



2022 Annual Report



'For every house is built by someone, but God is the builder of everything.'
Hebrews 3:4



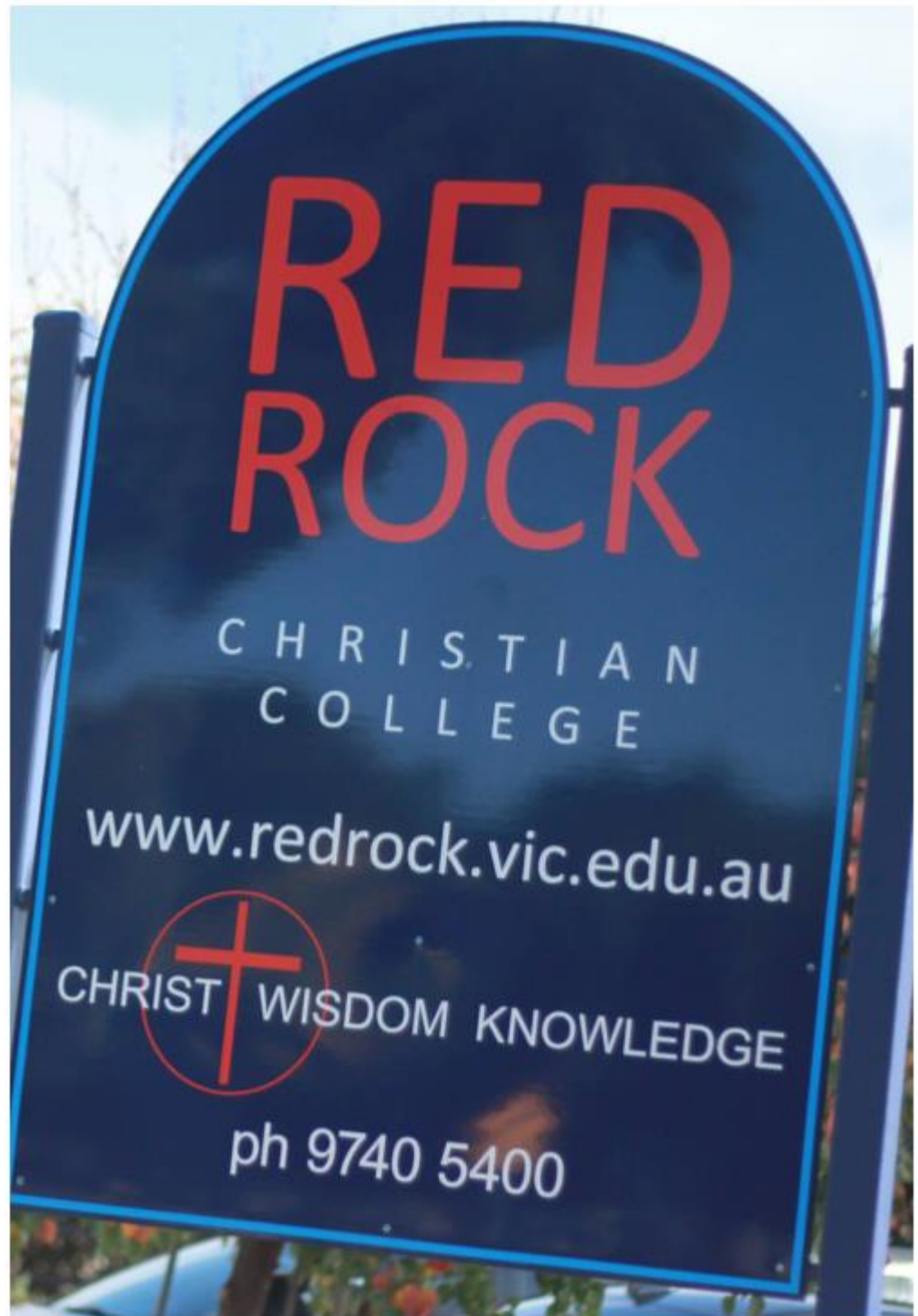
Twenty-Sixth

Annual General Meeting

Tuesday 16th May, 2023

7.00pm

Review of Minutes	1 – 4
Chairperson's Report	5 – 6
Principal's Report	7 – 14
Finance Report	15 – 16



Agenda of Twenty – Sixth Annual General Meeting

To be held on Tuesday 16th May, 2023

7.00pm	Opening Prayer
7.05pm	Devotion
7.10pm	Review of Minutes from 2022 AGM
7.15pm	Chairman's Report
7.20pm	Principal's Report
7.30pm	Business Manager's Report
7.40pm	Open Question Time

Review of Minutes from 2022 AGM

RED ROCK SCHOOL AGM

Date:	Tuesday, 17 May 2022
Time:	7:00 pm
Meeting #:	25
Venue:	Red Rock Christian College - 340 Settlement Road, Sunbury Victoria – and Zoom Video Meeting
Prepared By:	Darren Farrugia
Board Attendees:	☒ Karen McCoy (Principal) ☒ Helouise Grimbeek (Board Member) ☒ Matthew Heerde (Chair) ☒ Darren Farrugia (Secretary)
Apologies:	-

ATTENDEES

Members	Apologies
Neethling, Ryk & Anet	Smith, David & Sharon
Heerde, Matt	Degtyriova, Bogdan & Kateryna
Farrugia, Darren	Samson, Anitha
Burger, Adrian	
Nel, Zirk	
Keane, Deborah & Morris	
Leach, Mark & Renee	
Matthew, Anthony & Kerri	
Fichara, Tino	
Helouise Grimbeek & Werner	
Paul Garro	

Non-Members	Apologies
McCoy, Karen	
Adams, Suzanne	
Kerwell, Brendan & Chloe	
Garro, Sharon	

Review of Minutes from 2022 AGM Continued...

7.00PM OPENING & PRAYER

Opening Prayer by Matt Heerde.

Matt Heerde welcomed everyone who attended the AGM in person and via Zoom.

7.04PM DEVOTION

Matt Heerde shared a time of devotion.

7.07PM START OF PROCEEDINGS

At this time, we have 12 members present for the night and can proceed with the meeting.

NOTE:

- ✓ MOVED BY: MORRIS KEANE
- ✓ SECOND BY: ADRIAN BURGER
- ✓ ACCEPTED: YES

7.10PM REVIEW OF MINUTES FROM 2021 AGM

The Board presented the Minutes of the 2021 AGM held in May 2021.

Moved a motion that the minutes for the 2020-2021 be accepted.

QUESTIONS

- No Questions.
- ✓ MOVED BY: DARREN FARRUGIA
- ✓ SECOND BY: HELOUISE GRIMBEEK
- ✓ ACCEPTED: YES

7.13PM CHAIRMAN'S REPORT

Matt Heerde tabled and presented the Chairman's Report and took it as read.

QUESTIONS:

No questions.

Moved a motion that the Chairman's Report be accepted.

- ✓ MOVED BY: MORRIS KEANE
- ✓ SECOND BY: RYK NEETHLING
- ✓ ACCEPTED: YES

Review of Minutes from 2022 AGM Continued...

7.15PM PRINCIPAL'S REPORT

Karen McCoy tabled and presented the Principal's report and took it as read.

QUESTIONS

- No Questions.

Moved a motion that the Principal's report be accepted

- ✓ **MOVED BY: TINO FICHERA**
- ✓ **SECOND BY: RYK NEETHLING**
- ✓ **ACCEPTED: YES**

7.16PM BUSINESS MANAGERS REPORT

Suzanne Adams tabled and presented the Business Managers report and took it as read.

Suzanne talked about the new buildings and the costings.

Matt Heerde thanked Suzanne for her effort with the school financials and reports.

QUESTIONS:

- No Questions.

Moved a motion that the School's Financial Report be accepted

- ✓ **MOVED BY: KERRI MATTHEWS**
- ✓ **SECOND BY: RYK NEETHLING**
- ✓ **ACCEPTED: YES**

7.35 WELLBEING REPORT

QUESTIONS:

- No Questions.

Moved a motion that the Wellbeing Report be accepted

- ✓ **MOVED BY: TINO FICHERA**
- ✓ **SECOND BY: ADRIAN BURGER**
- ✓ **ACCEPTED: YES**

7.35PM OPEN QUESTION TIME

- Ryk Neethling: are the prices locked in for the new buildings in each stage?
- Suzanne Adams: The prices are fixed and locked in for each stage.

8.00PM OTHER MATTERS

No other matters were discussed.

Review of Minutes from 2022 AGM Continued...

7:24PM CLOSING

The chairman declared the meeting closed.

Darren Farrugia closed the evening with prayer.

PREPARED BY

Darren Farrugia

These minutes were read and accepted as a true and correct account of the meeting.

CHAIRMAN: MATTHEW HEERDE

Signature: Matthew Heerde

Board Member: K McCloy

Signature: K McCloy

DATE: 14-6-22

Chairman's Report 2022

Hello Red Rock Christian College community,

Once again, I would like to take this opportunity to thank all of the parents, families and carers for again sending your children to RRCC and making this community the amazing place that it is. Without you all our school would not be what it is today, and as we head into the rest of 2023 and beyond, I just want to give God all the glory. The call of God over our school for the current days and years ahead is just wonderful. There are still our greatest days ahead as a college. I am proud that we, the RRCC community, can be a beacon of light and a source of hope in our own individual community for God, with Jesus at the centre of all we do and the Christ centred education provided to our children to lead and influence their world with integrity. Last year I left us with the scripture:

'For we are co-workers in God's service; you are God's field, God IS Building.'

1 Corinthians 3:9

It was at this time last year that I notified you all that we had applied and were successful with our funding application for the renewal of our prep, year 1, year 2 and bathroom facilities. As you can see at the school grounds that these buildings and play areas are well under way. Hopefully the weather remains in our favour and all of the construction continues as quickly as possible and that our school grounds will be looking absolutely wonderful for all of the students to enjoy.

2022 saw RRCC celebrate its first ever year 12 cohort finish their VCE. Well done to you all and congratulations on your achievement. A graduation ceremony was held for the students and their families at Gisborne Golf Club, thank you to Ms Hannah Gray for facilitating a wonderful night. We also got to finally (after many delays) officially open our Food tech and multi-purpose rooms with MP Mr Sam Rae. This was held at one of our Friday assemblies which I was privileged to attend. I was so proud of all our students and seeing them unite in worship and singing the national anthem was something that I will say you should all get along to. From prep to year 12 it's so amazing what God has done over the years here at school, from a few students many years ago to a couple of hundred today. Thank you to all students for making the school what it is today. The school is in a very strong and healthy position. The end of year presentation night was held in a new location in Sunbury at the end of 2022. This was a great night as we celebrated all that the students achieved throughout the year. It was the first one held in a few years, but I must say it was so good getting together and celebrating the year that was from the little preppies performing to the louder high school students in the back of the room, to those receiving awards and our captains and student leaders named for the year ahead. Well done again students.

To all of our wonderful staff, thank you for carrying all that you do, inside the classroom, yard duty, sports days, guest visits to the classrooms and camps, going above and beyond to make sure the students are educated and cared for. You are truly appreciated. To our highly appreciated and valued Office staff, Business Manager, Wellbeing and all the supports staff at RRCC. Thank you for all you do, both the seen and unseen. Mrs McCoy our Principal, thank you for all your leadership, wisdom, encouragement, and support. All of the effort you put in to the lives of your staff and school is inspiring. For that, on behalf of the Board we thank you.

Chairman's Report 2022 Continued...

To the Board, thank you for your continued prayer and support in me as the chair. Each one of you carry a very important part in the college in your roles on the board. I personally want to thank each and every one of you for the sacrifices you make to continually put the school at such a high priority in your life, so we can see all of the students' lives benefit from this. As we continue to be a united and growing board, we will consistently be seeking God for His will to be done at RRCC and that God continues to pour out His abundant blessing and favour on our school.

Praying for an amazing 2023 for each and every student and their family.

God Bless,

Matthew Heerde

Board Chair

Principal's Report 2022

At the 2020 Presentation Night, I reflected on the need to navigate the tension between staying true to core values while we embrace change. Change is inevitable and has been a fairly constant process since the school was established in 1997. 2022 was no different. It was a year of the unexpected: adjustment following COVID-19 lockdowns, record-level rainfall, staff shortages and the beginning and delay of construction of our long-awaited Prep – Year 2 centre. It was also a year of continued pursuit of the purpose God has called us to here at Red Rock.

At our Presentation Night in December 2022, we looked at the way the school was when we first took ownership of 340 Settlement Rd. It was indeed dire, but the faithful, hardworking pioneering parents only saw potential. They dedicated many hours, over many weeks, to transform the forlorn, abandoned school into a place where their children could learn and grow while supported in their faith.

If we were to ask these founding families why they gave so much to create this school, it wouldn't have anything to do with their love of renovating or even the enjoyment and a sense of purpose derived from working wholeheartedly on a project with others. Their reason is embedded in the Bible verse woven into the school tie, Colossians 2:2-3,

'Our purpose is that they may be encouraged in heart and united in love, so that they may have the full riches of complete understanding, in order that they may know the mystery of God, namely Christ, in whom are hidden all the treasures of wisdom and knowledge'.

Our vision is to provide Christian Education that empowers students for a life of integrity and purpose in their community. The most life-giving, affirming and authentic way for us to establish our children with integrity (defined as having soundness of character, undiminished, purposeful – confidently knowing their intended design) is to keep our ears, eyes, heart, and mind turned toward God.

God is our designer, and He is intentional in the way He forms us. Psalm 139 reminds us that God formed our innermost being and that God's work is wonderful! He establishes our integrity and sets our purpose; He gives us our gifts and talents, enabling us to draw everything we need from Him.

We want every student to walk away from school with more than an education. We want them to know that the way their brain is wired, their passions and their character strengths are all for a purpose. Their creator, God, knew what He was doing when He knit them together in their mother's womb. They are uniquely, fearfully and wonderfully made. The character strengths and habits of mind that we emphasise play a big part in this. Our focus on teaching students to embrace challenges, honour each other, value differences, take responsibility, restore relationships, and demonstrate grace, is about empowering them to flourish and influence their world with integrity.

Our Vision and Mission statements were born out of a conviction that God's intention for this generation is good, and we are equipped and enabled to partner with God and their families to see it fulfilled.

It, therefore, was exciting to realise the implementation of the final year of secondary, with the commencement of our first cohort of year 12 students. Our dynamic, flexible secondary program continued to expand, providing a range of learning opportunities formed through VET partnerships,

Principal's Report 2022 Continued...

School-based apprenticeships, and a diverse range of subjects designed to meet students' learning needs and interests authentically. We also thoroughly enjoyed marking significant milestones in the life of our young people with the introduction of the Senior School Formal, Valedictory Dinner and the Graduate Final Breakfast and Assembly.

In 2022, Mr Ellis joined us as the Head of Secondary, and in August 2022, Miss Smith became the newly appointed Head of Primary. It is an honour to work with them as they are Godly people, called to the same pursuit of empowering our students to become the people God created them to be.

Together with the Board, we are fully confident of God's promise to bless us with every heavenly blessing and to equip us through his Holy Spirit to act with wisdom, knowledge and skill to fulfil this vision.

Yours in Christ,

Karen McCoy

Principal

Principal's Report 2022 Continued...

The College in Review

In 2022, the College completed its expansion to Year 12, and we took great delight in celebrating the graduation of our first Year 12 cohort.

2022 August Census Enrolment Numbers

PRIMARY ENROLMENTS							
Prep	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Total Primary
8	18	11	11	14	17	18	97
Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12		Total Secondary
16	19	19	15	8	6		83

Staff

In 2022 there was 16.57 full-time teaching staff, including the Principal.

- Leadership: 2.89 (Includes coordinator positions)
- Primary teachers: 6.13, including specialists
- Secondary teachers: 7.65

The staff also included 3.1 non-teaching staff, consisting of administration and education support staff.

- Administration: 2.24
- Wellbeing and Learning Support: 2.36
- Resource Services: .2
- Operational Services: .2

Under the State Government Tutor Learning Initiative (TLI) the College employed tutors two days per week.

Staff Qualifications

All teachers employed to teach, hold appropriate qualifications and are currently registered with the Victorian Institute of Teaching and comply with any conditions or limitations of that registration.

Professional Development

Red Rock Christian College is committed to supporting staff to continue their professional growth. Staff undertake personal learning to support their professional goals as part of our Grow, Professional Development Program.

Principal's Report 2022 Continued...

Student Attendance Rate

RRCC is committed to providing a safe, secure and stimulating learning environment. Students can reach their full educational potential only when they are happy, healthy and safe and when there is a positive school culture to engage and support them in their learning. Student wellbeing and student learning outcomes are inextricably linked, as is student attendance and student learning outcomes. In 2022, student attendance rates were lower than our usual rates of over 90%. In 2022, the return to school following two years of significant periods of remote learning was marked by higher levels of illness among students and staff.

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
81.71%	91.25%	82.50%	81.06%	90.24%	84.45%
Year 7	Year 8	Year 9	Year 10		
82.88%	80.67%	88.87%	79.07%		

Overall attendance rate of 84.27%

National Assessment Results

Students in years 3, 5 and 7 participated in the NAPLAN (National Literacy and Numeracy Assessment Program) tests which are conducted each year. These tests are one of the ways we as a school and government bodies can determine whether our students are meeting expected educational outcomes. These tests are conducted in Reading, Writing, Spelling, Grammar & Punctuation and Numeracy.

Information regarding the performance of Red Rock's students can be found on the MySchool website. This site also enables comparisons with other schools. In my opinion, reporting NAPLAN results in the manner required is limited to genuinely understanding what learning has taken place, if not counterproductive. Firstly, we report on a small cohort of students resulting in the data having little statistical relevance. Secondly, it is no more than a snapshot and doesn't capture the best of all students. However, that is the nature of all standardised assessment in Australia. The NAPLAN results don't show the personal growth of individual students, nor does it tell you anything about their creativity, character or other personal strengths. So, when you read NAPLAN results, remember they are not giving you the whole picture – just a very limited view of what is happening in the lives of the students who completed the assessments.

The Herald Sun reported on February 24, 2022, that our College is among Victoria's top best-value schools.

Principal's Report 2022 Continued...

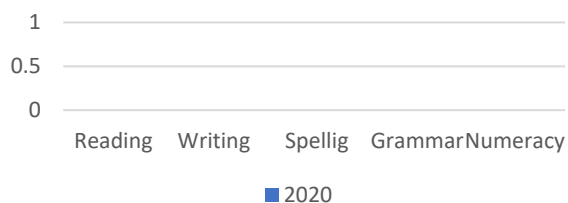
NAPLAN Results 2022

The Year 3 mean results are not published due to the small size of the cohort.

Year 3	Reading	Writing	Spelling	G & P	Numeracy	No. of Students
RRCC						
State						
Year 5	Reading	Writing	Spelling	G & P	Numeracy	No. of Students
RRCC	513	494	502	492	486	16
State	520	498	509	506	496	73, 877
Year 7	Reading	Writing	Spelling	G & P	Numeracy	No. of Students
RRCC	561	520	513	589	498	13
State	551	542	550	540	554	71, 899
Year 9	Reading	Writing	Spelling	G & P	Numeracy	No. of Students
RRCC	582	571	578	586	597	20
State	586	570	580	582	591	68, 482

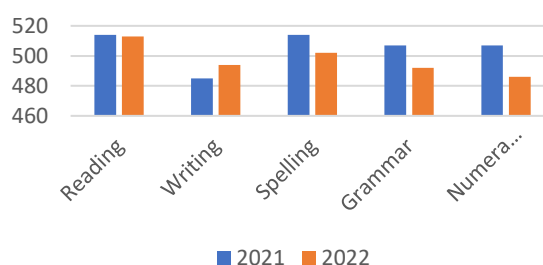
RRCC NAPLAN RESULTS Comparison of Yr 3 Results 2020,- 2022

Naplan was not conducted in 2020 and due to the cohort size mean data has not been published for 2022



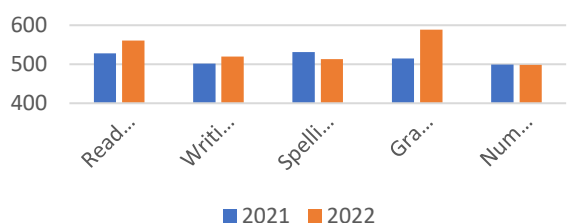
RRCC NAPLAN RESULTS Comparison of Yr 5 Results 2020,- 2022

Naplan was not conducted in 2020



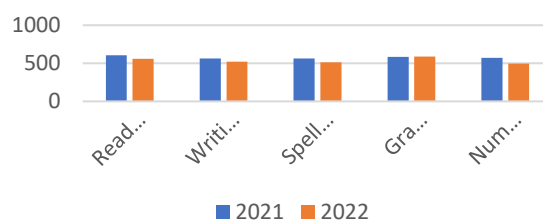
RRCC NAPLAN RESULTS Comparison of Yr 3 Results 2020,- 2022

Naplan was not conducted in 2020



RRCC NAPLAN RESULTS Comparison of Yr 3 Results 2020,- 2022

Naplan was not conducted in 2020



Principal's Report 2022 Continued...

Construction

After several delays due to COVID, the food technology room, senior classrooms and amenities completed in 2020 were officially opened by Mr Sam Rae, MP on November 4.

The building of Prep – Year 2 Centre and new playgrounds began mid-year by Raysett Construction and was initially due to be completed by the end of the 2022 school year. However, the ongoing impact of COVID-19 on the building industry and associated suppliers was significant, causing many delays. The final completion date for the buildings and landscaping was adjusted to June 6 2023.

In 2022, we renovated three portable classrooms, donated by Overnewton Anglican College, in readiness for the 2023 school year. These classrooms will serve to accommodate the Prep – Year 2 students following the demolition of the old classrooms and until the completion of the new classrooms.

Christian Schools Australia (CSA)

Christian Schools Australia celebrated their 20th birthday in 2022. We received a plaque recognising our partnership with them since CSA inception. We are grateful for the support, advice and partnership in the journey of providing Christian Education.

Primary in Review

The primary students and their parents were thrilled to be back face-to-face, even though the year continued to be somewhat disrupted with an increased level of illness across the school, reflected in the lower-than-usual attendance rates at all year levels. Clearly, our immunity was not up to the pre-covid levels.

Being back in school provided many opportunities for engaging and meaningful learning experiences as well as focusing on developing the character qualities we value so highly. The Year 4/5 class, inspired by 'The Back Leg of a Goat' by Penny Reeves, raised money to further give to the children we support in India through House of the Rock. Students also had the privilege of meeting a local Macedon Ranges Shire Council member. He spoke about the importance of being a role model to our communities and helping and serving others with the gifts that God has given us. They also learnt about Sustainability, and students took part in the 'Upcycle Christmas Present Challenge', reusing and recycling items and turning them into a present for a classmate.

Developing a Growth Mindset was continuously reinforced, and students discovered what happens in their brains to increase learning when we make mistakes. Practising a Growth Mindset saw students tackling problems that stretched their learning.

One of the many highlights for the Year 5/6 class was their guest speaker sessions on Game Theory, where students learnt to adjust their responses based on previous outcomes.

Apart from Athletics Day, Cross Country competitions and sports challenges organised by the Sports Leaders, the students loved their excursion to the Melbourne Museum and National Gallery of Victoria. But, of course, the Year 3 - 6 students especially loved their camp at Mill Valley Ranch with horse riding, raft building, crate climbing and obstacle courses.

Principal's Report 2022 Continued...

The Year 6 students celebrated the momentous occasion of their graduation from primary school with a Red Carpet-themed event and by designing their yearbook. Miss Woodthorpe's dedication and creativity brought this event together so beautifully.

A big moment for Miss Woodthorpe was completing her Victorian Institute of Teaching Inquiry Project and moving from provisional to full registration. Congratulations, Miss Woodthorpe.

From the Primary Team

Secondary in Review

2022 was a year of reconnecting to school life for many within our school community as we returned to a full year of onsite learning. With the return to onsite learning, we were able to bring into practice plans for extracurricular opportunities and excursions originally stopped because of COVID restrictions, including the College's first formal City Experience week and work experience programs. We also saw a wide range of excursions across Humanities, Science, Outdoor Education, Health and Human Development, and Physical Education.

Across the whole secondary school, we continued to build on and expand the learning opportunities for students through our longstanding programs such as school camps to West Gippsland for the senior school and Banksia Peninsula for the junior school and the personal project presentations. The personal project requires students to take responsibility for their own learning by researching and investigating a project of their own choice. Some examples from 2022 were: Student devised computer games, student art projects covering clothing and jewellery design as well as fine art and stencil artworks, the construction of different carpentry projects and a research project studying the effect of different study habits and exercises on students, just to name a few.

In further expanding the real-world connections to our onsite learning, we partnered with the Academy of Entrepreneurs through their 'Boss your Future program'. The program was taught in collaboration with schoolteachers, experienced entrepreneurs, and weekly enterprise mentors to provide a unique learning experience for students culminating in the student-led Market Day. 2022 also saw Amelia B being accepted into the Zoo Youth Leadership program, where she had the opportunity to work with like-minded secondary students from across Victoria to research and present sustainable solutions on litter and waste management to a panel of Zoos Victoria executives.

2022 saw the implementation and completion of our inaugural final year of the graduate program. This milestone in which we can now offer a complete educational journey from prep all the way through the secondary years is no easy feat and comes off the hard work and commitment of so many who have served the College over many years. I would like to thank those pioneers, some who are still with us and others who have moved on to other things, it is a blessing to see our graduates complete their schooling with us. With this milestone comes the opportunity to expand subject offerings further. In 2022 we saw the rollout of seven new onsite subjects and two more VET subjects in partnership with TAFE organisations to our graduate program. I am excited to report that all the 2022 graduates have secured a clear path into the next season. Although the cohort was small, each student has continued to chase their interests, with students opting to take on further training through apprenticeships, TAFE and higher education opportunities while gaining life experience through connection into the wider workforce. To see our students taking on so many different future pathways reinforces the College vision, where students can create their own paths to contribute purposefully to their community.

Principal's Report 2022 Continued...

In completing the final year of our graduate program, we set in place inaugural senior school events that we hope will become mainstays in our calendar; these included the Valedictory Dinner, Graduate 2 Final Assembly, Senior School Formal, and Graduates' Breakfast.

A wide-reaching secondary program like this does not work without the support of so many people and I would like to thank the Secondary staff team for their commitment and sacrifice in helping everything run so effectively. I would also like to thank and commend the students for all their hard work and for the joy they have shown in everything they have done this year; it has been an amazing pleasure to teach and work with them all. I am excited about all that has been achieved over this year and look forward to working with the whole school community as we continue to strengthen a secondary program that recognises the inherent value of each other as a unique creation of the loving God.

Chris Ellis

Head of Secondary

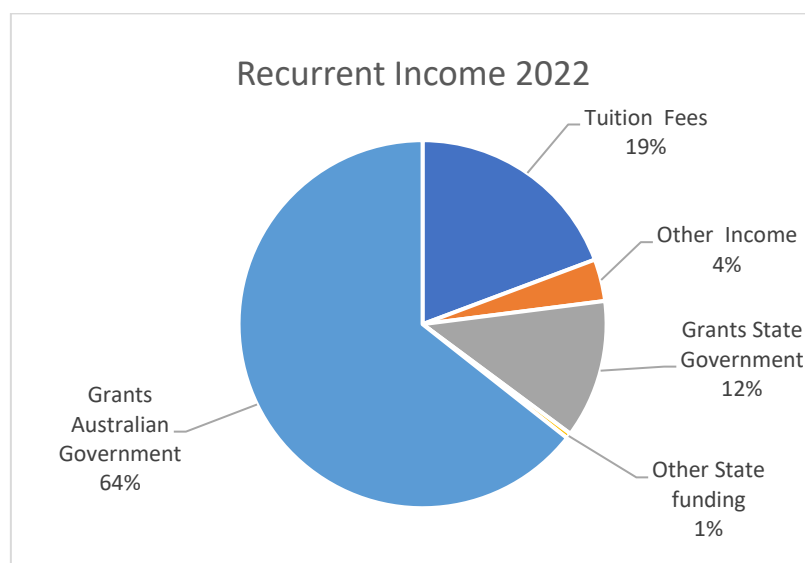
Finance Report 2022

Financial Performance for the year ended 31st December 2022

Recurrent Income	
Tuition Fees	\$714, 190
Other Income	\$136, 477
Grants State Government	\$450, 632
Other State Funding	\$17, 576
Grants Australian Government	\$2, 382, 892
Total Recurrent Income	\$3, 701, 767

Recurrent Expenditure	
Salaries, Allowance and Related Expenses	\$2, 171, 474
Teaching and Learning Resources	\$112, 020
Administration Expenses	\$118, 434
Occupancy and Bus Expenses	\$313, 020
Depreciation	\$110, 901
Other Expenses	\$156, 580
Total Recurrent Expenditure	\$2, 982, 429
Operating Surplus for the Year 2022	\$1, 619, 203

Capital Program	
Government Capital Grants	\$713, 175
Capital Works	\$1, 104, 659



Finance Report 2022 Continued...

