



Melton Christian College Annual Report 2023

Melton Christian College

Vision:

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

Mission:

*Our purpose is: as a learning community under Christ,
to excel in care, nurture, welcome and belonging.
This will always continue to define our success, and to
improve student learning outcomes in all realms, the whole child.*

Core Values:

Christ-centredness, Excellence, Respect, Community, Passion for Teaching & Learning.

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Chairman's Report

Mark Andrews

2023 has been a year with a number of significant history making milestones. Monday 24th July 2023 was possibly the most significant day in the life of Melton Christian College since nine students first gathered in a Melton Scout Hall for the first class of Melton Christian Academy. The school registration start date was 16th July 1985.

This was the first official day of classes at the new Toolern Vale Campus of MCC. Whilst we had been hoping and praying to be able to commence onsite at the new campus for the beginning of Term 1 2023, this was not to be the case. On behalf of the College Council, Management, and staff, I want to thank the families for their patience and understanding as we navigated the delays and challenges in delivering this facility to the community. I am sure that you all agree it was worth the wait. Our architects, Cotter Reid, have designed and delivered a new, state of the art learning environment that we are so grateful to God for providing. We were able to celebrate as a community this milestone with an Official Opening Ceremony on Thursday 7th September.

Already Stage 2 at Toolern Vale is under construction. This will see further teaching spaces added to enable the organic growth of classes year by year. We are incredibly grateful to the Independent Schools Victoria Block Grant Authority for the funding support to assist the College in financing our building development.

Another first for MCC was to hold two building openings in the one calendar year. Early in Term 1, on 14th March, we celebrated the official opening of "B" Block at our Brookfield Campus, which was handed over for use late in 2022. This two level building provided new primary teaching spaces, toilet facilities, as well as admin space which is currently occupied by our ICT Team and the Uniform Shop. This building project was made possible by the generous financial assistance of the Australian Commonwealth Government. The upgrade to the College at Brookfield ensures that we continue to provide high-quality Christ-centred, education to our local communities.

Several members of Parliament (both local and federal) were in attendance, and it was a good opportunity to connect with these guests, as well as the parents who

attended to witness the ceremony.

During 2023, as part of our compliance responsibilities, the College has participated in a Post Enumeration Audit for our government funding requirements and a VRQA Audit & Child Safe Policy Review as part of our state school registration requirements. Both of these are important milestones to ensure the ongoing operation of MCC. The strong partnership between governance and management of your College is reflected in the smooth and successful completion of these requirements. I express my appreciation to the senior leaders and their teams for their diligence in executing these responsibilities.

As Chair of the College Council, I am especially thankful for the contribution of the other members of the Governance team and wish to recognise them for their generous and untiring efforts. We have had some changes to the team during 2023, with the return of the founder, Mr Simon Liefting to regular attendance and the recent resignation of Mr Pieter Stok after more than a 3 year term. We thank him for his contribution to MCC during this time. His wisdom and experience in Christian Education has been of real benefit to us during his journey.

New governance team members are in the process of being appointed and we are anticipating having a parent with a student at the Toolern Vale Campus and a past parent of students at Brookfield confirmed as members before 2023 concluded.

As I conclude, I affirm that the vision of providing in partnership with parents a Christ-centred education for their children remains as strong as ever. We are committed to ensuring that the good news of the Gospel of Jesus Christ is shared and taught. Our curriculum continues to be shaped in such a way as to acknowledge the one true God as creator of all things and that He has a good purpose for each individual whom he loves with a passion and wants them achieve the full potential that He has created within them.



Principal's Report

David Gleeson

Have you ever chatted with any of the pioneers of Melton Christian College? It is fascinating to hear their stories about how our Brookfield campus began. They tell story after story of God surprising everyone, and throughout the hard, hard work, the moments of miracle made the seemingly impossible possible.

There's the story of starting the school before there was a school to start; our school began in a scout hall! There's the miraculous purchase of the property. There's the story of the bad boxthorn bush that blew up a ute. There's the story of the wildfire that finished off that bad, bad boxthorn bush and all of its bad boxthorn buddies. There's the story of the sewer connection and the underground rocks. There's the story of the washout concrete that was used to build the footpaths; one panel at a time. There are more stories than any one pioneer can tell.

When the Brookfield pioneers start telling stories, they always describe how small the school was back then. And they are always astonished at how large the school has

become. They say things like, "Back then, we never imagined that the school could grow to what it is now."

Keep that in mind as I tell you that in the Christian Bible there is an ancient section where God sends a message to one of Israel's kings. God's message is: "*Do not despise the day of small beginnings.*" Back in 1986, our school began with nine students in a scout hall; they were small, small beginnings.

One warm day in 2016 I was strolling past that same scout hall on Henry Street. I walked around the bend where Henry Street becomes Smith Street and I got chatting with an oldie who lives in the units. Her good memory impressed me because she began telling me that back in the eighties a Christian school had started over there. She was pointing to the scout hall. This sunny day was some 30 years after that small beginning; a small beginning that she still remembered. It started then with nine students. At the time when she was talking with me in 2016, we had more than 600 students. Now, in 2023, we have more than 1,000 students. That rather small beginning has proven to have been a rather big foundation.

That was then, but this year has held another small beginning.

Even as I write this report for the College Yearbook, I am sitting in the office of our new Toolern Vale campus. The countryside backdrop is like another world. We are only minutes from Melton but surrounded by splendid scenery. Our Toolern Vale teachers are teaching and our Toolern Vale learners are learning, and this campus seems to us like the prettiest place on earth!

Our school is now; 'One Vision, Two Locations', and that is what we are. We have two campuses and both campuses fulfill the same wonderful vision. They bring the same lovely atmosphere that Melton has been built on since 1986.

We can't know what the future will hold, but we can know that in our school of miracle stories, days of small beginnings turn out to be days of big foundations. Our prayer and our vision is that the small beginning at Toolern Vale becomes another big foundation for great growth and God's good work in the lives of children.

COLLEGE COUNCIL



MARK ANDREWS
DIRECTOR & CHAIRMAN

2023 sees Mark in his fifth year as College Council Chairperson. Mark has also served 19 years as a Director of Melton Christian Centre Ltd, and he is an Elder of Melton Christian Church. Mark has a passion to ensure that the College is well-placed to continue providing Christ-centred education for many generations in the future. He combines these roles with that of being a local small business owner. Mark is recognised for providing wise governance that is prayerfully submitted to the will of God.



RICHARD DOHERTY
COUNCIL MEMBER

Richard has served on College Council for fifteen years. His background includes 23 years in banking and a similar period in his current position as a local pastor with the Australian Christian Churches. With five grandkids, son, daughter and daughter-in-law involved in the College, Richard is well connected to the life of the College. Besides his passion for family, Richard's heart is to encourage others to reach their full potential in their relationship with Christ. Having been riding motorcycles for over 50 years, Richard still enjoys this pastime.



FIONA MEAGER
CHAIR OF PROPERTY COMMITTEE

Fiona has served on College Council for many years, and more recently has led the Property Committee. She spent over 15 years working as an Accountant, before becoming a Secondary Teacher several years ago. Fiona's passion is authentic Christian education and making faith real and practical. She also loves seeing people getting together and enjoying one another's company. In the future, although Fiona will continue to serve the Property Committee, this will be her final year serving as a Council member. We thank her for her ongoing, wonderfully dedicated service.



PIETER STOK
COUNCIL MEMBER

Pieter is in his fourth year of involvement with Melton Christian College. He has been involved with Christian education as a teacher, a past principal, and a board member. Pieter retired at the end of 2022 from his part-time teaching role at his current school. Throughout his working life his career has included education, but Pieter also worked as a church pastor. His passion is to encourage all Christians to acknowledge the Lordship of Jesus over every aspect of their lives. He brings wonderful experience, thinking, insights and depth of understanding to our College Council. Pieter and his wife Hetty have six daughter and three grandchildren. All their children are marvellously gifted intellectuals working in demanding professional roles.

Dear students, staff and parents,
As the College Captains for this academic year, we would like to take a moment to reflect on our journey and express our gratitude. Throughout the year, we have strived to create a better school environment, support our fellow students, and lead by example. We are incredibly grateful for the opportunity to serve in this role and make a positive impact. When we first came to this school, we were personally greeted by the Captains who made us feel welcomed, showed us kindness and illustrated what it means to be part of a Christian community. As Captains, we have committed to carrying on the same legacy to those around us. One of our main goals was to foster a sense of belonging within our school community. We organised various events, assemblies and school initiatives, such as the ANZAC Day service, Schools in Action, and volunteering for events like the musical and House competitions. These activities provided

opportunities for all students, especially newcomers, to feel welcomed and valued. Our aim was to create safe spaces where students could freely express themselves and engage in meaningful discussions.

We would like to express our appreciation to the dedicated staff and teachers who have relentlessly worked to provide us with exceptional learning environments. Their commitment to our education, sacrificing their own time and efforts, deserves recognition. We acknowledge their important role in shaping our lives and ensuring our success both academically and personally. Thank you for your support and prayers.

We would also like to express our gratitude to our fellow Year 12 students. Whether you have remained with us or chosen a different journey, your presence and contributions have greatly impacted who we are as a cohort. Together, we celebrated victories, showcased our talents in sports, and learned important lessons that have shaped our characters. Thank you for challenging and bringing out the best in us.

Additionally, we want to thank the members of this year's leadership team. Your dedication, initiative, and creative problem-solving skills have been instrumental in overcoming hurdles and improving our school experience. Your availability and willingness to step out of your comfort zones to lend a helping hand have not gone unnoticed. Thank you for your commitment to serving our school.



SENIOR COLLEGE CAPTAINS

KACIE LEE, JACK FERGUSON

To the future leadership team, we offer some advice as you prepare to take on this significant responsibility. Embrace each decision and every minute as an opportunity to make a meaningful impact. Enjoy the experience and avoid letting it become burdensome. Stay focused on the goals you have set and work diligently towards achieving them. Above all, trust in God's guidance. Let Him inspire and direct your steps as you represent our school and strive to make it a better place. As we conclude, we want to leave you with the words of

Jeremiah 29:11: *“For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future.”*

Trust in the Lord, knowing that He has a plan for you that will never fail. Allow His guidance in your life and embrace the future with confidence.

Thank you once again for your support, and we wish you all a rewarding and successful year ahead.



Outcomes Report

STUDENT ATTENDANCE

The average student attendance for 2023 was 91% (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.

YEAR	ATTENDANCE	YEAR	ATTENDANCE
PREP	91%	YEAR 7	88%
YEAR 1	89%	YEAR 8	90%
YEAR 2	90%	YEAR 9	87%
YEAR 3	93%	YEAR 10	88%
YEAR 4	92%	YEAR 11	90%
YEAR 5	90%	YEAR 12	92%
YEAR 6	91%	SCHOOL AVERAGE	91%
		TEACHING STAFF	96%

NAPLAN

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. *Please note in 2023 NAPLAN testing moved from May to March and the NAPLAN scale was reset. This means NAPLAN achievement prior to 2023 cannot be compared to that of 2023 onwards.*

YEAR 3	2021	2022	2023
READING	98%	97%	398
WRITING	96%	98%	420
SPELLING	96%	94%	404
GRAMMAR & PUNCTUATION	98%	96%	415
NUMERACY	100%	97%	400

YEAR 7	2021	2022	2023
READING	96%	97%	540
WRITING	96%	97%	539
SPELLING	97%	95%	546
GRAMMAR & PUNCTUATION	94%	95%	538
NUMERACY	95%	96%	539

YEAR 5	2021	2022	2023
READING	100%	90%	481
WRITING	98%	92%	463
SPELLING	98%	93%	478
GRAMMAR & PUNCTUATION	96%	95%	478
NUMERACY	100%	97%	481

YEAR 9	2021	2022	2023
READING	97%	86%	573
WRITING	94%	89%	572
SPELLING	96%	92%	575
GRAMMAR & PUNCTUATION	94%	86%	571
NUMERACY	98%	98%	570

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

ENROLMENT RETENTION

For schools, keeping students enrolled through to the end of Year Twelve has traditionally been considered an indicator of belonging and trust. That view is being questioned these days because it is understood that while tertiary studies are great for some people, other pathways suit certain students.

At MCC we never hesitate to encourage students who explore worthwhile alternatives to school, such as apprenticeships and/or meaningful employment. There is great strength in the VCE and VCE-VM programs, so we encourage the right students to complete one or other of these formal, senior secondary courses. Simultaneously, our view is that it is beneficial for other students to leave school, but only when they do this to take up offers of apprenticeships or other employment that may arise during the school year. Thus, the approach of MCC is not to discourage students as is age-appropriate, to take up opportunities when it can be seen that leaving school will benefit them long-term.

Of the 44 students who commenced MCC Year Twelve in 2023, 40 had been enrolled in MCC Year Nine in 2020. Thus, 4 students had joined the cohort. Of the 44 students who commenced MCC Year Twelve in 2023, all 44 completed Year Twelve by the end of that school year. MCC is satisfied that these 2023 retention results are indicative of good choices by students and their families.

SENIOR SECONDARY OUTCOMES

Measures	2023	Comments
Starting cohort: number of Yr12 students at start 2023	44 students	Congratulations to our bold senior students who embarked on the Yr12 journey.
Finishing cohort: number of Yr12 students at end of 2023	44 students	Congratulations to our wonderful senior students who not only embarked upon, but also saw the Yr12 journey through to the end.
Retention Rate	100%	We celebrate our students' sense of belonging reflected in this data.
Completion Rate (percentage of students in this cohort who completed Yr12)	100% of students	Congratulations to our 2023 Yr12s on their successes.
Scored VCE	32 students	Well done to our academic-focussed students who pursued a study-score for each of their VCE studies.
Non-scored VCE	5 students	Well done to our five students who wisely opted to complete VCE with a focus on formative learning rather than summative assessment.
VCE-VM	7 students	Congratulations to our VCE-VM class who achieved their completion goals and received their certificate preparing them for meaningful careers.
Number of scored VCE students who applied for tertiary places	25 students	We support our students who see tertiary study as contributing to God's calling on their life.

Melton Christian College offers both Victorian senior secondary certificates: Victorian Certificate of Education (VCE) and Victorian Certificate of Education Vocational Major (VCE-VM). 100% of our 2023 Year 12 students completed their certificates. The VCE class achieved a median study score of 27.

POST-SCHOOL DESTINATIONS

We are proud that an appropriate proportion of our graduates from the 2023 cohort decided to pursue apprenticeships and other work immediately after graduating from school.

We are pleased to see students seeking placements in tertiary study, or confidently entering the workforce according to their God-given gifts. Our objective is that our graduates identify their calling and make meaningful contributions to their society throughout their lives

PARENT, STUDENT AND TEACHER SATISFACTION

A strength of Melton Christian College is the community's commitment to communicating proactively.

Parents are urged to stay in communication with College staff. Engagement, 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 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 community surveys of parents, students, staff, alumni and other aspects of a school community. 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.

Teaching Staff

STAFF ATTENDANCE

The average staff attendance for 2023 was 96%. 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. Our teaching staff is composed of 70% female and 30% male staff members. The percentage of our teaching staff who work full time is 68% with a further 32% part time. Of the seventy-nine teaching staff, 54% have more than ten years of teaching experience.

TEACHER QUALIFICATIONS

All Melton Christian College teachers are accredited by The Victorian Institute of Teaching. All teachers have at the minimum, four-year tertiary qualifications including Bachelor degrees. In addition, eleven teachers have Master's degrees, fifty-one have Bachelor degrees, and seventeen have Diplomas, this is because quite a lot of our staff team have multiple qualifications.

EDUCATION LEADERS COMBINED YEARS OF EXPERIENCE

The principal and the six senior leaders have a combined total of approximately 150 years of school and education leadership experience.

PROFESSIONAL DEVELOPMENT

All staff are given ongoing opportunities to increase their understanding, update their strategies, implement new ideas, and stay abreast of curriculum changes.



Curriculum, Culture, Courses and Class Communities

Melton Christian College's vision is to provide an excellent Christ-centred education that is implemented in a caring and nurturing environment, and that equips students to reach their full potential in Christ.

Our mission is as a learning community under Christ, to excel in care, nurture, welcome, and belonging. This will always continue to define our success, and to improve student learning outcomes in all realms; the whole child.

Melton Christian College staff and families hold to the following core values: Christ-centredness, Excellence, Community, Respect, and Passion for Teaching and Learning. Our College is part of the Christian Education National (CEN) network of schools. 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 these shared core 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.

Our primary program emphasises the fundamentals of numeracy and literacy. From Prep through to Year 6 we implement the Structured Literacy model, which is evidence informed best practice. We follow a systematic synthetic phonics scope and sequence. Students learn the code of reading in a specific order supported by books that match the code they are learning. 'Synthetic' means building from the smallest parts. Instruction is explicit, meaning that children are first directly taught the letters and sounds, which are then embedded in the context of meaningful words and sentences.

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. Performing and Visual Arts are programs that the children enjoy greatly. The entire College community loves our annual musicals. Japanese is taught as LOTE. Onsite instrumental music lessons are available, which makes it convenient for families. Our students represent our school in various inter-school sporting, academic and leadership events, and we have camps throughout upper primary and secondary

years. A range of VET (Vocational Education and Training) subjects are available through our partnerships with Western Edge VET Cluster of schools, however students do not need to go offsite for VET studies as the College offers onsite VET studies for our VCE and VCE-VM students. Our VCE-VM, or Vocational Major 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.

Value-adding programs included cultural experiences, sport, performance, social development, civics and wholeness and cultural health, and many more. Here is a non-exhaustive table of examples:

VALUE-ADDING PROGRAM EXAMPLES

- Aspire Program (VCE induction)
- Buddies Program across year-levels
- House events, sporting and cultural
- Instrumental Music lessons available throughout the school-day onsite
- Interschool events, sporting and cultural through Christian Schools Events Network
- Performing Arts: annual Musicals
- Quick-start program
- Lunchtime programs such as board games
- Social skills developmental programs
- Student Leadership Team (student senate)
- Transition programs from primary into secondary and secondary into VCE
- Upper Primary food technology and STEM lessons



Financial Report

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR MELTON CHRISTIAN CENTRE LIMITED.

For the year ended 31 December 2023

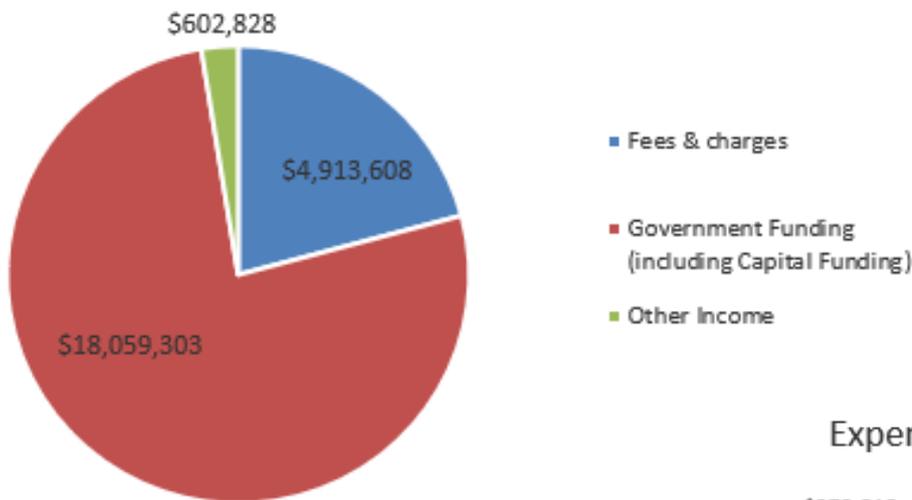
STATEMENT OF FINANCIAL POSITION FOR MELTON CHRISTIAN CENTRE LIMITED.

As at 31 December 2023

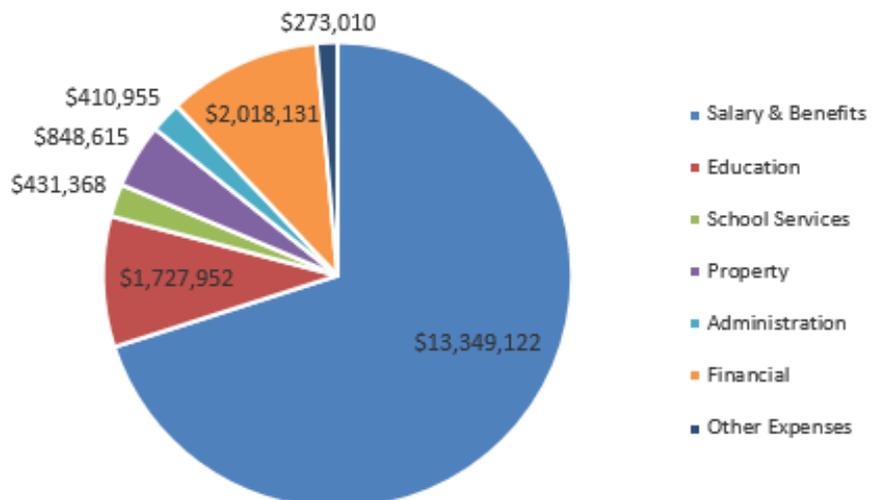
	2023	2022
TOTAL REVENUE	\$23,575,739	\$23,290,282
TOTAL EXPENSES	\$19,059,153	\$15,913,901
NET RESULT FOR THE YEAR BEFORE GOVERNMENT GRANTS - CAPITAL	\$3,285,170	\$3,404,683
GOVERNMENT GRANTS - CAPITAL	\$1,231,416	\$3,971,698
NET RESULT FOR THE YEAR	\$4,516,586	\$7,376,381
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	\$4,516,586	\$7,376,381

	2023	2022
TOTAL ASSETS	\$35,711,614	\$30,904,369
TOTAL LIABILITIES	\$3,354,376	\$3,063,717
NET ASSETS	\$32,357,238	\$27,840,652
TOTAL EQUITY	\$32,357,238	\$27,840,652

Revenue 2023



Expenditure 2023



**MELTON
CHRISTIAN
COLLEGE**



MELTON CHRISTIAN COLLEGE

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