



Melton Christian College Annual Report 2024

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.

This Annual Report provides a comprehensive overview of school operations, management and learning outcomes. It is published yearly in compliance with our school's obligations to national funding legislation.

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Chairman's Report

Mark Andrews

Through 2024, our school; Melton Christian College enacted the vision. The vision is to *provide excellent Christ-centred education in a caring and nurturing environment, equipping students to reach their full potential in Christ*. This is why we are here.

Through 2024 our school remained true to its mission because of a diligent and protective governing body. The College Council of MCC is charged with the responsibility of being guardians for the vision and mission of the College. It is accountable to the Board of Directors of Melton Christian Centre Ltd in this role.

As part of the strategy to achieve our vision, we continue to develop and improve the facilities available at both our Brookfield and Toolern Vale campuses.

This report is to reflect upon 2024. During that year we saw the completion of additional learning spaces at Toolern Vale to accommodate growth and the new students being added in 2025. An official opening was held on Friday 9th August, with our Federal Member for Hawke, Mr Sam Rae. We acknowledge the \$700k funding contribution by the Australian Government towards the \$2.6m building costs.

Anyone who visited the Brookfield Campus has seen the significant change taking place at the front of the Auditorium. The once familiar arched foyer and auditorium

office spaces were demolished to make way for an extension now known as the Performing Arts Centre. Construction includes specialised music teaching spaces, general classrooms, a new larger foyer with a barista cafe, church offices, meeting spaces and expanded toilet facilities plus more. This is being funded internally with support from our bank.

We have been pleased to welcome Mr Julius Anuari and Mr Brendan Hocking as members of the College Council. The responsibility of protecting the missional foundation of Melton Christian College is always at the forefront of our thinking and we continue to seek people to join the College Council who have a common commitment to see this being achieved. We all extend our thanks and appreciation to all Council Members for their contribution, and to their families for releasing them to serve in this capacity through 2024.

A great partnership of unity exists between the Governance Team and the College Senior Leadership Team. This is a strength of MCC which we carefully protect. In particular, those who served in 2024 as ex-officio members of Council, Principal - Mr Gleeson, Director of Business Operations - Mrs Dixon, and Director of Business Finance & Risk - Mr Royo make a significant contribution to our decision-making process and provide wisdom in the day-to-day functioning of MCC. We are extremely thankful for their Christ-centred focus and personal commitment.

As we enter 2025, we are aware that a milestone 40th Anniversary is upon us. A whole year of celebrations is appropriate to recognise what has been achieved since the school commenced in July 1985.

Through these celebrations, we will learn about and celebrate the unique God-led journey that has enabled the provision of Christian Education for the families of Melton and surrounds during these last 40 years. We give thanks to God for all that He is doing to enable our learning community to become the people He has created them to be.



Principal's Report

David Gleeson

Reflecting on 2024 brings great reminders of God's blessings.

One great blessing comes from looking back even further and reflecting on the time immediately post-pandemic. Those recovery times after lockdowns were pretty grim, which is why it is a pleasure to report how blessed, happy and healthy our school has felt throughout 2024.

When it comes to young people and dysfunction, schooling is often dragged into the news, the bad news. I feel certain that the mainstream media must have exaggerated. The news media tell one horror story after another about students being destructive of their own schools and their own teachers. Surely the stories are merely alarmist. My own experience of young people over many years confirms in my mind that young people are great people, both specifically at our school, but also in wider society. We oldies have every reason to be proud of our young people and we should tell them so.

Obviously, there is one school that I can speak confidently about as an insider: our school. Yes, there are certainly remnant residual obstacles that the lockdowns left us to face. As teachers, we can clearly see patterns of missed social-learning among students of certain year-groups. These gaps in interpersonal skills appear entirely traceable back to where in their school journey those students were during the lockdown years. Nevertheless, our lovely reality at Melton Christian College is that the vast majority of our students are happy and emotionally, socially healthy.

Generally, our students have developed resilience, and their interpersonal skills are pretty top notch.

Just as an example, one of our Directors of Business who works in the office is always impressed that despite not knowing her, our students greet her whenever and wherever she moves through the campus. This is not insignificant, because at some private schools the students are strictly instructed to greet adults, and even reprimanded if they don't. This is not so at our school. Therefore, when our students greet adults, they do so freely, of their own volition, which makes it even more meaningful.

Presumably things will keep rolling along as they are, and our school's lovely reputation as a safe, nurturing learning community continues to bring in applicants. So it is predictable that demand for places in our school will keep increasing: we will indeed have a big, bright future.

Toolern Vale campus is growing in all the right ways. It is a lovely replica of Brookfield campus. The staff, the students and the parents are loving the new campus.

At the time of writing we have opened our third campus, MCC's Online Campus. This innovation will be somewhat unique because we have a considerably different approach from many other online schooling options in that all our lessons are real-time, with a real teacher and not pre-recorded. Our intention is that even families who we just cannot fit into our onsite campus will be able to join the parallel educational offering that is MCC's Online Campus.

So, looking back over 2024 is encouraging and looking forward to the next few years is exciting. Melton Christian College continues to be a wonderful place to learn and grow.

Happy and healthy in the present.

Big and bright in the future.

COLLEGE COUNCIL



MARK ANDREWS

DIRECTOR & CHAIRMAN

2024 sees Mark completing five years as the College Council Chairperson. Mark has also served 20 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 spending time with his family. Mark is recognised for providing wise governance that is prayerfully submitted to the will of God.



SIMON LIEFTING

FOUNDER | DIRECTOR | COUNCIL MEMBER

Simon is the founder of the College along with his wife Jan. He served as Chairman from the very beginning in 1985 until 2016. He was responsible for all the work that led to the commencement of the College. After a break from participating on the College Council, Simon re-joined as a member in 2023. He is also a Director of Melton Christian Centre Ltd and Senior Elder of Melton Christian Church. Simon brings wisdom, strength, faithful obedience to God and a foundation of Biblical truth.



RICHARD DOHERTY

COUNCIL MEMBER

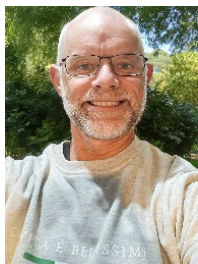
Richard has served on College Council for sixteen years. His background includes 23 years in banking and a similar period as a local pastor with the Australian Christian Churches. With five grandkids, son, daughter and daughter-in-law involved in the College, Richard is well connected to the life of 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.



JULIUS ANUARI

COUNCIL MEMBER

Julius' family is one of our Toolern Vale Campus Founding Families with two children currently enrolled, and another future student. He joined the College Council in 2023 following the opening of this new campus. Julius is an IT Professional with a passion for seeing Christian Education flourish in the community. His wife also serves on staff at the College in the admin team. Besides spending time with his family, Julius is a keen golfer and member at Melton Valley Golf Club.



BRENDAN HOCKING

COUNCIL MEMBER

Joining the College Council this year, Brendan is the most recent member. He is however no stranger to MCC having all his four children educated in the College. Brendan is a plumber, local business owner and leader at Open Door Baptist Church. He is a strong supporter of the foundational purposes of Melton Christian College, its mission and core values and believes in the importance of integrated learning from a Christian Worldview.



JIMUEL NOMAN

DIRECTOR | ELDER

Jim is an Elder of Melton Christian Church and was appointed as a Director of Melton Christian Centre Limited in 2019. Born and initially educated in the Philippines Jim has a Bachelor of Science in Civil Engineering and since arriving in Australia gained a Certificate IV in Building and Construction. He is a business owner of a local home building company. Married with three sons, his wife Yolly is also active in the church and they are parents of a past MCC student.



DANIELLE (CJ) REMO

DIRECTOR | YOUTH PASTOR

CJ serves Melton Christian Church as the Youth Pastor with his wife Lanier who is also a Primary Teacher at Melton Christian College. He has a double degree in Bachelor of Design (Architecture)/Bachelor of Construction Management (Honours) and a Diploma of Ministry qualification. CJ has a heart for ministering to young people and a passion for them to discover who they are in Christ by teaching them the Word. He was appointed a Director of Melton Christian Centre Ltd in June 2024.



2024 SENIOR COLLEGE CAPTAINS

MICHAEL CLAYTON, SARAH MCPARTLAND

Looking back on 2024, for us it was a year of vision, achievement and progress. We had the incredible honour and privilege to serve as College Captains for 2024. We remain so grateful to have worked alongside other members of the Senate, House Captains, and the wider school community with a united aim of providing a sense of community and belonging and increasing student voice and contribution. Our goal was to build an environment where students had an avenue to get involved and find their place, a goal we humbly believe we achieved.

MCC's Core Values of Respect, Excellence, Community, Passion for Teaching and Learning, and Christ-centeredness were largely the framework behind all events and discussions this year. No matter our ideas, whether as a Senate or wider school community, we strived to lean into these values that were set out for us. With the help and ongoing support of Mr Ibrahim, Mr Bendall, Mrs Lang, Mr Gleeson and many others, we were very grateful to be able to lead many school events throughout the year.

Just one example was ANZAC Day with Mrs McCarthy and Mr Ikonmou. Another was celebrating our school's diverse community through Multicultural Day. Through working with Mrs Bendall, we created an immersive multicultural experience by sharing food, dance, and music. Along with this, we have had the opportunity to promote good brain and mental health among Secondary students in this year's inaugural Mental Health and Brain Health Week. We hope these events brought a refreshed perspective to students, allowing them to display their talents with speeches or presentations showcased.

It is also vital to note that this would not have been possible without the House Captains, fellow Senate Members and the wider student body across the school. If it were not for the ideas and discussions we had in the schoolyard and the suggestions brought to us, we would not have achieved half of what we accomplished. To succeed, we required input and collaboration; we are extremely grateful.

We hope that our introduction of student performances, changes to assemblies and other introductions paved the way for future innovation. There is so much potential for growth and we hope we laid the foundation and set an example for future students and student leaders to follow in making our school the best place it can be. Thank you to everyone who made this possible and gave us this amazing privilege to serve our school community.

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." - 1 Peter 4:10.



Outcomes Report

STUDENT ATTENDANCE

The average student attendance for 2024 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.

YEAR	ATTENDANCE	YEAR	ATTENDANCE
PREP	96%	YEAR 7	92%
YEAR 1	96%	YEAR 8	88%
YEAR 2	95%	YEAR 9	91%
YEAR 3	95%	YEAR 10	91%
YEAR 4	96%	YEAR 11	91%
YEAR 5	96%	YEAR 12	93%
YEAR 6	96%	SCHOOL AVERAGE	93%
		TEACHING STAFF	94%

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	2022	2023	2024
READING	97%	398	397
WRITING	98%	420	418
SPELLING	94%	404	388
GRAMMAR & PUNCTUATION	96%	415	398
NUMERACY	97%	400	413

YEAR 7	2022	2023	2024
READING	97%	540	541
WRITING	97%	539	539
SPELLING	95%	546	533
GRAMMAR & PUNCTUATION	95%	538	545
NUMERACY	96%	539	545

YEAR 5	2022	2023	2024
READING	90%	481	494
WRITING	92%	463	492
SPELLING	93%	478	493
GRAMMAR & PUNCTUATION	95%	478	499
NUMERACY	97%	481	486

YEAR 9	2022	2023	2024
READING	86%	573	565
WRITING	89%	572	599
SPELLING	92%	575	568
GRAMMAR & PUNCTUATION	86%	571	558
NUMERACY	98%	570	565

Students at Melton Christian College continue to demonstrate positive results in national assessments. The College's Teaching and Learning team 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 success. That view is being questioned these days because it is understood that while tertiary studies are great for some people, they are not for everyone, and 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 can be beneficial for certain senior students to follow their optimal pathways and 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 when it is age-appropriate, to take up opportunities if it can be seen that choosing an alternative pathway will benefit them long-term.

Of the 68 students who commenced MCC Year Twelve in 2024, 56 had been enrolled in MCC Year Nine in 2021. Thus, 12 students had joined the cohort. This is growth, not merely retention. Of the 68 students who commenced MCC Year Twelve in 2024, all 68 completed Year Twelve by the end of that school year. MCC is satisfied that these 2024 retention results are indicative of good choices by students and their families.

SENIOR SECONDARY OUTCOMES

Measures	2024	Comments
Starting cohort: number of Yr12 students at start 2024	68 students	Congratulations to our bold senior students who embarked on the Yr12 journey.
Finishing cohort: number of Yr12 students at end of 2024	68 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 2024 Yr12s on their successes.
Scored VCE	51 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.
VCE-VM	12 students	Congratulations to our VCE-VM class who achieved their completion goals and received their certificate preparing them for meaningful careers.
VPC	1 student	Congratulations to our Victorian Pathways Certificate recipient who achieved their completion goals and received their certificate.
Number of scored-VCE students who applied for tertiary places	44 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 2024 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 2024 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 2024 was 94%. 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 67% and 33% part time. Of the ninety-one teaching staff, around 40% 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, nineteen teachers have Master's degrees, seventy-two have Bachelor degrees, and twenty-four have Post-Grad Diplomas, because several staff have multiple qualifications.

EDUCATION LEADERS COMBINED YEARS OF EXPERIENCE

The principal and the six senior leaders have a combined total of approximately 155 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.



Culture and Community

Again and again from our parents we hear that the thing they love about Melton Christian College is that it is a safe and supportive community. Our school is structured, supportive, and it is loved by parents as a place where students can focus on learning and therefore can grow holistically.

Respect, discipline, nurture are elements that shape the way we support students. At our school every child is valued. We confidently assure people that our school is a genuine community. Students and parents and staff, work together to make sure that every child succeeds.

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, at two onsite campuses, as well as our online campus. We seek to keep 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 families from households with religious faiths greatly appreciate that they and the school are so likeminded. Our

school bases everything on the teachings of Jesus, and all families are welcome, so we have many diverse faith-backgrounds represented. These parents appreciate the deep commitment to traditional values. An outcome that parents value is that the children are learning how values like kindness, patience and generosity shape their lives, and shape their choices. These are families who value the richness of life, and they find here a likeminded school, actively teaching respect.

Parents tell us that they love this school because they trust staff. They know that our teachers are open, consistent, and absolutely committed to every child's success. This works because parents at our school understand that education is a shared responsibility. When teachers work together with parents, the children's learning is optimised.

Another strength of our teachers is that they take the time to understand family circumstances. The teachers want each child to succeed, so they work hard to make sure that children get the right guidance at school for them, as an individual. At Melton Christian College, no student is a number, every student is a person.

Another standout is how the teacher-to-learner relationship is nurtured so carefully. Just as an example, primary teachers wait at the gate every morning. As each child arrives, they are greeted individually by name. That is impressive.

This school has a culture of welcome which, even as the school has doubled in size, has not been lost. Yes, this school is growing steadily and yet the focus on community and belonging, now that is a culture worth preserving.



Financial Report

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

For the year ended 31 December 2024

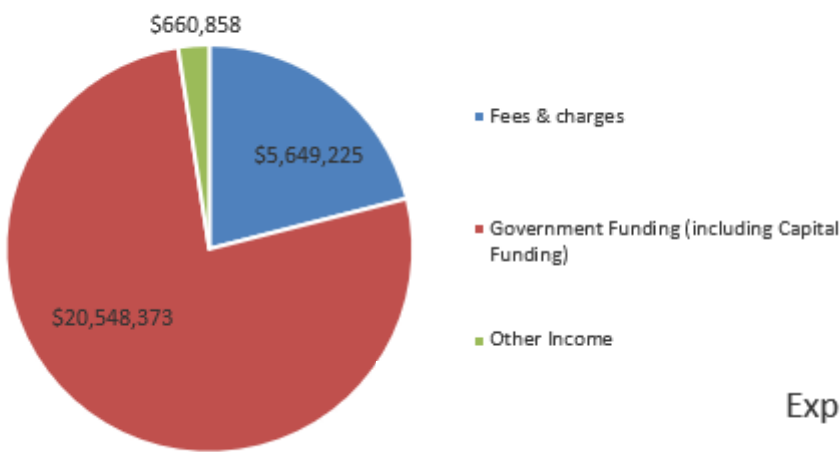
STATEMENT OF FINANCIAL POSITION FOR MELTON
CHRISTIAN CENTRE LIMITED.

As at 31 December 2024

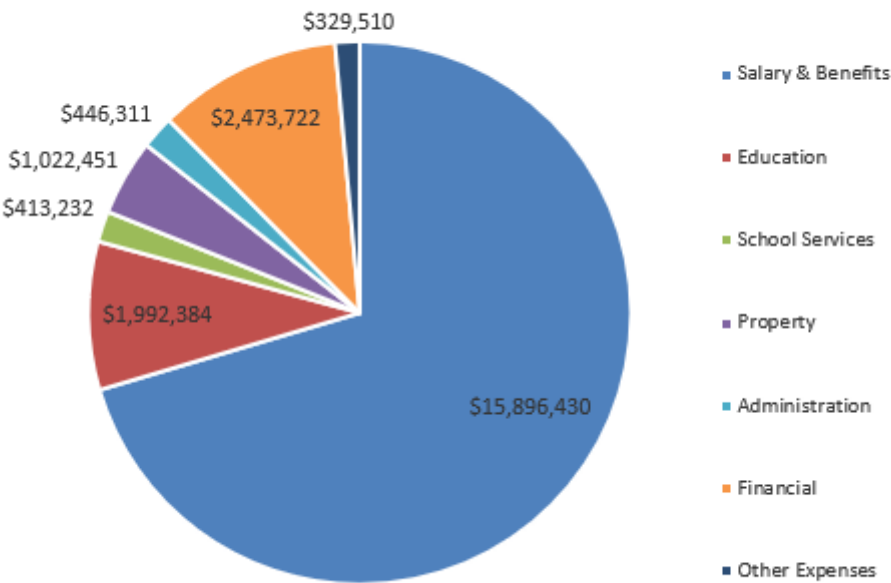
	2024	2023
TOTAL REVENUE	\$26,858,456	\$23,575,739
TOTAL EXPENSES	\$22,574,040	\$19,059,153
NET RESULT FOR THE YEAR BEFORE GOVERNMENT GRANTS - CAPITAL	\$3,897,229	\$3,285,170
GOVERNMENT GRANTS - CAPITAL	\$387,187	\$1,231,416
NET RESULT FOR THE YEAR	\$4,284,416	\$4,516,586
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	\$4,284,416	\$4,516,586

	2024	2023
TOTAL ASSETS	\$40,911,232	\$35,711,614
TOTAL LIABILITIES	\$4,269,578	\$3,354,376
NET ASSETS	\$36,641,654	\$32,357,238
TOTAL EQUITY	\$36,641,654	\$32,357,238

Revenue 2024



Expenditure 2024



MELTON CHRISTIAN COLLEGE



STEADFAST AND STRONG

MELTON CHRISTIAN COLLEGE

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