



Melton Christian College Annual Report 2022

Melton Christian College

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

Mark Andrews

I have been reminded recently that life is a journey and that the experiences we have, build our skills, knowledge and ability to respond to the challenges that come our way. 2022 has been a year that returned us to something looking like "normal", with classes back in school where they belong.

It wasn't without challenges however, with an industry wide shortage of teachers and a cohort or two of students who forgot what "school" was, some not even having had an experience of structured learning at all yet. We can, however, be thankful for what was learned during the previous two years that has shaped our resilience and creativity, enabling us to look with fresh eyes at the way we do things.

The work of Melton Christian College is achieved by the contribution of a whole community of people who bring their passion, energy, commitment, skills and desire to serve God and the students and families of our learning community. This includes teaching staff, education support staff, administration and other staff with specialised skills, as well as our governance team. I take this opportunity to express my thanks and appreciation to everyone in the same way that the Apostle Paul did in the Bible to the supporters of his ministry...

"³I thank my God every time I remember you. ⁴In all my prayers for all of you, I always pray with joy ⁵because of your partnership in the gospel from the first day until now, ⁶being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus." Philipians 1: 3-6 (NIV)

Whilst I am thanking and acknowledging people, there are a couple of special mentions I need to make for staff who have retired in 2022. Our Business Manager, Mr Neville Findlay, retired from MCC at the end of Term 3 after serving the College for 7 years. We thank him for the gift and skills of financial management that he brought to our executive

management team, and the sound financial position that he helped move us towards, which has enabled the development we are undertaking and planning for in the future. In addition, there are two wonderful ladies who retired during the year after significant periods of service. Mrs Linda Bailey and Mrs Cherie Riding have both individually been a part of the MCC Community for more than 30 years. We thank them for their unique contributions and acknowledge the God-given gifts and talents that have shaped the College and the lives of students and colleagues alike.

Over the journey of the life of MCC so far, we have seen it grow from one class of 9 students, starting in a Scout Hall in 1985, to some 940 students at an extensive campus at Brooklyn Rd, catering for students in Prep to Year 12. But as I am sure you know, the journey God has for the College is still very much continuing.

We are looking forward, with much anticipation and excitement, to students commencing onsite at a brand-new campus in Toolern Vale in 2023.

Taking our responsibility for godly governance seriously, the College Council continues to work closely with College leadership staff to meet the needs of a growing community, one College, two locations.

We have seen over the past 30 plus years in the journey of Melton Christian College, the very hand of God, providing for the needs of the work of the College. It is this provision from God that has made MCC what it is today and His ongoing provision which will build the College that God wants for the future. It is our role to be obedient and faithful to steward the resources He has committed into our responsibility.

¹⁰"Whoever can be trusted with very little can also be trusted with much... Luke 16:10 (NIV)



Principal's Report

David Gleeson

Our 2022 has been a year of building and rebuilding.

The new and exciting Toolern Vale campus has been our building work. Our rebuilding work has been to rebuild and to restore our lockdown-affected students.

The students who came out of lockdown were different from those who went into lockdown. Lockdown was like those creepy abandoned mines in Victoria's goldfields. You go in with direction but come out muddled, directionless, lost. It was like they had forgotten our MCC lore, our MCC ways.

So, from the beginning of this year, we had work ahead of us: the work of rebuilding identity for our students. Little by little, throughout this year, the work of rebuilding student identity has meant they are starting to remember who they are and what it means to be an MCC student.

MCC students are valued, cared for, nurtured in their learning. Most importantly, MCC students are genuine teaching-learning partners with their teachers.

In satisfying synchronicity, this year of rebuilding has also been a year of building. Our main building work is our new campus. Apart from rainy, rainy, *rainy* days, the building work has been nonstop. The gym contains a full-sized basketball court. Coming off that large building is the administration centre with staff offices, reception, first-aid and other spaces. In between is a canteen for yummy lunches on special days. The classrooms are architect-designed interfacing learning spaces. There'll be a special double-sized classroom that can be used for all sorts of things; mostly visual and performing arts. There are roadways, carparks, a services shed, playgrounds, pathways and landscaped gardens, and more important than the mere buildings will be the students, staff and families.

We have enrolment waiting lists at many year levels, however in order to make it right not rushed, Toolern Vale campus is intentionally starting small. Sometimes schools start a new campus with several hundred students; but we want to build a culture of belonging right from the beginning. Everyone belongs; no one stands alone at MCC.

The new campus will open next year with around fifty lower primary students. They will be in just two classes: a Prep/Foundation class, and a Grade One class. Guiding them will be the Head of Campus, Mrs Kellie Giannes. Importantly, the staff who will be working at TV campus are people who have worked at Brookfield campus. This is crucial because we will keep one vision, the MCC vision, across our two locations. We need staff at TV who have proven they can carry our MCC way, our vibe, our feel, and our MCC ethos and culture into the new campus.

The future is bright for our students and our school. We have staff who care enough to look for ways to rebuild, restore, re-empower their Brookfield campus learners. And, we have a new campus coming to Toolern Vale, so that little by little our waiting list families can enrol their children. The Lord is blessing us, we are in His loving hands.

*Building
and
Rebuilding*

COLLEGE COUNCIL



MARK ANDREWS
DIRECTOR & CHAIRMAN

2022 sees Mark in his fourth year as College Council Chairperson. Mark has also served 18 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 fourteen 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 third 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.



SENIOR COLLEGE CAPTAINS MIKAYLA DUNN, ELIZABETH CONDE

This year has been a fantastic year here at Melton Christian College.

We had the blessing of being the School Captains of 2022. We aimed to bring the students together and to allow each student to feel a sense of belonging.

We were able to represent the College and the Core Values:

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

These are the foundation here at the College; and in every activity we organised and planned, we looked towards these values.

Being a part of the student leadership team, we were able to work alongside Mr Bendall, Mr Ibrahim, Mrs Bonnie Lang, Mrs Hansen and Mr Gleeson. We participated in events including the Mother's Day and Father's Day events, where we were able to create

We would like to thank the Primary School Captains and Primary House Captains, as well as the Secondary House Captains and the Student Senate, and lastly the Vice Captains, who worked closely alongside us and took time out of their studies to help organise and plan events.

It has been a privilege working alongside everyone to build a stronger community here at the College.

We were able to be role models for the younger year levels, and we hope our legacy has inspired younger year levels to achieve their goals and to pursue their future aspirations

“So do not fear, for I am with you; do not be dismayed, for I am your God. I will strengthen you and help you; I will uphold you with my righteous right hand.” Isaiah 41:10

Mikayla Dunn and Elizabeth Conde 2022



Outcomes Report

STUDENT ATTENDANCE

The average student attendance for 2022 was 88% (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	87%	YEAR 7	89%
YEAR 1	89%	YEAR 8	87%
YEAR 2	90%	YEAR 9	87%
YEAR 3	91%	YEAR 10	87%
YEAR 4	86%	YEAR 11	87%
YEAR 5	88%	YEAR 12	88%
YEAR 6	92%	SCHOOL AVERAGE	88%
		TEACHING STAFF	93%

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.

YEAR 3	2021	2022
READING	98%	97%
WRITING	96%	98%
SPELLING	96%	94%
GRAMMAR & PUNCTUATION	98%	96%
NUMERACY	100%	97%

YEAR 7	2021	2022
READING	96%	97%
WRITING	96%	97%
SPELLING	97%	95%
GRAMMAR & PUNCTUATION	94%	95%
NUMERACY	95%	96%

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

YEAR 9	2021	2022
READING	97%	86%
WRITING	94%	89%
SPELLING	96%	92%
GRAMMAR & PUNCTUATION	94%	86%
NUMERACY	98%	98%

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

Retention can be influenced by VCE subject offerings, a sense of belonging and trust, as well as the strength of VCE and VCAL programs. It is beneficial for some students to leave school to take up offers of apprenticeships or other employment opportunities that may arise during the school year. 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. The average retention through senior years was 92%, MCC is very content with these 2019-22 retention results.

SENIOR SECONDARY OUTCOMES

Measures	2022	Comments
Starting cohort: number of Yr12 students at start 2022	50 students	
Finishing cohort: number of Yr12 students at end of 2022	49 students	One VCAL student moved schools part way through the year.
Retention Rate	98%	We celebrate our students' sense of belonging reflected in this data.
Completion Rate (percentage of students in this cohort who completed Yr12)	96% of students	Congratulations to our 2022 Yr12s on their successes (two VCAL students were unable to complete their VCAL due to personal reasons).
Scored VCE	39 students	Well done to our academic-focussed students who pursued a study-score for each of their VCE studies.
Non-scored VCE	4 students	Well done to our four students who wisely opted to complete VCE with a focus on formative learning rather than summative assessment.
VCAL	6 students	Congratulations to our wonderful VCAL 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	37 students	Congratulation to 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 Applied Learning (VCAL). 96% of our 2022 Year 12 students completed their certificates. The VCE class achieved a median study score of 26.

POST-SCHOOL DESTINATIONS

We are proud that an appropriate proportion of our graduates from the 2022 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 2022 was 93%. 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 69% female and 28% male staff members. The percentage of our teaching staff who work full time is 64% with a further 36% part time. Of the seventy-five teaching staff, 53% 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 eight teachers have Master's degrees, sixty-four have Bachelor degrees and eleven 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 four senior leaders have a combined total of approximately 120 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 change. In 2022 the expenditure for staff training and professional development was approximately \$64,000.



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. Students learn about God's living world through a gardening and life-cycle program onsite. 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 2022

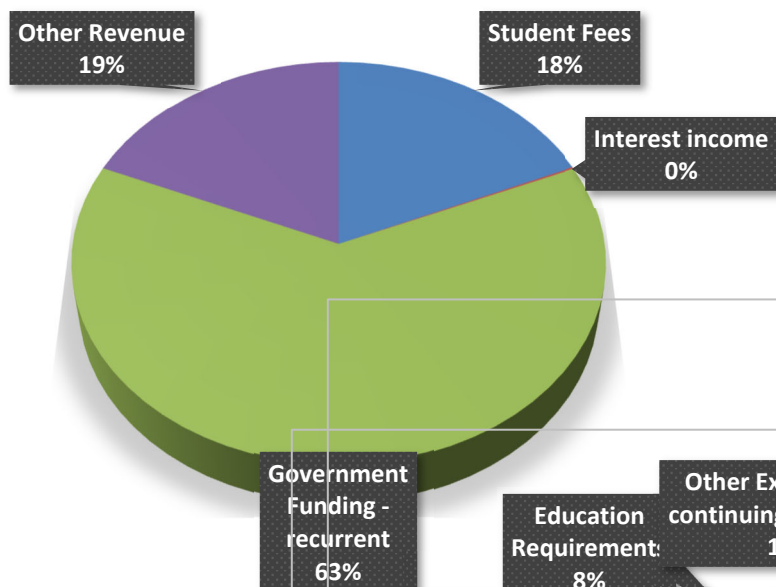
TOTAL REVENUE	2022	2021
	\$23,290,282	\$16,983,608
TOTAL EXPENSES	\$15,913,901	\$13,721,106
NET RESULT FOR THE YEAR BEFORE GOVERN- MENT GRANTS - CAPITAL	\$3,404,683	\$2,767,553
GOVERNMENT GRANTS - CAPITAL	\$3,971,698	\$494,949
NET RESULT FOR THE YEAR	\$7,376,381	\$3,262,502
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	\$7,376,381	\$3,262,502

STATEMENT OF FINANCIAL POSITION FOR MELTON CHRISTIAN CENTRE LIMITED.

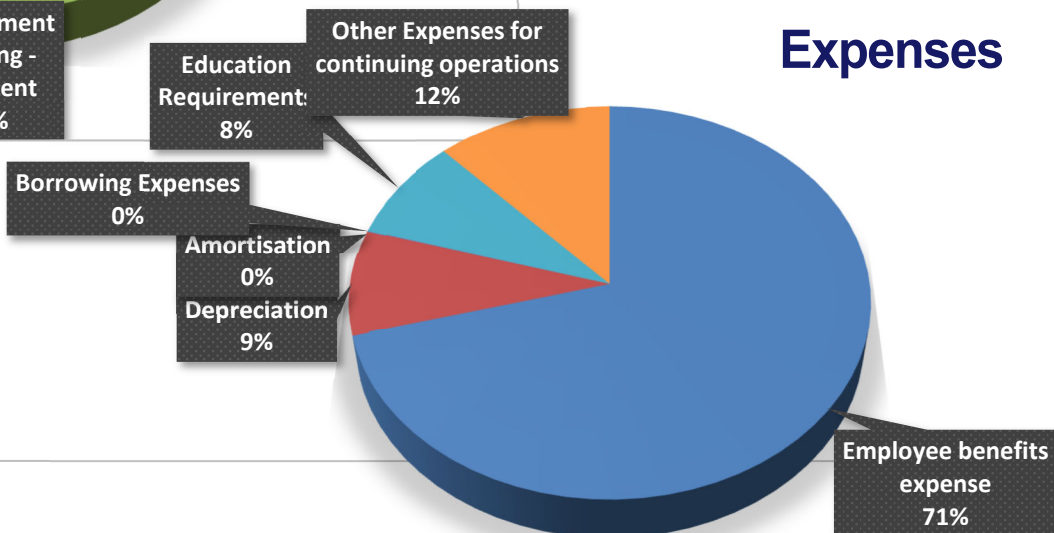
As at 31 December 2022

TOTAL ASSETS	2022	2021
	\$30,904,369	\$23,458,467
TOTAL LIABILITIES	\$3,063,717	\$2,994,196
NET ASSETS	\$27,840,652	\$20,464,271
TOTAL EQUITY	\$27,840,652	\$20,464,271

Income



Expenses



**MELTON
CHRISTIAN
COLLEGE**



MELTON CHRISTIAN COLLEGE

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