours we must all model positive behaviours and great attitudes to one another. We are discipling one another, whether consciously or not; so let’s protect our community by making sure respect goes both ways, always.

Excellence
As a staff team we are thrilled to see our students achieving their best. In 2017 we will be seeking even more enthusiasm for excellence, from ourselves and our students. Because partnership is inherent to our College we also need parents to seek excellence alongside the students and staff.

Passion for Teaching and Learning
This core-value explicitly demands the same thing from teachers as well as learners; that is, passion for their daily task. We staff, must teach passionately, and our students must become passionate about learning. Throughout 2016 the staff-team has grown closer. A unified staff-team enhances the sense of community among students. Children imitate the behaviours of their adult role-models; so in turn, we as partnering staff and parents need to demonstrate unity, in order for the children also to demonstrate unity among themselves.

I look forward to the weeks, months and years ahead, partnering with our parents, students and staff in Christian education in Melton.

David Gleeson
Nov 2016
**STUDENT PROGRESS & ACHIEVEMENT**

**Student Attendance**
The average student attendance for 2016 was 93% (this figure includes absences for family holidays). Because the College is committed to excellent learning-outcomes, parents are contacted by staff regarding any unexplained absences. Attendance and punctuality are expected of all students.

<table>
<thead>
<tr>
<th>Year</th>
<th>Attendance</th>
<th>Year</th>
<th>Attendance</th>
<th>Year</th>
<th>Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prep</td>
<td>91%</td>
<td>Year 5</td>
<td>94%</td>
<td>Year 10</td>
<td>92%</td>
</tr>
<tr>
<td>Year 1</td>
<td>93%</td>
<td>Year 6</td>
<td>92%</td>
<td>Year 11</td>
<td>91%</td>
</tr>
<tr>
<td>Year 2</td>
<td>94%</td>
<td>Year 7</td>
<td>92%</td>
<td>Year 12</td>
<td>94%</td>
</tr>
<tr>
<td>Year 3</td>
<td>95%</td>
<td>Year 8</td>
<td>94%</td>
<td>School Average</td>
<td>93%</td>
</tr>
<tr>
<td>Year 4</td>
<td>93%</td>
<td>Year 9</td>
<td>91%</td>
<td>Teaching Staff</td>
<td>95%</td>
</tr>
</tbody>
</table>

**Student Retention**
Retention has been increasing as VCE offerings grow and the VCAL program strengthens. For the graduating class of 2016 cohort:

- 62% of the 2014 Year 10 students graduated from Year 12 2016
- 96% of the 2015 year 11 students graduated from Year 12 2016

The average retention through senior years is 79%.
Achievement of National Minimum Standards

The tables below indicate the performance of Melton Christian College students against the National Minimum Standards for Literacy and Numeracy. These figures show the percentage of students in years 3, 5, 7 & 9 who have achieved or exceeded the national minimum standards.

<table>
<thead>
<tr>
<th>Year 3</th>
<th>Reading</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 5</td>
<td>Writing</td>
<td>100%</td>
<td>97%</td>
<td>98%</td>
<td>96%</td>
<td>98%</td>
<td>100%</td>
</tr>
<tr>
<td>Year 7</td>
<td>Writing</td>
<td>96%</td>
<td>96%</td>
<td>98%</td>
<td>98%</td>
<td>98%</td>
<td>83%</td>
</tr>
<tr>
<td>Year 9</td>
<td>Writing</td>
<td>81%</td>
<td>92%</td>
<td>93%</td>
<td>93%</td>
<td>87%</td>
<td>84%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year 3</th>
<th>Spelling</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 5</td>
<td>Grammar</td>
<td>93%</td>
<td>97%</td>
<td>95%</td>
<td>96%</td>
<td>98%</td>
<td>96%</td>
</tr>
<tr>
<td>Year 7</td>
<td>Grammar</td>
<td>93%</td>
<td>85%</td>
<td>88%</td>
<td>93%</td>
<td>93%</td>
<td>100%</td>
</tr>
<tr>
<td>Year 9</td>
<td>Grammar</td>
<td>94%</td>
<td>98%</td>
<td>94%</td>
<td>98%</td>
<td>95%</td>
<td>95%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 5</td>
<td>Numeracy</td>
<td>93%</td>
<td>91%</td>
<td>92%</td>
<td>97%</td>
<td>98%</td>
<td>100%</td>
</tr>
<tr>
<td>Year 7</td>
<td>Numeracy</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>94%</td>
<td>97%</td>
<td>97%</td>
</tr>
<tr>
<td>Year 9</td>
<td>Numeracy</td>
<td>100%</td>
<td>100%</td>
<td>98%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Students at Melton Christian College continue to demonstrate positive results in national assessments. The College’s Teaching and Learning Department enables the teaching-team to support student improvement.

Further information on NAPLAN results can be found on [www.myschool.edu.au](http://www.myschool.edu.au)
Senior Secondary Outcomes

Melton Christian College offers both Victorian senior secondary certificates: Victorian Certificate of Education (VCE) and Victorian Certificate of Applied Learning (VCAL). All of our 2016 Year 12 students completed their certificates. The VCE class achieved an average study score of 30. The College congratulates its graduates and their teachers on these excellent outcomes.

Post School Destinations

The significant majority (21 out of 26) of MCC graduates pursued tertiary study after secondary school. Of those graduates, 90% (19 out of 21) secured their prime choice placement. The remaining graduates pursued non-tertiary options post-secondary schooling.

Parent, Student and Teacher Satisfaction

A strength of Melton Christian College is the staff commitment to communicating proactively with parents. In the same way, parents are urged to stay in communication with College staff. Advice, suggestions and feedback are welcomed between all segments of the College community. Students and their parents are in regular, schooling-related communication by email with school staff.

There are formal structures for communication such as Student Senate, Staff Meetings, Leadership Team meetings and College Council. In addition, the Board of Directors holds monthly meetings and holds the annual general meeting. These formal structures facilitate communication, and directly and indirectly maintain high satisfaction levels through responding effectively.

Melton Christian College participates in LEAD surveys as well as internally managed surveys of parents, students, staff, alumni and governance. These surveys collect data for the explicit purpose of measuring school performance. The data is used directly to inform improvements to the overall work of the College and specifically learning programs and administrative systems.

Parents are encouraged to be an active part of the school community. Many parents assist in classroom support, working bees and manage a comprehensive Parents and Friends Committee.
TEACHING STAFF

Staff Attendance
The average staff attendance for 2016 was 95%. This figure excludes planned absences for professional development, maternity and long service leave.

Workforce Composition
Melton Christian College staff members come from a wide variety of backgrounds. No staff member identifies as having an indigenous background. Of the 57 teaching staff 35% have more than 10 years of teaching experience.

<table>
<thead>
<tr>
<th>Gender</th>
<th>Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>74% Female</td>
<td>26% Male</td>
</tr>
<tr>
<td>70% Full Time</td>
<td>30% Part Time</td>
</tr>
</tbody>
</table>

Teacher Qualifications
All Melton Christian College teachers are accredited by The Victorian Institute of Teaching. All teachers have at the minimum, 4 year tertiary qualifications including Bachelor degrees. In addition 7 teachers have Master’s degrees, 51 have Bachelor degrees and 24 have diplomas. A number of our staff team have multiple qualifications.

Professional Development
All staff are given multiple opportunities to increase their understanding, update their strategies, implement new ideas and stay abreast of curriculum change. In 2016 the budget for staff training and professional development was $80,000.
## STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR MELTON CHRISTIAN CENTRE LIMITED

FOR THE YEAR ENDED 31 DECEMBER 2016

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Revenue</strong></td>
<td>10,155,473</td>
<td>9,790,826</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>9,335,553</td>
<td>8,917,000</td>
</tr>
<tr>
<td><strong>Net Result for the year before Government Grants – Capital</strong></td>
<td>819,920</td>
<td>873,826</td>
</tr>
<tr>
<td><strong>Government Grants– capital</strong></td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td><strong>Net Result for the year</strong></td>
<td>819,920</td>
<td>873,826</td>
</tr>
<tr>
<td><strong>Total comprehensive income for the year</strong></td>
<td>819,920</td>
<td>873,826</td>
</tr>
</tbody>
</table>

## STATEMENT OF FINANCIAL POSITION FOR MELTON CHRISTIAN CENTRE LIMITED

AS AT 31 DECEMBER 2016

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Assets</strong></td>
<td>13,136,099</td>
<td>13,093,617</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>4,196,454</td>
<td>3,137,042</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>10,776,495</td>
<td>9,956,575</td>
</tr>
<tr>
<td><strong>Total Equity</strong></td>
<td>10,776,495</td>
<td>9,956,575</td>
</tr>
</tbody>
</table>
### Income

- **Other Revenue**: 3%
- **Student Fees**: 28%
- **Interest income**: 0%
- **Government Funding - recurrent**: 69%

### Expenses

- **Other Expenses for continuing operations**: 11%
- **Education Requirements**: 8%
- **Borrowing Expenses**: 1%
- **Depreciation**: 9%
- **Employee benefits expense**: 71%
Melton Christian College’s mission is to provide an excellent Christ-centred education, that is implemented in a caring and nurturing environment. Melton Christian College staff and families hold to the following shared values: Christ-centeredness, Excellence, Community, Respect, and Passion for Teaching and Learning. Our College is part of the Christian Education National (CEN) network of schools. At Melton Christian College we intentionally build a school culture where positive behaviour and Christian values are uncompromisingly established. Students, staff and parents are all expected to behave according to our shared values.

Melton Christian College provides mainstream yet diverse programs from Prep through to Year 12, and seeks to make this excellent education affordable for families. Our programs equip students to show leadership in their community. We insist on high standards of self-management, independent-thinking, respect and selflessness. Our committed Christian staff strive to provide caring, focused learning-environments for students.

Junior primary utilises an effective phonics program to provide the foundation for children to learn to read with understanding. Our primary program emphasises the fundamentals of numeracy and literacy. The College campus has a stunning gymnasium, well-equipped science and design-tech facilities enabling woodwork, and hospitality, as well as a senior-school centre for year 10-12 academic classes. Classroom music, as well as performing and visual arts are programs that the children enjoy greatly, and the entire College community loves our annual musicals. Japanese is taught as LOTE, and some students join the College tour to Japan for language immersion, we also host overseas students from our sister school in Japan. Onsite instrumental music lessons are available, which makes it convenient for families. Grade 3&4 students learn about God's living world through a garden-growing and life-cycle program onsite.

College students represent our school in various inter-school sporting, academic and leadership events, and we have camps throughout upper primary and secondary years. A wide range of VET (Vocational Education and Training) subjects are available through our partnerships with Western Edge VET Cluster of the secondary schools in Melton. Our VCAL program prepares students for the workplace or post-secondary training, and the breadth of subjects offered at VCE level supports student development and prepares students for their tertiary courses.

Melton Christian College is a remarkable P-12 school community where schooling is acknowledged as the most significant partnership parents engage in, on behalf of their children. In Christian schooling our Christian faith is not merely an addition to an excellent curriculum, the Christian faith underpins every program, policy, protocol and practice. Success in Christian schooling includes nurturing children’s development; academically, physically, emotionally and spiritually. Therefore, wherever possible teachers in teams are creating programs that add value to academic learning. These value-adding programs and events will include cultural experiences, sport, performance, social development, civics and ethics, wholeness and cultural health, and many more. See below for a list of examples:

- Aspire Program (VCE induction)
- Camping program, including Yr11 Trip to Emu Gully in Queensland
- Civic service program
- Daily Homeroom Program
- Digital learning
- Education support throughout the College
- Life-cycles program for Grade 3 & 4 students
- Buddies Program across year-levels
- Grade 6 tour to Canberra
- House events, sporting and cultural
- Instrumental Music lessons available throughout the school day onsite
- Interschool events, sporting and cultural through Christian Schools Events Network
- Japanese language as core study from P-8, elective thereafter
- Japanese student exchange program: Morimura school - Japan
- Learning Management System “Canvas”
- Overseas tour to Japan
- Performing Arts: annual Musicals
- Quick-start program
- Robotics
- Social skills developmental programs
- Student Leadership Team (student senate)
- Transition programs from primary into secondary and secondary into VCE
- Tutoring – additional afterschool hours, delivered by teachers, no-cost
- Upper Primary Kitchen lessons
- Weekly assemblies and chapel services