



# Reports to 2010 Synod

Lutheran Education Queensland  
and Schools of the District



SECTION 9

## INDEX – COUNCIL REPORTS

|   |   |
|---|---|
| Lutheran Education Queensland ... ..        | 3 |
| Lutheran Education Queensland Budget ... .. | 8 |

### **DISTRICT SCHOOLS/COLLEGES**

|  |    |
|--|----|
| Bethania Lutheran Primary School - Bethania ... ..           | 9  |
| Bethany Lutheran Primary School - Raceview ... ..            | 13 |
| Good News Lutheran School – Middle Park... ..                | 19 |
| Grace Lutheran Primary School - Clontarf... ..               | 21 |
| Living Faith Lutheran Primary School – Murrumba Downs ... .. | 23 |
| Redeemer Lutheran Primary School – Biloela ... ..            | 25 |
| St Paul’s Lutheran Primary School – Caboolture ... ..        | 29 |
| Concordia Lutheran College – Toowoomba ... ..                | 32 |
| Faith Lutheran College – Plainland ... ..                    | 36 |
| Faith Lutheran College – Redlands ... ..                     | 39 |
| Good Shepherd Lutheran College – Noosaville ... ..           | 42 |
| Grace Lutheran College – Rothwell & Caboolture ... ..        | 44 |
| Immanuel Lutheran College – Buderim ... ..                   | 48 |
| Lutheran Ormeau Rivers District School – Ormeau ... ..       | 51 |
| Pacific Lutheran College – Meridan Plains ... ..             | 51 |
| Peace Lutheran College – Cairns ... ..                       | 55 |
| Prince of Peace Lutheran College – Everton Hills ... ..      | 57 |
| Redeemer Lutheran College – Rochedale ... ..                 | 60 |
| St Andrews Lutheran College – Tallebudgera ... ..            | 65 |
| St James Lutheran College – Urraween ... ..                  | 67 |
| St Peters Lutheran College-Indooroopilly ... ..              |    |
| St Peters Lutheran College Springfield ... ..                | 69 |
| St Stephens Lutheran College – Gladstone ... ..              | 74 |
| Trinity Lutheran College – Ashmore ... ..                    | 76 |
| <br>   |    |
| Queensland Lutheran Early Childhood Services Branch ... ..   | 82 |
| Queensland Lutheran Early Childhood Services Limited ... ..  | 84 |

### **CONGREGATIONAL SCHOOLS**

|   |    |
|---|----|
| Peace Lutheran Primary School – Gatton ... ..       | 88 |
| St Johns Lutheran Primary School – Kingaroy ... ..  | 90 |
| St Johns Lutheran Primary School – Bundaberg ... .. | 92 |

# LUTHERAN EDUCATION QUEENSLAND SCHOOLS COUNCIL REPORT

## PERSONNEL

At LEQ Secretariat we have had very few staff changes in the past year; we thank Melindie Hunt for her work as our part time librarian. Melindie donated her expertise to us for almost two years, changing our catalogue to a web based service enabling easy access by all schools and early childhood services.

Geoffrey Butler and Greg Arnold were seconded to work with Christian Studies leaders in our schools, supporting them in their vital work. In 2010 they are working one day a week for two terms. These costs are paid for from the Ruth Murray Bequest.

We have farewelled and welcomed Principals in the last year:

- Fred Stolz retired from Grace Lutheran College after 30 years as their leader. This has been an outstanding record of service and was duly honoured on a number of occasions throughout 2009. Mrs Ruth Butler replaced Mr Stolz as Principal of Grace.
- Ralph Zapart was Acting Principal at St James Hervey Bay until term 4; we especially thank Ralph for his work in preparing the college for its growth from a primary school to a P – 12 college. In 2010 the college took in their first year 8 classes. Mr Shane Altmann came from Living Waters Lutheran College WA to lead the college from term 4, 2009.
- John Heffernan retired from St Pauls Lutheran Primary School Caboolture and took up a position in the local church. We have welcomed Anton Prinsloo, from Ocean Forest Lutheran College WA, as Principal.
- Ruth Butler left St Andrews Lutheran College after 10 years of faithful service there, where she capably led the college through significant change to its current position of a stable, well respected college on the Gold Coast. Tim Kotzur (Trinity Lutheran College) has been appointed to that position.

New Directors for Kindergartens

- Annette Enright, to Immanuel Early Learning Centre
- Jennifer McConachy to Grace Creche and Kindergarten
- Maxine Lohmeyer, Bethania Kindergarten

## **TRAINING OF STAFF**

We welcomed 138 new staff to Lutheran schools in 2010.

We continue an emphasis on training staff to understand their responsibilities as teachers in Lutheran schools. *Equip* is a 10 day program run over up to three years which all teachers of Christian Studies attend, equipping them to understand how to teach the subject. 163 teachers are enrolled this year!

*Pathways* is a three year program for staff new to Lutheran schools. Its components (Pathways Spiritual, Pathways theological and Pathways vocational) help staff understand our Lutheran ethos and why we do things in the way we do.

People who are interested in leadership in Lutheran schools are supported through our *Leadership Development Program* which comprises a mixture of formal tertiary study, coaching and mentoring.

Directors of early learning services continue to attend a three day residential retreat each year, with the focus this year on it being a spiritual retreat.

Principals attended what was the first of annual spiritual retreats in 2009. The retreat included visits to Hope Vale and Wujul Wujul under the expert leadership of David Spanagel and Pastor Matthew Kerr.

The principles of restorative practices are now being widely used in Lutheran schools and colleges. These principles fit so well with our ethos. Steve Brady has been seconded from St Andrews Lutheran College to support this work.

LEQ continues to be well represented in educational bodies throughout Queensland and Australia including Independent Schools Queensland, Queensland Studies Authority, Australian Council for Educational Leaders and Independent Schools Queensland Block Grant Authority. We thank the many people who serve on these committees.

## **FINANCES**

Enrolments have been affected by the financial downturn with a 2% growth in numbers last year and a 3.93% growth this year. Schools have noticed a very significant increase in requests for financial assistance as parents struggle with the current economic climate.

Financial controls have been further strengthened and clarified over the last year. The Finance and Development Committee, under the chairmanship of Dr Ian Marks, must be commended for their diligence in monitoring and overseeing the financial health of our schools.

Schools have received a significant amount of money under the Rudd government's stimulus package, Building the Education Revolution (BER). Some \$62million is being spent on libraries, halls, classrooms and laboratories. All schools have benefited in some way from this funding and while it has meant an unexpected and very significant increase in the workload of Principals and Business Managers especially, nevertheless it is warmly welcomed!

Further funds have come to schools through the Digital Education Revolution (DER) with secondary schools receiving grants for computers that will bring the ratio up to 1:1 for students in years 9 – 12. Again, this money is welcomed although it must be noted that there are significant on costs which schools must meet.

## **STRATEGIC ISSUES**

The current LEQ Strategic Plan 2009-2011 continues to be worked through. A theme that flavours the Strategic intent is the risk management of our schools. It identifies goals which are assisting LEQ to maintain strong viable schools and early childhood services where the ministry of the church takes place in a vibrant and developing environment.

The latest Enterprise Bargaining Agreement has been negotiated with some challenges as we worked under the Fair Work Australia legislation for the first time. Pay increases have been negotiated, 4.5% in May 2009 with a further 4% in May 2010 and 4% in 2011. Voting on the Agreement is in March.

The State government has released the *Flying Start* paper outlining its intentions, amongst other things, to move year 7 from Primary into Secondary. This has significant repercussions for our schools and will require very careful management if stand alone primary schools are to remain viable.

The Federal Government has launched the *My School* website. Lutheran schools perform well against local and like schools. Nevertheless we remain concerned that many of the most important attributes of a school remain un-reported; the website is silent on such attributes as the ethos of the school, its approach to behaviour management and its value adding.

The *Australian curriculum* is in the process of being rolled out. This will result in considerable extra costs for schools with no funding available for its implementation.

## **SCHOOL DEVELOPMENT**

Enrolments: from 2008 - 2009 on February census figures the growth was 2.05%. In the period 2009 – 2010 the growth was 3.93%. Given that many families are struggling with the current economic climate, growth at this level is a strong outcome. Current enrolments in Lutheran schools and colleges stand at 16,689.1 (February 2010 census).

Work continues in the area of school growth with St James Hervey Bay enrolling its first year 8 classes this year, St Peters Springfield now P – 10, and Prince of Peace also now P – 10.

New kindergartens / early childhood services were opened at Bethania and Immanuel.

LORDS Ormeau is still looking to open in 2011 although the building approvals passage through state and local governments has been tortuous. We particularly thank the local community for their faith and determination.

## **GOVERNANCE**

Following changes to the bylaws at last year's synod, all but three schools are now legally incorporated under LCAQD and Bundaberg is in the process of moving leaving the schools at Gatton and Kingaroy remaining as separately incorporated. We are preparing Memorandums of Understanding with both schools with respect to their relationships with the LCAQD and LEQ.

Governance workshops for local committees are held regularly and upon request.

The Schools Council continues to meet monthly and oversee the working of Lutheran Education Queensland. They have a number of sub-committees (Executive, ICT, Curriculum, Workplace Relations, Industrial Relations, Finance and Development) that provide more focussed support.

## **LUTHERAN EDUCATION QUEENSLAND / LUTHERAN EDUCATION AUSTRALIA**

We continue to work collaboratively with Lutheran Education Australia on the following projects

1. Service Learning
2. Better Schools Project (organisational health)
3. Leadership Development Program
4. Equip (training for new Christian Studies teachers)
5. Pathways (a three year induction program)
6. A review of the Early Childhood Sector
7. LEAnet (fast ICT connectivity to schools)
8. Valuing Safe Communities (school version of Safe Place)
9. Knowledge management project (currently document management, policies and procedures and HR)

## **EARLY CHILDHOOD AND CARE SERVICES**

A separate report is included from Queensland Lutheran Early Childhood Services (QLECS). We continue to work closely with this Branch of LEQ as they support over 4,000 young children in their services throughout Queensland and northern NSW.

We are thankful for the blessings God brings through our schools and services to the communities they serve. We are thankful for the financial support of governments. We are thankful for the support of our church, and for the opportunities we have to make the Australian community more widely aware of the work of the Lutheran church through our schools and services.

The work of the LEQ secretariat needs to be acknowledged and commended. They continue to provide excellent support for our schools and colleges, as they conduct the ministry of our church. At the end of 2009, the contract of our Executive Director Ms Sue Kloeden was extended for a further three years. We thank Sue for her efforts and are indeed thankful to have her in leading our schools in this capacity.

We also acknowledge the work and efforts of the members of LEQ Schools Council and commend them to you.

We pray for continued guidance and providence as we provide education and care of the highest quality and seek to carry out the ministry of the church. We invite you too to pray for your schools and the ministry they provide to the children and young people of Queensland.

Anthony Mueller  
Chairman  
Lutheran Education Queensland Schools Council

**LUTHERAN EDUCATION QUEENSLAND**

**BUDGET  
FOR YEAR ENDING 31ST DECEMBER, 2010**

|                           | <b>2010</b>      |
|---------------------------|------------------|
|                           | <b>BUDGET</b>    |
|                           | <b>\$</b>        |
| <b>OPERATIONS</b>         |                  |
| <b>INCOME</b>             |                  |
| Grants Received           | 83,559,003       |
| Less Grants Disbursed     | 83,238,593       |
|                           | 320,410          |
| Interest Received         | 287,999          |
| Levies Received - General | 2,497,158        |
| Seminar Fees              | 32,050           |
| Other Income              | 484,936          |
|                           | 3,622,553        |
| <b>EXPENSES</b>           |                  |
| Salaries & Wages          | 1,809,600        |
| Superannuation            | 217,321          |
| Wrkrs Comp/FBT/LSL        | 65,665           |
| Human Resources Devt      | 161,494          |
| Staff Inservice Training  | 40,325           |
| Resources                 | 9,749            |
| Committee Expenses        | 23,166           |
| Stationery                | 25,309           |
| Telephone/Fax             | 83,288           |
| Postage/Freight           | 10,617           |
| Advertising/Pub. Rel.     | 28,400           |
| Bank Charges etc.         | 6,380            |
| Elect, Cleaning & Maint   | 87,288           |
| Other Expenses            | 5,800            |
| Vehicle Expenses          | 44,864           |
| Travel Fares, Acc, Etc.   | 127,563          |
| Professional Fees         | 219,861          |
| Depreciation              | 149,390          |
| Rent/Services             | 338,636          |
| Contingencies             | 50,000           |
|                           | 3,504,715        |
| <b>SURPLUS/(DEFICIT)</b>  | <b>\$117,838</b> |

**CASH FLOW PROJECTION**

|  |           |
|--|-----------|
| Bank Balance b/f                                     | 796,453   |
| Net Cash Surplus/(Deficit)                           | 267,228   |
| Risk Management/Development/Crisis/New Schools Funds | -145,000  |
| Capital Expenditure                                  | -245,419  |
| Debtors, Etc.  | 10,000    |
| Bank Balance   | \$683,262 |

**STUDENT ENROLMENTS**

16,721

# **BETHANIA LUTHERAN PRIMARY SCHOOL – BETHANIA**

## **INTRODUCTION**

Bethania Lutheran School has been serving the local community since it was established in 1976. The school was established by the Bethania Lutheran Congregation to provide a quality Christian education to the children of its members and the local community. The school is a Kindergarten to Year 7 School with the Kindergarten being managed by Queensland Lutheran Early Childhood Services (QLECS) on the school's behalf.

At Bethania Lutheran School we value the development of the whole learner. We aim to teach our students the skills that they need to be functioning, caring, valuable, contributing members of their community. We nurture our students as individual, unique creations of God and aim to develop not just academic goals but social/emotional development also.

We purposefully teach a number of virtues and values across a two year cycle. The programs include the Virtues program, the You Can Do It! program and the Doing Our Bit program.

## **PASTORAL CARE AND WORSHIP**

Every student at Bethania is regarded as precious, to God, to their parents and to the staff of the school. Pastoral care within the school reflects the core Christian value of caring. This care is expressed by each class teacher's (and other staff's) personal commitment to each individual student, a commitment to who that student is and to who they may become.

The school currently has a Chaplain under the Federal Government's Chaplaincy Scheme. Pastor Peter Close takes on a very important pastoral care support role within the school.

## **STUDENTS**

We believe that every student is a unique individual created by God with their own special gifts, strengths and needs. In order for students to build their own positive image of themselves as learners and contributors to their communities they are provided with relevant, purposeful and appropriate learning experiences. These learning experiences are structured and presented in a variety of ways with opportunities for both success and personal challenge. Students are encouraged to take ownership of and contribute directly to the learning experience. The school facilitates this learning by providing timely and purposeful feedback and learning environments which promote a positive atmosphere of trust and safe risk taking. Our current 2010 enrolments total 180 students.

## **STAFF**

The success of our students and school is directly attributable to the dedication, experience, skill and talents of our teachers and support staff. The staffs' support of our students is through providing a positive learning environment which provides routine, structure and stability, this helps children feel secure and confident to take risks and be supported in their choices. The early years learning environment is vibrant, flexible and child centred. Question-asking is encouraged and open ended questions are asked and appreciated. Mistakes are valued for the learning they

provide as natural parts of the inquiry and discovery process. In the latter years, students are encouraged to take responsibility for their own learning and given choices in the direction of their learning. Problem solving, resilience and creativity are encouraged, taught and modelled with the aim of producing motivated, independent, lifelong learners.

## **CURRICULUM**

Distinctive curriculum offerings are as follows:

a) A Christian Studies Program

The Christian Studies Curriculum Framework (CSCF) is the Christian Education program used in Lutheran schools throughout Australia. Classes complete units of study in the following strands: Christian Church, Christian Beliefs, Christian Living, and Christianity in the World. Each unit builds on the previous year's work, so that students gradually increase their knowledge of the Christian faith and deepen their understanding of their relationship with Jesus.

b) Values Framework

During 2007, staff developed a comprehensive Values program. In earlier years the school had implemented both a Virtues program and an anti-bullying program called Doing Our Bit. Both of these were well accepted programs within the school. However with the introduction of Program Achieve it was important to integrate these programs together into a cohesive program. Each year students are taught a unit from each of the three values: Care, Respect and Identity.

Each unit will be based on either a Key to Success from Program Achieve or the Doing our Bit Program. Four different Virtues are also taught in this unit.

c) Program Achieve

Program Achieve, developed by educational psychologist Dr Michael Bernard of the 'You Can Do it!' Foundation, is a program designed to improve the resilience of students. The program focuses on five Keys to Success: Resilience, Confidence, Persistence, Organisation and Getting Along. This program is a component of the Values Framework above. These five components are taught on a two year rotation.

- d) Information Technology  
The school seeks to enhance student learning through the provision of information communication technologies. Inter-active white boards were installed in all Year 1 to 7 classrooms in 2008. Classrooms also have computers installed in them for use by students. Each week students receive lessons in our computer lab to increase their understanding of how computers are used. Students may also use computers in the Library for research, learning and educational games.
- e) Music Program  
All children in the school receive weekly music lessons from our specialist Music Teacher. As a culminating activity students perform at a Twilight Concert to showcase their skills. Many of our students also participate in our Instrumental program and then participate in bands or small group ensembles. Again these students showcase their skills to parents at an evening performance. We acknowledge the musical talents of both students and staff.
- f) Sport Program  
Students receive weekly lessons from our PE teacher. Swimming lessons are held for all students so they may develop water safety skills and their swimming abilities. A house swimming carnival is held which is a competitive and fun filled day. During terms 2 and 3 students are taught athletic skills culminating with a school athletics carnival. A swimming and athletics team from our school also compete against other Lutheran schools in Lutheran carnivals, as well as against other local schools in district and regional competitions. Competitive sport is encouraged and we compete in netball, soccer, cricket, and softball.
- g) Camps  
Camps are an integral component of our educational program. The program gives children a wide cross section of experiences. Camps begin with sleepovers in the junior stage. Commencing in Year 4 with a camp of three days, the program culminates with a week long experience in which the children in Year 6 and 7 visit Sydney, Canberra and the snow.
- h) New Curriculum Programs  
Two new programs were introduced to the students in Years 1 to 7 at the commencement of the 2009 school year: Soundwaves, which is a whole school phonemic approach to spelling, and iMaths, a Queensland developed program which has been developed around a number of mathematical concepts. These programs proved to be beneficial for our students.

## **CAPITAL WORKS**

The announcement early in 2009 that the school would be provided with \$2,000,000 for a building project was a great surprise. At the time that this report was authored, our new covered multi-purpose courts and two class sized kindergarten building have been finalised for use. Both will be wonderful assets for our school into the future. Our school has been blessed through the provision of the BER funding and we are grateful.

## **GOVERNANCE**

We are fortunate that we have known stability for the past few years and are now focusing much further into the future on the strategic direction of the school. In the recent past, a lot of change happened both within the administration of the school and within the Bethania Primary School Council, mostly with a changing of both school administrative staff and council members.

Site Master-planning is a major focus of the councillors as we consider the long term use of our school and how best to meet the needs of an ever expanding local community.

The transition from being a congregational school to a school of the district also occupied members during the last twelve months along with coming to grips with the associated operating structure.

It is with a degree of excitement that we can again focus our attention on the direction of the school with a short term view of between three to seven years into the future, and a longer term view for our direction within our region.

## **OTHER**

The Evangelical Lutheran Church at Bethania congregation continues to support the school. It was with joy that the congregation dedicated a new Worship Centre co-located on the school grounds a little over twelve months ago. The school has very much welcomed the use of the Worship Centre for Friday morning chapel services and weekly assemblies. In addition to this, the Worship Centre is also now used for our close of year service, which was previously conducted at Redeemer, Rochdale.

## **CONCLUSION**

God continues to challenge us. We are at times critically challenged by God to consider what it is that we are doing and if what we are doing really glorifies Gods' name, even when we are completely focused on doing just that. We appreciate the challenges that God provides for us and look forward to continuing in providing a Lutheran Education at Bethania which has at its core, a focus on being Christ centred, an education with equips our young people with the skills to live as balanced, self-confident, self-assured, achieving individuals with a deep understanding and love of Christ.

James Stolz  
Chairman  
Bethania Lutheran Primary School Council

A Closing Service brings to mind rituals, formality and reverence. Not at Bethania Lutheran School where the Gospel is presented in a fun, interactive service involving every student! Last year the search was on for the true super hero of Christmas. The setting was the TV show 'Search for a Superhero' with a panel of expert student judges and an audience of parents and friends responsible for the final decision. Contestants Frosty the Snowman, Rudolph and Santa Claus lined up

## BETHANY LUTHERAN PRIMARY SCHOOL - RACEVIEW IPSWICH

### INTRODUCTION

During 2009 Bethany Lutheran Primary School became a District School and it is therefore our privilege to report annually to Synod for the first time. **At Bethany Lutheran Primary School we have something wonderful – we have freedom. We have the freedom to dream without restraint about the future for our children. We have the freedom to change programs to best help children learn, to try new things and to access funding by taking the risk that it might mean more work for us in the hope that it might just help our students to learn better. Some teachers work into the late hours each night because they want things to be just right to teach their students and I know God blesses what they do!**

Together with the Principal, Mr. Neil Schiller, staff joins as a strong team offering a strong program in Christian education. All permanent staff members are fully accredited or will have completed their study by the end of the first semester in 2010. There is great continuity of service and a wonderful spread of experience through out the school. This has been very important as the school has journeyed through a huge process of change in curriculum delivery since 2001 and over the last 5 years the original buildings have been demolished and rebuilt.

### PASTORAL CARE AND WORSHIP

At Bethany we have whole school Chapel each Wednesday morning taken by one of our two Ipswich Lutheran Parish Pastors, John O’Keefe or Tim Jarick. A feature of these services is the involvement of a different class each week presenting an aspect of their Christian Studies in the service. The children also bring an offering and support service projects. In 2009 our school community supported

- 1. The Victorian Bushfire Disaster Appeal** – our community really rallied to this cause and over 3 weeks \$1344.75 was donated through our Wednesday morning Chapel Offerings. This money was given to the appeal run by Australian Red Cross.
- 2. The Books For Bikes Project** - This was also the National Project for Lutheran Schools Week. Our contribution for this project amounted to \$1441.05
- 3. The Butterfly Appeal** raised \$561.00 for speech therapy sessions for children who are deaf or have little hearing through a Student Council Uniform Free day.
- 4. Ipswich Cares** was supported in Term 3. It was great to see nearly the whole school wearing casual clothes on Wednesday 9<sup>th</sup> September to support the free dress day for this project. Councillor Morrison was the very enthusiastic organiser of the Ipswich Cares Project which in 2009 sponsored the building of

a kitchen at an orphanage in India. The students who participated raised \$192.85.

#### **5. Operation Christmas Child**

Fifty seven boxes were put together by school families, which was one more than last year! The school community also raised the \$456 needed to send them to the children who would receive them. The boxes were blessed at church on Sunday when the Kindy children were in church. Altogether Bethany Church and the school made 126 boxes this year. What a great effort!

- 6. Australian Lutheran World Service Christmas Appeal (ALWS) and the Adopt-a-family Appeal** – Each year items like toys and non-perishable food are placed under our Christmas tree in Chapel for the last 3 weeks of the school year. These items, together with half of the offering from our Graduation and Closing Service, go to the Adopt-a-family Appeal run by the QT. As a result we were able to provide \$228.65 for use by ALWS and the Adopt-a-family Appeal received \$279.85.

#### **Wall Mural – a teaching tool in Behavioural Management**

During the year an exciting mural was painted on the northern end of the Journey rooms. The idea for the mural came after the wall had been vandalised with graffiti and we found it difficult to fully remove the paint that had soaked into the bricks. This is one case where vandalism became a blessing. The mural that resulted is now a great reminder to all students of the qualities we encourage them to live in the playground and in class. They are reminded of these qualities each time they walk past the building.

The mural was completed during Semester Two. The design supports the use of the You Can Do It program in our school. The 5 characters remind children of the important behaviours needed to be a successful learner are depicted on the wall, along with the High Five strategy to use in dealing with bullying behaviour. This is an excellent learning resource, visible from the playground and adds colour to our school environment. Mr. Andrew Coles, a school parent, painted the wall white to prepare the surface for painting and then adding graffiti cover over the mural to protect it after the mural was completed.

## **STUDENTS**

The 2009 school year began with 210 enrolments. The increase in enrolments came as a result of the excellent work completed by our school community in the rebuilding program that has occurred over the previous 5 years and the establishment of the Bethany Lutheran Community Kindergarten. Our enrolment at Census midyear was 206 students.

### **EAP students**

In 2009 we had 7 students on Educational Adjustment Programs. These were for Speech Language disorder, Autism Spectrum disorder, Intellectual Impairment and Hearing Impairment. Bethany has a great team of teachers and teacher assistants capably working together with parents of these students to provide educational outcomes relevant to each child's learning abilities.

*Developing professional relationships* – At Bethany we have established direct links with a Speech Therapist, Occupational Therapist and Psychologist. These agencies see students here at Bethany school which further develops a close link between school and specialists and is a big help for parents.

## **STAFF**

### **Professional Development**

The Principal, Mr Neil Schiller, participated in The Principal As Literacy Leader Project, funded by the Commonwealth Government to run over 2 years and target lifting literacy skills in the school. 2 principals from ISQ schools, 3 from Catholic Schools and 10 from EQ Schools were selected. The national project includes 60 principals from all over Australia. A prerequisite for inclusion in the project was that the school had to have an SES of 95 or less. Two retired EQ principals assist the schools in working on the project.

The first step of the project was to do a literacy profile of all students in the school. The principals and their mentors met for 2 days in Adelaide in late March to receive training provided by Principals Australia. 5 such training programs will be completed during the project. Neil Dempster from Griffith University is involved in administering the project in Queensland. The project focuses on action research and uses a constructionist approach to develop and implement strategies which produce improvement. This project promises to deliver exciting opportunities to further improve teaching and learning in our school.

By the end of 2009 4 out of the 5 modules developed for the program had been delivered to principals and a school project team had been brought together. A meeting was then held with the Project Support Advisors to discuss the needs of our students and to plan an intervention project. The meeting was very successful and we were able to put together a strategy and action plan for our project. In 2010 the staff is targeting Reading Comprehension across the school by providing PD for teachers and teacher aides. Our Intervention focus will particularly target the 2010 Year Four students who are challenged in this area as noted in the 2009 NAPLAN TESTS and on school performance.

The Deputy Principal participated in a year long program presented by ISQ / CELI entitled "Future Principals Project" and also worked in a seconded position at Trinity Lutheran College.

AUTISM QUEENLAND – Professional Development for staff to assist them in working with and understanding practical strategies for working with students with Autism.

The staff participated in the wide range of PD offered by LEQ and the programs developed to assist in school improvement. These included the Better Schools Project, training in using the Handling Complaints Framework, and the introduction of Enterprise Risk Manager (ERM) & Safety Direct.

## **CURRICULUM**

In August 2009 Bethany had Accreditation, therefore, many curriculum documents were reviewed and some re-written. New policies for the playground, working with teacher assistants and maintaining documentation for Educational Adjustment Programs were written. Policies that were reviewed and updated include; The Christian Studies policy, Whole school plans for ICT and Assessment and the Personal Development student report card. The biggest policy to be re-developed was that of our Behaviour Management. This policy focuses on a restorative approach to managing student behaviour based on the You Can Do It – Program Achieve characteristics and using the "High 5" to deal with issues. Within this model is a strong sense of partnership in managing behaviour between the school and home. This has been well received within the school and is having a positive effect on student behaviour. Report cards were also adjusted so there is now a standard font, report format, criteria sheet, cover letter and Personal Development report. The Personal Development report has been adapted this year to come into line with the You Can Do It – Program Achieve 5 characteristics, as per our Behaviour Management Policy.

Through accessing grants from LEQ and ISQ the school developed:

1. A Lesson Study Project – focusing on teachers working within their teams to further develop specific lessons within ICT.
2. An Indigenous Music Arts Program
3. Intervention and Upper Primary Literacy Lessons – to support students in Grammar

## **CAPITAL WORKS**

### **Projects Completed by the School in 2009 without State or Commonwealth Grant Funding**

|  |          |
|--|----------|
| Levelling of 3 modular classrooms<br>and the placement of adjustment screws on all pole supports | \$12 770 |
| Ramp and roofing between modular buildings<br>and the Stage 3 classrooms                         | \$23 075 |
| Entrance walls and signage   | \$ 9 690 |

### **Stimulus Package from the Rudd Government for Our School**

On the 26<sup>th</sup> February, the Stimulus Package was announced in our school newsletter to parent and students. Bethany Lutheran Primary School was eligible to receive up to \$2,000,000 to build new facilities. This gave us the opportunity to plan and build a new school Library incorporating an ICT teaching area.

After discussion with the architect and the School Council, the decision was made to demolish the Administration Building and the Computer Laboratory and located the Library where they stood. The project proceeded rapidly and the Library will be completed by the end of March 2010. Rather than write about the project I share a few photographs along the way.

### **The Pride Package**

The Commonwealth Government also provided \$125 000 for a smaller project. This money is being use to build a new boys toilet block. This will increase the number of toilets to allow for school growth and the current toilets will become junior girls and senior girls.

## **GOVERNANCE**

During 2009, a major task was the development and printing of the new school prospectus and the building of the new school website. These two media present the school to the wider community and are very important vehicles in the enrolment process.

In ending the report, I thank all staff and the School Council for their enthusiasm in 2009. Bethany has been truly blessed with a dedicated team of people who have a passion for the school and its aims and goals. The staff work together always ready to take on new challenges that will benefit the students and the School Board has been right behind them.

Once again a great deal has been achieved and we can only marvel and give thanks to God for the many blessings that we have received. From this report it may seem that all these developments have been easy, but that would not be the true picture. There have been many headaches along the way, lots of prayer and hard work that goes unseen. While we see the results publically, in many case only a privileged few see what goes on behind the scenes; the many meetings, the late hours of work into the night and the working through ideas and plans to arrive at solutions which build and support the school community.

I personally thank the School Council members who give their time to attend meetings, read all the material and discuss the challenges in such an objective and positive manner. Thank you also to Michael Little who has served on the Council for the last few years, but had to resign his position due to being transferred to Toowoomba with his work.

We thank God for all the blessings that have been ours throughout 2009.

Ross Billiau  
Chairman  
Bethany Lutheran Primary School Council

### ***Love in Action***

In Semester 1 of 2009 Chapel at Bethany focused on our Lutheran Values for living and learning. The first week one of our Pastors spoke about the value (i.e. Love, Justice, Compassion, Forgiveness, Service, Humility, Courage, Hope, Quality, and Appreciation) and the next week a class visually presented that value in action. Christian love is giving to others those things that you would want them to give you if you were in their situation -- and it's doing it even if they can't pay you back. In fact, it's doing it especially if they can't pay you back! Christian love is respect for others, it's mercy and it's charity. Christian love is not a feeling, it is a lifestyle!

On Wednesday 11<sup>th</sup> February the children acted out what love meant to them. They did a wonderful presentation, but what came next was even more powerful. It had been decided that on that day and for the next three weeks the offering would go to the Victorian Bushfire Appeal. Our children and school families' hearts' went out to the people who had suffered from the devastation of the Victorian bushfire disaster. The theme of chapel was the culmination of our two week focus on love. I have never in 31 years in primary schools seen such an offering given at a school Chapel service. It was an example of the selfless giving to others in love that we had just talking about. The children streamed forward to put their donation on the offering plate and they just kept coming. One student said to me later, with a huge smile on her face, "I put \$20 on the offering". She was very happy to have been able to do that, and I felt very proud of her! The offering total for the service was \$737.95. In February our small school of 207 children and their families donated \$1344.75 to the Bushfire Appeal.

## **GOOD NEWS LUTHERAN SCHOOL – MIDDLE PARK**

### **INTRODUCTION**

As a community of learners, Good News has been blessed throughout the past year with strong parental support, staff commitment to professional standards and approaches to learning and teaching, and a tangible culture of Christian care. The school has continued to achieve above-budget enrolments despite the impact of the Global Financial Crisis, and has maintained a reputation for high quality Christian education. This year's theme is "Positive Ripples" which focuses on all community members engaging in actions that have positive effects within the world, both locally and globally.

### **PASTORAL CARE AND WORSHIP**

Pastoral care is an important focus at Good News. The school's two part-time professional counsellors / psychologists work with students, families and staff on a variety of matters including behaviour, family distress and break-ups, socialisation concerns and inter-personal difficulties. Although costly, this service has helped many in the community to work through the challenges that arise for them, and ultimately contributes to a happier and more resilient community.

The new community chaplain employed by the congregation has also worked very successfully within the school community, alongside the pastor, to provide spiritual and emotional care, support and encouragement, student leadership programs, youth activities and worship opportunities.

School worship has also undergone a revitalisation with the introduction of more contemporary songs and music, as well as topics related to our values program and the current needs of students.

### **STUDENTS**

Good News averaged 440 students (double streamed P-7) throughout the year with waiting lists in some year levels. Our students attained many successes throughout the community including Opti-MINDS (honours), Inter-Lutheran Cross Country (1<sup>st</sup> %, 3<sup>rd</sup> Agg), Regional Chess (2<sup>nd</sup>), Silkstone Eisteddfod (1<sup>st</sup>), and 48 High Distinctions across the UNSW Science, English, Maths and Computer competitions. They have also continued to extend their engagement with mobile technologies (eg. iPod Touch, Nintendo DS) as a means for learning.

Service learning groups were established and students made items for a local nursing home, then sang and performed musical pieces for the residents. They also coordinated food hampers in conjunction with the church for local families in need, and raised money for schools in Nepal and Mozambique, bushfire and flood victims, RSPCA, Heart Foundation, World Vision, cancer victims, and a sponsored child.

## **STAFF**

The focus for staff training this year is predominately on preparation for the Australian Curriculum through a revisiting of thinking skills and effective pedagogies, and explorations of and discussions around the framing papers and draft syllabus documents. Other areas of focus include managing anxiety and stress, restorative justice practices, spelling, reading comprehension and on-line maths resources for use with IWB's. Our curriculum coordinator and ICT manager also run weekly workshops to develop and extend staff skills and knowledge across a variety of topics, programs, software and technology devices.

## **CURRICULUM**

At Good News students undertake Literacy and Numeracy blocks four days per week. During these blocks, students are divided into 4 learning teams of around 10-18 students so that their individual needs can be more successfully met. Student achievement data again showed a substantial positive effect upon the standards attained over time.

Grammar workshops and lessons were undertaken in 2009 with Dr Rod Campbell, and in 2010 he has continued providing in-service with strategies for reading comprehension.

## **CAPITAL WORKS**

BER works have dominated the year with Good News constructing a Learning Centre (*Art/Science, Literacy Support, Numeracy Support, Gifted and Talented, eLearning lab, ICT Office, ICT Storage, Meeting Room, Uniform Shop, new School Entry*), and a Music block (*Classroom, Band/Instrumental, Rehearsal spaces, LOTE/Multipurpose*). We have also refurbished our Year 5 classrooms and staff areas, constructed a new playground, upgraded entrance signage and phone, security and server systems, and redeveloped gardens, walkways and social spaces around the school.

## **GOVERNANCE**

The remainder of 2009 was spent predominantly on policy reviews and identifying areas of professional learning to help strengthen Council members' knowledge and skills. In 2010 the School Council has commenced a review and update of its strategic plan for the next 3 to 5 years. Community input is being encouraged throughout the process. The Council is also looking at the potential impact of Year 7 moving to secondary schools and how Good News should best respond to ensure its financial viability and continued high standards for curriculum delivery.

## **CONCLUSION**

As the number of government decisions that impact upon schools continues to grow, the School Council strives to support the leadership team and staff in their efforts to maintain the professional approach to learning and teaching and environment of Christian care and support that Good News is known for. In partnership together, we believe that Good News will continue to meet challenges that arise and build on opportunities to ensure its continued educational success and mission to share God's living Word within the community.

Karen Hoschke-Mills  
Chairperson – Good News Lutheran School Council

At Good News we have a Good Samaritan Fund that staff are able to voluntarily contribute into. The purpose of the fund is to assist families in need with costs such as school camps, excursions, the graduation dinner and other such expenses that are on top of the usual fees and levies. Approximately 20% of staff contribute to the fund, which is available for use at the Principal's discretion. Over the past year, four families were assisted with camp costs, school uniform items and lunches.

## **GRACE LUTHERAN PRIMARY SCHOOL - CLONTARF**

### **INTRODUCTION**

What a wonderful gift from God through the Federal Government's BER stimulus funding for schools. We had started down the path of spending our own money, but thanks to a financial crisis we have received a wonderful gift that has enabled us to do much more for our school and our students. We have tried to use the money wisely and to the glory of God. This year for us, will be a year of disruption to the normal daily life of our school, but the outcome at the end of the year will be worth the turmoil. As this work goes on, so does our job of education and daily school life.

### **PASTORAL CARE AND WORSHIP**

Letting our faith shine through our actions continues to be central theme at our school. Having the Pastor's Office at the school, and the services of a support worker (again courtesy of a Federal Government Grant), helps us to keep Christ at the forefront of what we do and what we teach our children. It is a joy to have each year level involved in a time of family worship with the Grace Congregation throughout the year in addition to the weekly Chapel services.

## **STUDENTS**

Our enrolment continues to hover just over the 400 student mark. We still offer Year 7 as a year level in response to the needs of families with very pleasing enrolments this year. With the State Government's intention to change this, we can only wait and see and continue to offer the best program we can for our Year 7 students.

## **STAFF**

We are very appreciative of the work our staff do. When extra is required, it is done without complaint. Dedication to the job, and with the students' needs and best outcomes in mind, we couldn't ask for better staff. It is always a juggle, with long service leave and maternity leave having to be factored into the staff roster, that sometimes causes headaches and having to change class teachers during the year. Our staff always seem to be working on curriculum, either improving it or reworking it to suit new requirements or new ways of teaching/assessing. We continue to work on our Gifted Education and Support Education Programs to ensure that all our students are being given the best education possible. Teachers are being encouraged to differentiate their classroom programmes to cater for students of different learning abilities and styles and interests.

## **CURRICULUM**

As with all schools in Queensland, the curriculum at Grace Primary is in a state of flux due to changes at both state and national level. Currently the school is implementing a curriculum program that incorporates the new initiatives and is developing scope and sequence outlines to ensure the best possible educational outcomes are available for all students. As always, planned professional development activities for staff are a key factor as the initiatives are implemented. The school continues to provide a broad range of learning activities while maintaining its focus on integrating 21<sup>st</sup> Century technologies into day to day teaching.

## **CAPITAL WORKS**

Having just completed our hall, and begun to plan for some refurbishment, we thought that there was a lull to the busy period. The Government's BER funding came along and has enabled us to do far more than we originally planned with renewal and refurbishment. Last year saw us busily planning to use this money wisely, and this year, 2010, saw the commencement of a twelve month building programme that will see the school looking like new again.

## **GOVERNANCE**

Governance workshops have enabled us to help Council members to be more effective in their governance role. It is always an ongoing activity as the membership changes from year to year. The Principal and Chairman meeting regularly which helps keep everything running

smoothly. Our Strategic Plan keeps us focused and on track. The Council is cohesive and hard working.

## **CONCLUSION**

The past year at Grace has been busy and rewarding. Dedicated staff work tirelessly to provide the best education possible for our students. I would like to thank everyone from employees to volunteers for their hard work and enthusiasm for their work. The Gospel is central to our work and the focus and guide for all our actions. We know that God blesses the work of His people, and provides us with the talents and gifts to carry out His work. We give thanks to God for His faithfulness.

Respectfully submitted

Never underestimate the effect of the work we do ...

Late in the year while the Principal was spending some time meeting and greeting parents in the school waiting area, a parent approached him to introduce herself and to remind him that her daughter had commenced at the school during the year. She wanted to pass on how pleased she was to be part of the school and how happy her daughter was in the Prep class. She also mentioned that since coming to the school she had noticed not just a positive change in her daughter but also in her wider family. The mother explained that there had been tensions and difficulties within the family following the parents' separation, but since becoming part of the school community they were finding they were able to talk to each other again. She felt that the whole family had changed for the better since joining the school.

Peter Spanagel  
Chairman  
Grace Lutheran Primary School Council

## **LIVING FAITH LUTHERAN SCHOOL – MURRUMBA DOWNS**

### **INTRODUCTION**

In 2010 Living Faith entered its tenth year of operation. Now a Prep – Year 6 school (with the majority of Year 7 students moving onto Grace College). In 2009 the school began triple streaming at the Prep year and this will continue until we are fully triple streamed from Prep – 6. As a growing school community we continue to face the challenges and opportunities that change brings.

## **PASTORAL CARE AND WORSHIP**

Our whole school worship is a weekly highlight – child-centred worship sees the children fully involved in the lively music and messages led by staff and the students as well as our school Pastor, Jim Strelan. A chaplain funded through the Federal Government's chaplaincy program is present two days a week and is kept busy providing counselling and support for students, staff and families. Class room teachers provide another level of pastoral care as they build relationships with the students and families of their class.

## **STUDENTS**

Enrolment currently sits at around 390 students and as triple streaming moves through the school there is the potential for a full enrolment of 580. Our students embrace the values and ethos of the school in their everyday lives – not perfectly of course, but together we make up a 'family' of forgiven and forgiving people.

## **STAFF**

Staff numbers total 45, with 26 teaching staff, 9 teacher aides, 8 administration/non-teaching and 2 grounds staff (some positions are part time). Living Faith has a high proportion of staff who are either Lutheran or active members of another denomination.

## **CURRICULUM**

Living Faith has put a great deal of effort into the documentation of a curriculum that provides a flow of skills across all year levels – this was commented on in our accreditation last year. Staff have spent a significant amount of time in professional development, learning and implementing strategies to enhance explicit teaching. The result of this is seen in the academic reputation of the school, and in results of tests such as ICAS and NAPLAN.

## **CAPITAL WORKS**

The introduction of triple streaming across the school means that we will continue to construct new buildings for a number of years to come. We are most grateful for funding received from the Australian Government which has allowed us to improve play facilities and to build an indoor sports centre, the latter due for completion by May of this year.

## **GOVERNANCE**

School Council meets monthly and is made up of a group of dedicated members who bring a variety of skills to the governance of the school. A self appraisal exercise in 2009 identified areas for ongoing council development and these are being taken up this year. The development of a strategic plan, plus the revisions of the vision and mission statements, was major achievements in 2009.

## **OTHER**

Living Faith has implemented a number of programs unique to our school. In conjunction with the congregation, annual events include a men and boys camp, boys week and girls week celebrations. These are eagerly looked forward to every year.

## **CONCLUSION**

Living Faith has been truly blessed to have a supportive congregation, dedicated staff and a supportive family base. We know that God has blessed us richly and as we move into the future we do so with confidence that He will continue to guide us.

Roz Cooper  
Chairman  
Living Faith Lutheran Primary School Council.

Death is a part of life and there are also times when members of a school community experience tragic circumstances. Recent tragic deaths of a parent and a past student meant that as a school we grieved together.

In such times the support of our chaplain and school pastor has been a vital part of the care given to students, staff and families. We have also witnessed the outstanding care the parents show to one another. At times like this it has been reinforced to us that as a school community we are also 'family'.

## **REDEEMER LUTHERAN PRIMARY SCHOOL – BILOELA**

### **INTRODUCTION**

Redeemer Lutheran Primary is a single stream P-7 primary school in the rural community of Biloea, Central Queensland. The school, established 33 years ago by the Redeemer Lutheran Congregation Biloea, has modern well maintained facilities set in an idyllic bush environment. We are privileged to be well resourced. Our School offers families in the Callide Valley an alternative choice for their child's education in a Christ centred environment.

### **PASTORAL CARE AND WORSHIP**

Redeemer Lutheran Primary is a caring community that aims to **R.E.A.C.H** out to our students and their families as we share the love of the Jesus. **Respect, Effort, Appreciation, Christlikeness and Humility** are our shared values. The staff start their work day with devotional time and prayer for individual families and attend regular bible study.

Students begin their days with class devotions and attend weekly whole school worship. This is well attended by parents and grandparents and for many is their weekly worship place and time. One day each week the morning class devotional time is held in multiage age pastoral care groups to foster and develop positive relationships throughout the school. The Lutheran Christian Studies Curriculum framework has been used to develop our Christian Studies program throughout the school.

Since October 2009 the Redeemer Lutheran Congregation has been holding weekly rather than monthly Sunday worship at the School Chapel. This has been developed to actively reach out to our immediate mission field, the families of the school. For school families the School Chapel is in an environment that they are already familiar and comfortable with. For members of the Redeemer Lutheran Congregation it is also an opportunity for a contemporary form of worship.

The step from monthly to weekly services is beginning to see several school families attend on a regular basis. Once a month individual year levels are invited to join the Sunday worship.

Just as important as the worship and service we are finding that members and families are enjoying a wonderful period of fellowship after the service. This time is growing connections and relationships.

As a School community, staff and families voluntarily contribute to a School Care Fund that is used to support families in times of need. It has provided such things as assistance with medical expenses, a meal when families are in crisis, a new uniform or stationery supplies when finances are low.

## **STUDENTS**

Redeemer currently has 187 students enrolled. The student population is drawn from a broad spectrum of socio economic backgrounds with 16% of students from Lutheran backgrounds. A large percentage of student population have no church affiliation and are seeking an educational facility, with a clear behavioural policy, that will cater for their child's individual learning needs at each end of the spectrum. Amongst our population we have a significant number of students who require Learning Support.

Although enrolment numbers have been stable over the past three years, two of our major challenges in maintaining enrolment numbers are

1. providing for families with incomes that are determined by the weather
2. and the transient nature of mining communities.

## **STAFF**

A total of 23 staff members make up the Redeemer team. This includes Principal Jenni Krenske, eight classroom teachers and a fulltime Learning Support Teacher. Other Specialist teachers provide for Physical Education, Japanese, Library and Music. The Music teacher conducts both classroom music and the Instrumental program. These teaching staff are supported by the Office Administration team consisting of a fulltime Receptionist, Bursar and part time Administration assistant.

Five Teacher Assistants and Chaplain Pastor Robert D'Antoni complete the team. This Christian staff are all passionate about their vocation and mission within the School. Of these 23 staff members 6 are Lutheran.

## **CURRICULUM**

The school offers a balanced curriculum differentiated at each year level to cater for the needs of individual students. The curriculum has been developed using QSA syllabus, School Based programs and the Lutheran Christian Studies Curriculum Framework. Whilst the major educational focus remains the development of strong literacy and numeracy skills, the community highly values the development of ICT skills, performance skills in numerous areas of The Arts and physical activity. Individual Learning is supported with 2 to 3 adults in all Literacy blocks throughout the School. The 2 senior classes have additional support with a selection of students daily attending an Alternate Literacy Group with the Learning Support Teacher. This offers the opportunity for students with literacy deficits to have intensive instruction in a smaller teacher to student ratio group.

ICT is a School strength with IWB's in each class and a laptop ratio of 1:2. The school received excellent results in the 2009 National Literacy and Numeracy testing.

## **CAPITAL WORKS**

Stimulus funding from the Federal Government in 2009 saw the erection of a wet weather Shade between the Senior Building and Arts Room. The dedicated Arts Room renovation was completed with insulation and low maintenance external cladding. The Senior bathrooms received a long awaited upgrade and the louvers in the older buildings were replaced with sliding glass windows increasing both security and insulation of rooms. Several classrooms had carpets replaced and the kitchen was upgraded in the Chapel providing a modern flexible kitchen which is suitable for Food Technology lessons.

In 2010 we will see the completion of the Multi-purpose Centre and Hardcourt Roof also funded by the Federal Government Stimulus package.

With the generous support of our active Parents and Friends Association new fitness circuit play equipment complete with softfall and shade was installed in second semester 2009.

## **GOVERNANCE**

Redeemer Lutheran Primary became a school of the district in 2009, something that the School Council had actively pursued since 2006. Whilst on the surface nothing appears to have changed it is gratifying to know that we have the backing and support of Lutheran Education Queensland.

The School Council meet monthly and enjoy the company, support and wisdom of Mr Tom Kenny, Assistant Business Manager LEQ, at each meeting. The collegial group with members drawn from both the Redeemer Lutheran congregation and 2 non

Lutheran Christian members from the School Community, support the Principal and staff with long term planning and regularly volunteer their services at working bees.

## **CONCLUSION**

In 2010 the School Community will focus on developing the next 10 Year Strategic Plan with the view to continue to provide a high quality education in a Christ Centred Environment for families in the Callide Valley.

Tim Kessler  
Chairman  
Redeemer Lutheran Primary School Council

In 2006 a single mother sought enrolment for her son. He had been attending another local school. It was clear at the first interview that the mother's needs were as great as the child's.

Approximately six months after this the mother's new partner enrolled his two children and a blended family began. Both parents brought negative educational and personal experiences with them and all three children had special learning and social needs. The mother had an aggressive communication style which caused much angst amongst the staff, students and other families. Numerous interviews, counseling sessions, parenting discussions and prayer times have occurred over the past 4 years.

The family has become comfortable within the community and there is a notable change in the way they interact with staff, students and other families. This is the family that greets you anywhere with genuine smiles and pleasure. Mum no longer lingers at the door of the Chapel but quietly and confidently sits in the back pew. With only one of the parents working and the other's job severely affected by the drought conditions of the area, paying of fees has often been difficult and concessions given. It is to be noted that this family, children included, regularly volunteer many hours of their time to complete jobs around the school after hours. They are currently ensconced in custody claims from both of their previous partners which are straining both their finances and relationships. They seek the support of the School Chaplain and individual staff members regularly.

At a recent pre court interview when questioned about what support they receive for their own emotional needs both parents have stated that they have the school staff and community and that they are grateful for this support.

# **ST PAUL'S LUTHERAN PRIMARY SCHOOL – CABOOLTURE**

## **INTRODUCTION**

St Paul's opened its doors for the first time on the 15<sup>th</sup> February, 1985. Since then, it has grown from three classrooms and temporary buildings, to a double streamed Prep to Year 7 primary school. Year 2009 was the school's 25<sup>th</sup> year of operation and has been a year when changes for the future development of the school took place. These changes in school structure, staffing and facilities are highlighted in the following report.

## **PASTORAL CARE AND WORSHIP**

St Paul's is characterised by having a friendly and supportive environment for children.

The Christian ethos of the school and core values (love, justice, compassion, forgiveness, service, humility, courage, hope and quality) promoted in the school are drawn from the Educational Framework for Lutheran Schools and support the Lifelong Qualities of Learners. Student welfare is developed through the integration of Bible based devotional time and the promotion of values and relationship development found in the School's Care and Share Program. The values are the basis of the School's codes of conduct for students and staff and are supported in the School's Christian Studies program.

The St Paul's Congregation Pastor serves as School Pastor with the school contributing to the salary. The School Pastor has a pastoral role which includes leading chapels, supporting staff with Christian Studies and helping parents, families and students as needs arise. St Paul's church community continues to support the school through their prayers and by offering personal contact and support to staff and families.

## **STUDENTS**

As at February Census Day 2009, 340 students were enrolled at St Paul's. At the end of Term 4 2009, 348 students were enrolled. Student attendance was measured at 96% with a daily procedure to check non-attendance. In 2009, the school offered Preparatory Year (Prep) to Year 7. From 2010, only Prep to Year 6 will be available at St Paul's, with Year 7 being offered for St Paul's students at the Caboolture Campus of Grace Lutheran College located on the adjacent campus and at other Primary and Secondary schools. The expansion of the school to 3 classes at each Year Level will begin in with a third Prep class starting in 2010.

## **STAFF**

Significant staffing changes occurred during the year with the appointment of Mr Anton Prinsloo from Ocean Forest Lutheran College, Western Australia, as Principal, following John Heffernan's appointment as a Specific Ministry Pastor in the St Paul's Parish. Mr Ian Bloxham was appointed Business Manager after the resignation of Ms Anne Shay. The school community ended the 2009 year with a positive outlook

that the incoming leadership team would be able to build on the school developments and upgrading that the outgoing leaders initiated.

Several staff requested extended leave during the year to address personal matters, requiring the appointment of staff in the course of the year. The quality of contract and relief staff ensured the continued professionalism in the delivery of the School's programs. The death of Mrs Elizabeth Dunn, Year 2 Teacher, and a staff member for eight years, was an event that strengthened the faith of the community at such a distressing time.

## **CURRICULUM**

The school's curriculum has a strong focus on literacy and numeracy development with specific programs in pre-writing and reading phases, intensive phonics, structured reading and literacy development programs based on student assessment, and library skills development. The teaching and use of ICT and technology by students and Teachers enriches the learning environment and supports individual and independent research, publication and learning. 2009 has had an increased requirement for ESL support for students from several cultural backgrounds.

Specific programs that supported the school's mission and goals are:

1. Strong values education using Lutheran Education Australia's Lifelong Qualities of Learners supplemented by You Can Do It.
2. Specialist Teachers who support individual students, selected groups and classes in the areas of Learning Support, Music, ICT, PE and Library.
3. Students from Prep to 7 and staff have ready access to desktop and laptop computers in classrooms and an ICT lab. Interactive Whiteboards are available in each Year level. A uniform platform of application programs is available and learning is further supported with a wide range of specific tutorial and learning programs. The internet is frequently accessed by staff and students under established codes and protocols.

## **CAPITAL WORKS**

A new double classroom building was completed to accommodate future third streams of Prep and Year 1. A new canteen was built at a location that is more accessible for students, parents and for catering school functions. Extensions and renovations to the school's administration building will accommodate the future health room, office space and staff room requirements. Australian Government Building for the Education Revolution funding has enabled the commencement for a Library, Resources and IT Centre that will support student learning into the future. Australian Government School Pride funding has been expended on laptop computers for students, interactive Whiteboards and covered walkways and eating areas. The electricity and water supply were upgraded to meet the future demands. The school's computer systems have been upgraded in capacity and for security by being linked to the LEQ system under LILS (Linking Lutheran Schools).

## **GOVERNANCE**

The School Council has acted decisively and with careful consideration in appointing a new Principal and Business Manager. School policies were reviewed in a planned way and necessary adjustments were made. The Councils and Executives of St Paul's and Grace College met twice during the year as recommended in the Memorandum of Understanding. Members attended a Governance Workshop hosted by Grace Lutheran Primary School. The Council's Finance Committee met before the monthly Council meeting to review budgeting, loans, cash flow, grants and school fee payments.

## **SPECIAL EVENTS**

A ground breaking ceremony was held on Friday, 19<sup>th</sup> September, on the day before the building contractor moved on site to begin the construction of the school's Library, Resources and IT Centre. The Australian Government BER funding for this project makes possible the development of a 21<sup>st</sup> Century teaching and learning facility several years before the school would have had the capacity to build an equivalent facility. The service was lead by our School Pastor, Vince Gerhardy, who was assisted by the School Captains. Students sat on the perimeter of the proposed building and in this way were able to gauge the size of the complex. Attending were the Federal Member for Longman, Mr Jon Sullivan, representatives of the architects, the contractor and main subcontractors, members of the School Council and St Paul's congregation, students and staff. This building will be the centre for student learning, staff professional learning and resource centre well into the future.

## **MINISTRY TO STUDENTS/STAFF/FAMILIES**

The school community, especially staff, had prayed daily for the recovery and return to work of their friend and teaching colleague as she went through a series of operations. Word of her passing was received on the day of the St Paul's Spring Fair and even then our thoughts turned to the family she had left. Monday would be a difficult day when students and parents would need to be told the sad news. The plan was made in consultation with the St Paul's Pastors and the School Executive. The Principal and Deputy rang each Year 2 family on Sunday evening so that parents would have an opportunity to tell their children about the death. On Monday morning, each class was visited by one Pastor and the Principal or Deputy. Information was shared regarding the cause of death and the action of doctors by the Principal and Deputy. The Pastors focused on the core of the Christian faith that in death there is eternal life through Christ. A prayer was said and time was given for students to ask questions and make comments.

The family asked that the funeral be held in the St Paul's Church where the Teacher and her family were members. During the week, staff organised for books of remembrance to be compiled which contained the written and drawn responses and memories of students and staff. The books were presented to the two daughters on the Friday of the funeral. Friday morning chapel was a memorial service attended by the whole school and included favourite Bible passages, songs and prayers of the Teacher, readings from the remembrance books, tributes and a celebration of the life and work of a gifted Teacher who had a unique and loving manner towards her students. School closed at lunchtime which left staff free to attend the funeral and parents to choose whether they accompanied their children. We thank God for the

faith that enables us to face and deal with such tragedies and for the opportunity to share this faith with our school community.

## **CONCLUSION**

St Paul's provides a unique niche in the Caboolture Region for those wishing to pursue a Christian primary education of a high standard but with modest fees. Every effort is made to keep fees low, yet at the same time the school strives to provide a rich educational environment for students. St Paul's in 2009 has experienced developments that will underlie future growth and improvements in teaching and learning. The building projects being completed will give the school improved learning and specialist areas and better student and parent services. The direction of school planning and teacher professional growth will further advance the school's teaching and learning programs. Requests for places in Prep and other year levels have been strong all year adding to the positive growth of the school.

Fiona Etherington  
Chairperson  
St Paul's Lutheran Primary School  
Caboolture

## **CONCORDIA LUTHERAN COLLEGE – TOOWOOMBA**

It is with pleasure that I present my Annual Report for Concordia Lutheran College 2009.

### **PASTORAL CARE AND MINISTRY**

The Pastoral Care and Ministry Team were installed at the beginning of Term 2. The Team, led by Pastor Mark Vainikka (College Pastor) is assisted by lay Chaplains, Mr Chris Bartlett and Mrs Sue Donges. These people are ably assisted by Mrs Sonia Seibenhausen and Mrs Jenny Sutton as Student Counsellors.

God gives each of us different skills and talents and these people have been blessed with many gifts that together, are a real strength for our College. The College community will benefit hugely.

Once again this year the Team has led Chapel services across all campuses and visited staff and student groups at Ballon during the first half of the year.

On the 01 November four of our boarders confirmed their faith in God at our Confirmation Service.

## **STUDENTS**

As a Christian community, we endeavour to make Concordia Lutheran College a community of students, staff and parents who support the College's values and aims. We seek to work as a team – where all are united in a common goal and contribute to the well-being of others. Indeed, our very name "Concordia", expresses a commitment to promote unity and harmony across all four campuses.

Concordia Lutheran College is committed to the pursuit of excellence. This commitment challenges us to provide both quality and diversity in the programs we deliver.

We have been able to provide detailed accounts of student success through our fortnightly newsletters, webpage and blog spot as well as other publications such as a 'campus specific magazine'.

Our students have as always had a very busy year. Involvement in many activities kept them very busy. Eisteddfods, F1 Regional and State finals, Middle College Welcome Evening where the students spoke to visitors and answered questions re their class stands, Debating, Interact Club, State Finals of the Science and Engineering Challenge, State Representatives in swimming and athletics.

At the time of census we had an enrolment of 779 students, comprising 13 overseas students, combined primary 296 and 483 secondary students (inclusive of overseas students.)

## **STAFF**

We have a staff of 200, encompassing all areas of Academic, Administration, Outdoor Education, Boarding and Catering, Grounds, Works and Cleaning, Instrumental Music Tutors, Sports Coaches, Teacher Aides and Shop Staff. In addition, contracted staff and volunteers include: Boarding Assistant Residents, Academic Tutors and Laundry persons.

Each employee, contractor and volunteer who serves on the staff at Concordia Lutheran College is a valued member of the team and the community.

College Council and College Administration wish to acknowledge the contribution and service of those in our community and wish God's blessing on those who now leave Concordia.

## **CURRICULUM**

Concordia Primary Campus. – Offers a seamless and diverse curriculum from Kindergarten through to Prep, and then a stage based curriculum organisation in accord with an Outcomes Based philosophy.

Martin Luther Primary Campus. – Offerings take into account the need for Primary School students to be taught a comprehensive and balanced curriculum as has been defined in the 'Adelaide Declaration on National Goals for Schooling in the 21<sup>st</sup> Century' and its Christian Ethos. Key learning areas curriculum documents and resources produced by the Queensland Schools Curriculum Council are used.

Redlands Campus. – Aims to create a learning environment where teachers and students can pursue excellence together.

Our curriculum is designed so that each student can find his/her special niche. Thus we offer all traditional subjects. We believe that excellence can be achieved through commitment to work and self discipline in an atmosphere of positive expectation and encouragement. We do not believe that excellence is an end in itself. We aim to encourage students to share their abilities and achievements for the benefit of others

and the whole world. We believe in a value added education where all courses encompass Christian values.

## **CAPITAL WORKS**

The construction of two Resource Centres, one for each Junior Campus, is well on the way to completion. Rooms previously occupied by existing libraries will be refurbished and returned to each Campus as general learning areas or classrooms, to allow for future enrolment growth. These projects have occurred, thanks to the Federal Government's "Building the Education Revolution" funding.

"School Pride" funding went towards new awnings, shade cloths for outside seating areas, staffroom refurbishments and Campus signage (four internally lit pillars), curtains for girls and boys dormitories.

## **GOVERNANCE**

Our College Council comprises nine volunteers who are appointed by the Lutheran Church Australia, Queensland District. This means that we hold the College in trust for the Church, establish broad policy and act as stewards and wise guardians of Concordia Lutheran College.

Although each school and individual Council was responsible for the full range of policies prior to amalgamation, the current CLC Council has worked tirelessly this year to ensure the provision of a large number of policies and procedures which govern the operations of our new entity.

I was delighted to welcome two new members to our Council this year.

## **CONCLUSION**

Concordia Lutheran College is an integral part of staff, students, parents and all volunteers, who, in their own way, give of their time each day. We work together to give the best that we can be to the children and young adults entrusted to our care. We move ahead into the New Year with the sure and certain knowledge that we have the guidance and love of our Heavenly Father and that He is there to support us. May God bless all who give so much of themselves to educating our children and teaching the everlasting love of Jesus.

Yours in His Service  
Shona L Promnitz  
Council Chairman  
Concordia Lutheran College

Sarah was a new student to Concordia Lutheran College. She came to middle-school as a boarder from a small farming community in western Queensland. Being very young and living away from family and friends for the first time, Sarah soon became very homesick. The College's Pastoral Care and Ministry Team were notified of Sarah's homesickness and the College's Pastoral Carer, Jenny, started visiting Sarah in the boarding house. Jenny was also in contact with Sarah's family back home and talked to her parents about Sarah's homesickness. Soon Jenny was regularly meeting up with Sarah and upon hearing about Sarah's sporting interests, contacted the College's P.E. department in order to get Sarah involved in her favourite sport. Jenny also encouraged Sarah to come to a weekly Bible study she was running for girl boarders. In the day school, Jenny regularly spoke with Sarah's Year Level Coordinator and the Middle-School Coordinator about how to best support Sarah in the day school. Now Sarah is a well adjusted and a valuable member of not only Concordia's boarding community, but also her year level and is doing very well in her studies. She still gets homesick at times, but now has ways to better deal with the homesickness.

# **FAITH LUTHERAN COLLEGE - PLAINLAND**

## **INTRODUCTION**

The College has experienced pleasing growth throughout 2009 as well as for the commencement of 2010. Our final enrolment numbers to close the year were 245. We commenced the year with our largest ever enrolment and a Year 8 cohort of 114. Due to the significant interest at Year 8, we had to close our books in October due to the inability to provide classrooms. Any new requests for Year 8 are being waitlisted.

## **TENTH ANNIVERSARY YEAR**

Throughout 2009 the College hosted many events including an Anniversary Ball (combined with P&F), Turning of the Sod Memorial Tree planting service, as well as a 10th Anniversary Past and Present Community dinner on campus attended by 180 people. We were entertained by a Past and Present Choir and Band, which were made up of old scholars and past teachers as well as current staff, students and parents. This last event was held on the weekend of the Faith Fair with the weekend finishing with an emotional dawn service acknowledging the rich blessing Faith Lutheran College has received throughout the ten years of its journey. We look forward to the next ten years of continued growth and prosperity. The last Anniversary event was the Opening of our Creative Arts Centre which was also combined with our Annual Presentation morning.

## **STUDENTS**

Our students enjoyed an excellent year academically as well as in sport and a wide range of co-curricular events. Students participated successfully in the USQ Science challenge, Tournament of Minds as well as Chess and debating. Our sporting teams again participated in the Darling Downs Schools competition. We were the Percentage Trophy winners for the Lockyer District meets in swimming and Cross Country. Seven students made the Metropolitan West teams and we also had one State Representative in Squash. An amazing number of participation and Appreciation Certificates (289) were given out as well as 107 awards presented for high levels of performance and achievement academically, as well as for Citizenship, their spiritual walk and co-curricular activities. The year was topped off with another finalist in the Australian Apex Fashion Awards as well as another OP1 student. (This student also won a \$20,000 University of Queensland Scholarship).

## **STAFF**

We now have a total staff of 52 which reflects the growth of classes as well as ancillary staff for Administration, Cleaning, grounds and bus driving. Our staff continue to give time and effort at times above the call of duty. We are blessed by their enthusiasm and zeal. The challenge of managing our resources has been a shared responsibility by all.

## **CURRICULUM**

The curriculum has been reaffirmed this year with the continued delivery of both our OP subjects including Maths C and Korean for the first time at the Senior level, as well as our many VET offerings. The addition of an Ag Certificate through UQ Gatton

campus has been a positive initiative and to support this, we have introductory units at Year 9. Staff have been participating in a special professional learning experience this year focusing on Learning Teams to enhance student engagement.

## **AUXILIARY BODIES/VOLUNTEERS**

### **a. P&F**

The College Parents and Friends worked hard again through 2009 to fundraise for College resources. The P&F worked with the Anniversary committee in some of the special events this year. Significant funds have been handed over to the College, which included funds to assist with a staff member for working on the Magazine and help with promotional activities, payment for Tuckshop building, subsidizing the Safe Driver Program for all Year 12s . The Faith Fair was a resounding success again this year.

### **b. MUSIC SUPPORT GROUP**

The Parent Music Support Group has again worked hard to subsidise our Music tour and camp. A Mission tour to Hopevale in far North Queensland took place in the September holidays.

## **SPECIAL EVENTS**

The College again held the many regular events as well as our special Anniversary events this year. These were the Grandparents Day, Open Day and Scholarship testing, Academic Challenge Days where local Year 6 and 7 students visited the College, Music Support Group Trivia Night, FEAR night (held in our new Creative Arts Centre) and the Faith Fair.

The evening format for our Fair was again successful with over 1000 visitors throughout the evening. The rides, fireworks and entertainment all proved very popular.

We again participated in the APEX AUSTRALIA TEENAGE FASHION AWARDS (AATFA) with one of our students winning the prestigious Evening Wear section in the Queensland Finals in Brisbane and going on to the National competition in Sydney. In 2010 we already have another 4 students preparing for this competition.

## **CAPITAL WORKS**

With the influence of new students we are continually planning for new buildings. The opening of the Creative Arts Stage 1 was the beginning of a new era for the College in construction. As the first new permanent building onsite is ten years, it has been a positive stimulus for us all. This year will see the construction of a state of the art language lab (funded by BER successful bid), completion of the Creative Arts with the building of the Visual Arts centre, four General learning areas and the redevelopment of the administration including the temporary moving of the Library. With further expected growth next year, we have again applied for the next round of BGA funding, and it does not look like our temporary sheds can be given to the grounds staff in the near future as we originally intended.

The School Pride money finally gave us the opportunity to level some playing fields and over Christmas we turfed the football field. We hope to have found additional funding by June to partially turf the oval. (mainly the running track).

## **Bus Fleet**

With the increase of numbers, we have purchased an additional two 55 seater coaches. These have been exciting additions to our busy fleet. Our signature images of students on the side of the buses are a great advertisement for our College. Demand has increased in the Rosewood, Lowood and Coominya areas. We continue to support our sister school Peace Lutheran Primary by providing transport for some of their students to school in Gatton.

## **PASTORAL CARE AND WORSHIP**

We enjoyed having Pastor Joel Pukallus with us throughout 2009, but at the end of the year he accepted a call to St Peters Lutheran College. We are awaiting the outcome of the Church call process currently and are thankful for the hard work of volunteer staff and our student advocate for keeping our Shine team, Plainland Community Fellowship and the College worship program going.

The students are establishing a Chapel Band for the College and this initiative for 2010 is looking very exciting for our weekly worship times.

Our Year Level Coordinators did an amazing job in 2009 and they are focussed on developing a more holistic program for our Pastoral development of students from Year 8 to 12 for 2010. The strong house spirit also creates another opportunity for Pastoral Care through our vertical year level care groups. The introduction of two new houses to cater for the expected growth over the next few years has seen some very challenging sporting, academic and social exchanges. Even the Chapel singing competition has been a stimulus for house spirit.

## **GOVERNANCE**

The Council is a very supportive group of people who give continued encouragement and diligence through their time. They continue to give positive direction to Faith Lutheran College in our time of growth and expansion. They have enjoyed the new facilities completion and look forward to meeting the potential of their College.

## **CONCLUSION**

It's the difference!

Our breadth of curriculum, Pastoral Care, focus on Co-curricular, Performing Arts and desire to serve the students, parents and wider community is proving to be that difference. We are grateful for the support of the LCA, LEQ, Federal and State Governments and for our Lord who continually brings opportunities, experiences and blessings to our College on a daily basis. We thank the wider community for their support in our first decade of providing education in the Lockyer Valley and we pray for God's guidance and wisdom to continue to take the College from strength to strength in the years to come.

Ross Steinhardt  
Chairman College Council

This year marks the end of the journey at Faith Lutheran College for a young male student who will graduate after five years of care, nurturing and support. He comes to school each morning after a torrid encounter at home; fighting with step siblings, foster carers and sometimes the welfare authorities.

Just this week he will be acknowledged as a student leader. Since Year 8, he has worked closely with our Student Advocate and Deputy Principal. Some days he was more out of class than in, especially in the early years. At times this meant being mentored by our College groundsman. (A relationship that has inspired and taught some wonderful life skills.)

These days his contribution to VET subjects like Rural Operations, Furnishing and Community Rec is as good as any teacher aide could deliver. This has been achieved through regular meetings and phone calls with the foster parent, welfare and especially his class teachers. Special consideration was often given, along with one on one support.

Faith Lutheran College has proven to be the one stable and consistent aspect of his life throughout this journey. We pray he will find a place for work beyond the College and find positive relationships with others in the wider community.

## **FAITH LUTHERAN COLLEGE-REDLANDS**

### **STUDENTS**

The student enrolment as at the August 2009 census was 1004 students in Prep Year to Year 12. This is an increase of 46 from 2008. Enrolment numbers continue to grow, although the rate is slowing. The demographics of the area indicate populations' increases, but at a slow rate for school age children and a faster rate for retirees as the College is no longer adding a new year level but now starting to fill existing year levels. This demographic trend will be a big consideration in future developments.

### **STAFF**

The staff now totals approximately 130 and we continue to be blessed with a group of highly motivated and skilled Christian staff. The additional staff in Positions of Additional Responsibility, especially in the area of Pastoral Care and extracurricular activities, has assisted us to expand our offerings to the students.

## **POLICY**

A major process of review occurred through the Non State School Accreditation process conducted mid 2009 where an audit of all necessary policies and procedures was conducted. This was a most affirming process for the College as all requirements were completed.

Our College strategic plan for 2009-2013 was also adopted at the beginning of 2009 and is now in place giving our College directional principles for the next 4 years.

## **CURRICULUM**

As identified in the Better Schools Project survey process, an increased “Teaching – Learning” focus is an area for development. Our curriculum is constantly under review to ensure relevance and meaning and we are renewing our efforts in this area as we also prepare for the advent of the National Curriculum.

## **FINANCE**

The financial performance of the College was satisfactory, given our 10 year projections. As we work our way through the major development phase we are entering a period of consolidation now and we are very much aware of and putting great scrutiny on our fiscal position in the short and long term.

We understand that we need to be most prudent stewards of our College, monitoring closely the financial situation while serving our community to be compassionate and helpful to those families of our College who are experiencing financial hardship and stress.

## **BUILDINGS AND GROUNDS**

The building program of the College will slow now, but in 2009 we did complete the Loft (Senior School Independent Learning Area, (LOFT can also mean Learning Outside Formal Timetable), and also embarked on projects under the Federal Government economic Stimulus Package. This includes grounds and sporting facilities development at Beveridge Road and a Sport and Performing Arts Hall (SPAH) at Link Road.

## **CHRISTIAN LIFE AND PASTORAL CARE**

The Ministry initiatives of the College in combination with the local parish continue to develop. Sunday morning worship at the College is now an entrenched part of the community and associated with this is Sunday children’s ministry, Junior and Senior Youth, monthly youth worship, counselling and a variety of other youth initiatives such as camping and outdoor education.

## CO-CURRICULAR

In 2009 Faith took the major step of embarking on the Saturday morning sport program through members of an association of independent Colleges in the South East of Qld. This, while being a major undertaking in terms of resourcing, has proved to be a major positive for the College.

The College Music program continues to grow and flourish also with approximately 14 bands or ensembles, vocal groups at all levels and approximately 150 students involved in instrumental music tuition.

The College Council at Faith has been a steady and resourceful group of dedicated parents and friends for a number of years now. There are some long time members who have seen the development of the College from its initial small beginnings to a successful vehicle of Lutheran ministry. We wish to acknowledge at this time the work of Pastor Maurie Richter who has worked so tirelessly in the past 14 years in Redlands community. He has put enormous efforts into productive ministries, partnerships with the College and a real sense of forward looking Christian fervour. As Pastor Richter moves to Nambour, we publicly thank him and thank God for him and his family for their ministry in the Redlands.

In His service  
Gavin Buhse  
Chairman  
Faith Lutheran College, Redlands College Council

Ministry and mission to the Faith community continue to evolve in the community. A student attended Faith in 2006 to 2008. In 2009 the student left Faith for another school but soon found that the pastoral care and the Christian nourishment was not present at his new school. The student returned to Faith at the beginning of term 2 2009, has since been baptised and confirmed into the Redlands Lutheran Church worshipping congregation at the College, and become part of the ministry to youth in our College.

Another wonderful story is the journey of alumni students from Lutheran Colleges, who come to our College on staff. They come with wonderful experiences from their school days in Lutheran Colleges and take this service with them as they now serve our community. Their appreciation of service, their personal faith and Christian witness and their alignment with our Lutheran Schools mission and ministry is a joy to watch be enacted.

# **GOOD SHEPHERD LUTHERAN COLLEGE - NOOSAVILLE**

## **INTRODUCTION**

Good Shepherd Lutheran College celebrated 23 years of the provision of “Quality Christian education in a caring environment” to the Noosa and surrounding district communities during 2009.

## **PASTORAL CARE AND WORSHIP**

In the local community GSLC is renowned for having a caring campus with an associated Pastoral Care and Worship program inclusive of age specific Chapels, Assemblies and Pastoral Care programs.

Individual student care and well-being across the campus is supported by our College Pastor Peter Janetzki, a College Counsellor and a dedicated Pastoral Care Coordinator of the Secondary vertical pastoral care program.

## **STUDENTS**

During 2009, GSLC students achieved many notable successes.

Academically, GSLC students' NAPLAN results were mostly at or above both the state and national benchmarks – while two of the Year 12 cohort received an Australian Students Prize. Incredibly, GSLC Secondary Optiminds teams again reached state and Australian level finals and maintained a proud record of continually reaching such high standards annually for over a decade. In Primary, our Year 3 Wakakiri team reached the district finals in only its first year of entry to this competition.

In other varied fields at regional, state and national levels, our tennis and netball sports academy programs for students produced both regional and district champions once again – and the Under 13 Futsal team attained Australasian champion status. Meanwhile in cultural pursuits, the GSLC choir attained third placing in the Sunshine Coast Eisteddfod, while the GSLC Orchestra were recognized with a guest performance spot with the Brisbane Symphony Orchestra.

## **STAFF**

Much effort went into a concerted focus to upskill staff in ‘digital literacy’ during 2009. With every teacher having a laptop, a data projector in each classroom and access to Interactive White Boards in selected other classrooms, how best to utilize this teaching environment to create a student learning environment was a high priority with teachers.

An additional factor for staff to be exposed to was the immersion of initiatives associated with the International Baccalaureate Organisation teaching framework into the delivery in our curriculum of both the Primary Years and Middle Years programs.

## **CURRICULUM**

A major curriculum achievement this year has been the advancement of our Primary Years Program and Middle Years Program candidate school status with the International Baccalaureate Organisation

Enhancement to the student learning environment has also occurred by creating a 'Digital School' scenario via introducing a student laptop program to Years 9 & 10, made possible by the Federal Government's Digital Education Revolution funding. Additionally GSLC also 'self introduced' a laptop program to Year 6. The full view is for the entire Years 6-12 cohorts to have laptops eventually.

## **CAPITAL WORKS**

Under the Federal Governments Building Education Revolution, GSLC has commenced two much needed building projects on campus. An Early Learning Centre will complement our community renowned Prep facility and bring more families to the GSLC community. Alongside this is the building of a new Library that is long overdue and much anticipated by all associated with our campus.

The valued support of the Parents and Friends Association has again been evident this year in their concerted efforts to fundraise to provide resources for the new Library in particular.

## **GOVERNANCE**

A major College Council focus over this past year has been concentrated on efforts in acquiring of a commercial partner to establish a business undertaking on a vacant prominent block of land adjoining the College site and purchased from the Noosa Council prior to their amalgamation into the Sunshine Coast Regional Council.

The establishment of any such business venture is intended to augment and provide an income stream from a non-fee source for the College on behalf of our parent community.

Our College is blessed with the voluntary input of our college Council members and we thank God for both their availability and expertise to our governance needs at this time.

## **CONCLUSION:**

With thanks to all who pray for, work in and support our College in any way. May God continue to bless our campus.

Chris Roche  
Chair of Council  
Good Shepherd Lutheran College Council

Jorgen\* has attended Good Shepherd for a little over two years. His first experience of college life was a welcoming morning tea, where his Christian Studies teacher warmly greeted him and his mother. Coupled with the fact Jorgen did not wish to attend a Christian school, both Jorgen and his mother were very concerned about which maths class he would be assigned to. His Christian Studies teacher (who also teaches maths/science) looked into the matter for them and helped Jorgen secure a position in the maths class best suited to him, allaying the family's concerns. In true Good Shepherd style, the college's staff strove to meet this family's needs.

Over the time Jorgen has been at Good Shepherd, he has gradually transformed from being an avowed atheist to a young man who is actively searching for the Divine. This is in no small part because of the genuine interest his Christian Studies teacher has taken in him. In fact, Jorgen recently took up his teacher's invitation to attend the local congregation's youth group, where his teacher serves as co-leader, along with the college chaplain. Now, Jorgen keenly looks forward to each youth meeting as God continues to draw him closer to Himself.

*Students name has been changed.*

## **GRACE LUTHERAN COLLEGE – ROTHWELL & CABOOLTURE**

### **A CELEBRATION OF LEADERSHIP AND SERVICE**

This past year was one very different to others for Grace Lutheran College. The year began with the announcement by the Headmaster, Mr Fred Stolz that he intended retiring at the end of 2009. Fred had always been the Head of Grace, well for the last 30 years at least. How would the community cope? While planning for Fred's retirement, the community wholeheartedly welcomed the announcement that Mrs Ruth Butler would be the new Principal.

The College Council was determined that there should be appropriate acknowledgement and celebration of Fred's professional role over the past 30 years. A number of events were organised through the year, ranging from formal dinners to fun events. Friends, relatives and colleagues had opportunities to reflect on Fred's role in education and to share anecdotes and experiences.

Fred Stolz is committed to high quality Christian education with a strong Lutheran ethos. He is a visionary and a long-term strategic thinker who maintains a clear eye for detail. Grace has benefited from his outstanding knowledge and understanding of school financing. There were times when difficult decisions had to be made in relation to students and staff. These were all tempered by Fred's sense of firmness and natural justice. Fred is able to delegate successfully allowing others to exercise professional judgement. Under his leadership, strong collegiate relations were developed with staff from all areas of the school community. This encouraged an egalitarian spirit within the school. Mention of football (AFL) and a comment on the Lions, is always a fertile conversation starter with Fred. This was a point not lost on staff and made him readily accessible to all who employed the tactic.

The role of Headmaster requires special leadership. In this role, Fred exhibited all the characteristics of true servant leadership. Fred always gives generously of his time and talents and while Head, he gave these freely to individuals and organisations beyond the school. Fred ensured that Grace has a place within the local community and encouraged the school's participation in a wide range of local activities. Warm professional relationships developed and were maintained by Fred with colleagues within other systems and he is highly respected by these colleagues right across the education spectrum.

How fortunate is Grace Lutheran College in having Fred Stolz as its Headmaster for the last 30 years! How fortunate is Lutheran Education Queensland and the Lutheran Church in having been served by such an outstanding educator as Fred Stolz.

The grace community wishes Fred and Lois a long, happy and fulfilling retirement.

## **STUDENTS**

The annual census in August 2009 recorded, at the Rothwell campus (Years 7-12) 713 boys and 808 girls – a total of 1521. At the Caboolture campus (Years 7-9), there were 66 boys and 76 girls, a total of 142. The total school enrolment at census was 1663. Given the economic climate, these numbers were pleasing, particularly when noting August showed greater enrolments than for the beginning of the year.

Year 12 2008 results were not analysed until early 2009. They show that 62 students (32.6%) received an Overall Position (OP) in the range of 1-7. Of the 169 who applied to Queensland Tertiary Admission Centre (QTAC), 163 received an offer with 80% obtaining their first or second choice. Four students received scholarships to the University of Queensland, two to Queensland University of Technology and one to Griffith University. These results are pleasing and a credit to the students, their teachers and strong parental support.

The 2009 NAPLAN results were similar to those recorded in 2008. The Year 7 cohort performed at a level slightly above state average, nearly identical to the national average. The Year 9 results showed a significant improvement upon the state and national averages.

The Year 12 cohort set a fine example of student leadership with enthusiastic involvement in a variety of activities and projects. While sporting activities had a high participation rate, students organised fundraising for such causes as bushfire and flood appeals and for house building in Uganda. There was widespread support for musicals and students were successful in science, mathematics, language, public speaking and Christian Studies competitions.

## **STAFF**

Mr Malcolm Holland, the College's Business Manager for 14 years, retired late 2009. The College was pleased to be able to appoint Mr Ray McKinnon as the new Business Manager. Ray brings a depth of experience and expertise to the role.

Teaching staff in 2009 numbered 115 full-time and 12 part-time with support staff being 22 full-time and 105 part-time. Grace continues to be blessed by staff who have served the College faithfully and well over extended periods of time. There were 59 staff in 2009 who have served 10 years or more. To have so many long serving staff is a great strength and a source of stability for the College.

As previously mentioned, the Headmaster indicated his intention to retire at the end of 2009. In June, College Council was pleased to announce the appointment of Mrs Ruth Butler as the new Principal to take up duties at the beginning of 2010. News of this appointment was well received by the Grace community and by the wider Lutheran education community. Mrs Butler, in 2009, was Principal of St Andrews Lutheran College (Gold Coast), a position she had held for 10 years. Mrs Butler is actually returning to Grace where she was a teacher of Christian Studies and English from 1988 to 1990.

## **CURRICULUM**

There were a number of changes in the curriculum during 2009. For the first time there were electives in Year 8 and Year 9 had an additional elective making four at this level. Year 10 students, now part of the Senior School for the first time, selected their introductory Senior subjects. All these changes were well received by students and parents.

## **PASTORAL CARE AND WORSHIP**

The pastoral care program has the responsibility to care for individual students and to help them grow spiritually, emotionally and socially. Grace has always maintained a high quality pastoral care program, however the program is under constant review. This is to ensure the focus is on supporting students to take their place in an ever changing world.

With the new Middle School structure in place, the need was recognised to provide more student leadership opportunities at this level. The creation of roles for Middle school Captains has now increased leadership opportunities. The issue of bullying is of constant concern. The emergence of cyber bullying has prompted a specific focus on this challenge and measures have been introduced which are designed to reduce the incidence and to assist students in coping.

The Ministry Team recommended the appointment of Student Ministry Captains. These roles have provided increased opportunities for student led spiritual development. The Vetamorphus program (a Certificate III in Christian Ministry and Theology) has attracted a number of students. The course is helping these students in their personal spiritual growth.

New ways of utilising the Chapel's facilities have been explored. The prayer chapel is now frequently used as a quiet space for contemplation. The main body of the Chapel is used for each year level for their 40 minute weekly chapel. A variety of groups and individuals led year-level chapels throughout 2009. The Chapel landscaping is developing and plans are being developed for shady areas and seats for the meditation stations on the path around the Chapel.

## **SPECIAL EVENTS**

Googa Outdoor Education Centre celebrated its 20<sup>th</sup> year of operation. This is certainly a special milestone as the Googa experience has always been a highlight of a student's time at Grace. With greater student numbers, the organisation for groups at Googa has become increasingly challenging. It is essential that the program runs smoothly, continuing to offer unique personal growth opportunities for students.

The Caboolture campus will have Year 10 students in 2010 for the first time. As the College does not want to send more than six groups per year, it has meant the size of the groups will be larger, in some cases more than 60. Therefore to cater for these larger groups, two new dormitories were constructed to be ready for the beginning of 2010.

## **CAPITAL WORKS**

Two major projects were begun in 2009, Stage XIV at Rothwell and Stage 2A at Caboolture. Stage XIV at Rothwell consists of eight classrooms, a staff room and amenities block. The school received \$2m for the project under the Federal Government Building the Education Revolution funding. The College was able to complete the design in three weeks with excellent input for the architects, from Year 7 teachers and other interested staff. The estimated final cost is \$2.5m.

Stage 2A at Caboolture consists of four classrooms, staffroom, hospitality classroom, undercroft areas and additional carparks. The estimated final cost is around \$3m.

## **GOVERNANCE**

One of the most important responsibilities exercised by College Council in 2009 was the appointment of the new Principal Mrs Ruth Butler. Mrs Butler will bring a wealth of experience and expertise to the role. Grace has become a complex organisation and Mrs Butler's qualities are well matched to the challenges of Grace.

College Council was keen to ensure that there were ample opportunities for the Grace community and others to acknowledge and celebrate the career of the retiring Head, Mr Fred Stolz. A number of functions throughout the year gave opportunity for this. Of course, as College Council was farewelling the Head, plans were quietly being put into place to welcome the new Principal in 2010.

The year was not entirely a social whirl. The business of Council continued and its main roles of trusteeship, governorship and stewardship were not neglected.

## **CONCLUSION**

The year 2009 was different with the community contemplating the changes in train but all are looking ahead with confidence that under God's grace the College will continue to flourish.

Mr John C Gerlach  
Chair  
Grace Lutheran College Council

*Refer to tribute to Mr Fred Stolz at commencement of this report.*

# IMMANUEL LUTHERAN COLLEGE - BUDERIM

## INTRODUCTION

The College continues to experience a period of stabilisation. The enrolment profile was within budgeted projections, staff morale is high and there is considerable evidence of a renewed and growing sense of optimism and consumer confidence in the extended community of the Sunshine Coast.

## PASTORAL CARE AND WORSHIP

Through 2009 the College Council conducted a task force examining the Christian life of the College. The outcome of this group's deliberations has seen significant enhancements to Secondary School worship/devotion, renewed energy in staff welfare and faith development, and ongoing attention to the College's Christian Studies program. Extensive parent surveying has noted that Immanuel is a "caring" school, suggesting that this is our greatest strength, something of which we are very proud.

Ties with Immanuel Congregation continue to strengthen. There is a greater sense of strategic purpose and communication between respective College and Church Councils.

Worship continued to be a major aspect of College life, with strong leadership by our new Chaplaincy team and youth worker, assisted by Pastor Matt Thiele. Student participation has been strongly evident in planning and presenting worship experiences, and in providing youth oriented music.

## STUDENTS

The College began the 2010 academic year with 814 students (P-12), and an additional 75 students in the newly established Early Learning Centre. There were 386 students in the Junior School and 428 in the Secondary School. Enrolments were approximately equal between genders.

The academic results of the Class of 2009 were of a high calibre, with 60% of students in the range OP 1-11. Aggregated across the past three years, the College has maintained a position of greater than 80% of students in the range of OP 1-15, with OP1 results approximately 3 times greater than the State average.

## STAFF

The College has a very stable teaching and non-teaching complement, with very little turnover or attrition. The total staff currently numbers approximately 128 FTE.

Pastor Roger Munchenberg retired at the end of 2009, and has moved back to South Australia. Mrs Gayla Mathews has been appointed to join the College Chaplaincy team.

## **CURRICULUM**

A full audit of all curriculum offerings has been conducted over the past two years, now seeing us well placed to consider any changes that may be necessary resulting from the introduction of the Australian Curriculum. Draft national syllabi have been examined, indicating that the College curriculum is broad, relevant and contextualised. The College's NAPLAN results from 2009 were excellent, an indicator of quality cross-curricula delivery.

Our outdoor education program, particularly that delivered through our Mt Binga campus, remains a high priority. It is pleasing to report that many students reflect a positive outcome in terms of their faith walk through their experiences at Mt Binga.

## **CAPITAL WORKS**

The College committed nearly \$4 million to capital projects through 2009, the majority of these being managed through the Federal Government's Primary Schools for the 21<sup>st</sup> Century (BER) economic stimulus program. This enabled us to build a new 66 place Early Learning Centre, a new 75 place Prep Centre and an extensive outdoor learning area. In addition, 20 secondary school classrooms were totally refurbished, with other works divided between electrical upgrades, landscaping works, fencing, entry signage, etc.

The College currently has an application with the Independent Schools Queensland Block Grant Authority for the potential refurbishment of our Science Block. Other major projected works in the future include renewal of our Home Economics facilities, including an upgrade to a commercial kitchen, and a Performing Arts Centre. The College Council was successful in gaining approval from the Sunshine Coast Regional Council for its ten year development Master Plan in the latter part of 2009.

## **GOVERNANCE**

At the end of 2009, two Council members resigned after many years of dedicated and loyal service. David Wallis, an Immanuel Lutheran Church Elder, who had chaired Council's Christian Life Taskforce in 2009 and actively contributed to myriad Council discussions and decisions, stood aside after a decade as a Councillor. Sylvia Hovey, Council Secretary, also resigned in December last year, after five and a half years of service, having served as Chair of Council's Finance/Property Sub-Committee in recent years.

In June 2009, Council was pleased to welcome Pastor Matt Thiele to membership (following District Church Council approval), replacing Pastor Dirk Willner, who had resigned at the end of 2007 after accepting a call to the Gold Coast. We are currently awaiting DCC approval of a nomination to fill a further vacancy on Council, and anticipate receiving a decision prior to Synod.

College Council commenced 2010 with a Retreat focused on Marketing and Identity, Strategic Planning, Council Self-Appraisal and Performance Review, and Financial Planning. A particular focus this year will be the self-appraisal process, to be conducted in accordance with LEQ guidelines.

## **CONCLUSION**

2009 was an excellent year for the College, with early indicators in 2010 suggesting further positive developments. The College has been recognised with a number of national and international awards and grants. The College Operating Budget is tracking very well and future projections are looking positive. We continue to acknowledge the unconditional love of Jesus Christ for each member of our community here on the Sunshine Coast.

Yours in His Service

**Kel Sharp**  
**Chair**  
**College Council**

### *An Immanuel Story*

In 2009, chronic and compounding misfortune was experienced by one of our valued, long-term non-teaching staff. Mrs Robbie Forsythe has been an employee and/or parent/past parent of the College for more than 25 years.

Last year she was hospitalised with double pneumonia and dealt with her husband, Alan, undergoing complicated heart surgery. Moreover, she lost her son, Robert, to a long and debilitating battle with cancer. Robert is survived by his wife and three young children. Robert was the second of their two sons to pass away.

The College Community, through the strength of its staff, rallied to support Robbie and her family through prayer vigil, unconditional leave arrangements and physical support, such as the preparation and delivery of meals. Pastor Roger Munchenberg, College Chaplain, provided pastoral care to the extended family and led the remembrance service for Robert in Immanuel's Worship Centre. There were so many acts of covert, overt and incidental Christian service that they are too many to mention here.

## **LUTHERAN ORMEAU RIVERS DISTRICT SCHOOL - ORMEAU**

Our loving God has truly blessed LORDS with a supportive community backed by a wonderful group of parishioners from the Alberton Parish who continually uphold the LORDS project in prayer. The LORDS Council continues to strive to fulfill all requirements with a goal of opening the school in 2011.

At the present moment we have met all requirements of the Gold Coast City Council Information Requests of the Development Application with Concurrence agencies satisfaction with the exception of DERM with whom negotiations continue. The new vegetation mapping has produced delays in this area. When this is satisfied we need to negotiate with Gold Coast City Council in order to finalize the Development Application and Operational Works for Stage 1. A Project manager has been contracted. The Block Grant Authority has allocated funds for Stage 1.

We have caretakers living on site renting a cottage. This provides security, a presence on the site and a rental income. This was enabled by the electricity transformer being hooked up making it possible to have the caretakers and sufficient capacity to see out years and years of school development.

It is with frustration that we see time delays prolonging progress. It is only by the concerted effort of individuals that we have as Luther would have done: 'stood firm in our stance and faith for the Lord' that we continue on by God's grace and wisdom in the knowledge that LORDS will be a reality.

Ian Rossmann  
Chair  
LORDS Council

## **PACIFIC LUTHERAN COLLEGE – MERIDAN PLAINS**

### **INTRODUCTION**

Located in Caloundra on the Sunshine Coast, Pacific Lutheran College is in its 10<sup>th</sup> year of operation. The 2009 theme of 'Together We Grow for A Better Tomorrow', reminded us of our interdependence on each other and on God. It challenged us to be constantly striving to make the most of our God-given talents, learning and growing through both adversity and opportunity. Through Jesus' death and resurrection, God gives us the sure hope through which to live our lives in a hopeful and optimistic way.

### **STUDENTS**

The College enrolment at census in February 2009 was 754 across P-12. The graduating class of 2009 performed well with 85% of students being OP eligible and 72% achieving an OP 1-15, and 98% of students who applied for tertiary places receiving an offer of a place. One student achieved an OP1 and five students were offered tertiary scholarships. NAPLAN test results were particularly strong at Years 9 where cohorts performed above state and national averages.

We continue to provide excellent support for students with needs and it has been gratifying to see these students succeed in their learning and relationships. Balancing the demands on staff and resources by students with needs, remains a challenge and is an area that governments should be encouraged to more strongly support across all sectors.

Once again the College entered the Maryborough Technology Challenge and won the Qld Solar Car State Championship. Students also enjoyed being part of the Human Powered Vehicle Challenge. Our Year 4-7 Engineering Team won the State section of the Tournament of the Minds and went on to receive Honours at the National level.

Middle and Senior College students enjoyed staging the musical "Westside Story". Students continued enjoying being part of a variety of outdoor education, sporting and cultural experiences. For the sixth consecutive year, the College won the State Championship in both Sprint and Marathon Kayaking with a number of students going on to medal at the National Championships. Two students were selected to represent Australia at the Junior World Kayaking Championships.

Additional focus was given to the Pacific Action Groups through the formal appointment of captains for each of these areas. Pacific Action Groups are student led committees focussing on development and improvement in the areas of Academic, Environment, Sport, Pastoral Care, Spiritual and Cultural.

## **STAFF**

Pacific continues to be blessed with a dedicated and talented team of teachers who remain focussed on providing the best opportunities for students.

Mr Brendan Delaney was appointed as the Head of Middle College Staff and Students and, in his time, has made a significant contribution to the refinement of a Middle College culture.

## **COMMUNITY**

Over the year, various families and individuals benefitted as the community joined together to support them through challenging times. Like many schools on the Sunshine Coast the families of the College were significantly affected by the economic downturn which occurred as a result of the Global Financial Crisis. The effects of this will continue to be felt through 2010.

Staff, parents and students continued to support the community events of the College including staging a highly successful Pacific Ocean Festival, marching on Anzac Day, collecting for Red Cross, supporting the ALWS and Salvation Army. Pacific, as a College, is very reliant on the goodwill of its parents and staff in the provision of the wealth of opportunities that students experience. Young people learn the value of community by watching their parents and teachers make a strong commitment and contribution and then taking up the challenge themselves to serve others.

## **CURRICULUM**

The College continued its implementation of the Teaching For Understanding program. Developed and supported by Harvard University, the Teaching For Understanding program is aimed at enhancing pedagogy so that, through the language and activities of learning, young people develop deep understandings. This is a long term project that provides a means to build a powerful culture of learning across P-12, with a common language that centres on intellectual inquiry and deep engagement. As the National Curriculum is implemented this commitment to deep understanding will underpin the pedagogy in the College.

The College received the Tom Reuther Award for School Excellence in recognition of the quality and breadth of incorporation of information technology into learning. Through the support of the Australian Quality Teaching Program, the College developed an online teaching resource for teachers to use to incorporate Web2 Technologies into learning. A distributed approach to leadership in the area of ICT has seen a number of teachers act as experts to facilitate the ongoing development of a broad range of staff.

## **MISSION AND MINISTRY**

The College continues to enjoy a strong positive relationship with both the St Marks Congregation and Pacific Christian Family. Prep to Year 5 students enjoyed leading Church at Pacific Christian Family on a rostered basis and various music groups enjoyed the opportunity to perform at St Marks, Caloundra.

Towards the latter part of 2008 a partnership between St Andrews Lutheran College (Gold Coast) and Pacific Lutheran College was forged to support a community in Cambodia. A team of eleven enthusiastic Year 11 and 12 students led by Ms Schulz and Pastor Smith helped to raise over \$11 000 from the Pacific community for the Cambodian community. The students who went to Cambodia at the end of 2009 described the experience as a life-changing event where they saw people with very little, being happy with their lot in life.

In order to improve the consistency and quality of our vertical Pastoral Care program, Pacific began trialing the use of a thematic online teacher resource. Based on Luke's Gospel and the Developmental Assets Resources (Search Institute, USA), the program has been designed and built by Pastor Paul Smith. It enables staff and students to efficiently draw on high quality youth-focussed resources, as they plan for devotions, activities and discussions which will challenge young people to think about different aspects of their lives from a Christian perspective. For each week's theme (thread) there are a large number of online resources including discussion topics and activities, related bible texts, prayer thoughts, and U tube videos which allow each pastoral care group teacher to plan devotions and activities that suit their group. The youth-based resources have been used very successfully in both church and government based schools in the United States and, through Pastor Paul's work, have now been linked to the life and work of Jesus through a focus on the gospel of Luke. Chapel, assemblies and weekly newsletters also focus on these themes to prompt discussion in families.

## **CAPITAL WORKS**

The College benefitted greatly through the stimulus package provided by the Building Education Revolution and School Pride Funding. A library has been completed and a multi-purpose facility is planned for construction through 2010. Shade, concrete paths, electronic whiteboards, uniform shop and additional play equipment for the Year 3-5 students were also purchased. Expenditure thus far involves \$1.5m with a further \$1.7 to be expended in 2010. We are very appreciative of this funding which has been very timely for Pacific.

## **GOVERNANCE**

Mrs Kerrin Asher, a foundation member, was farewelled from College Council at the end of 2009. Kerrin who joins her husband Peter in working at a Lutheran camping facility in Victoria, has made a very valuable contribution to both the Council and the local congregation. Through requirements of my work I have often needed to be away from the Sunshine Coast and Council was chaired variously by Mr James McLellan and Mr Bill Rolley. I thank both of these men for their leadership at these times and the team of College Council members who support the College well throughout 2009.

The Council enjoys a good relationship with members of the Administration and Learning Executive of the College and together we plan carefully for the future growth and development of the College. We thank Dr Bronwyn Dolling, Mr Anthony Dyer, Mr Peter McMahon, Ms Sue Arahill, Mr Brendan Delaney, Mr David Druery and Mrs Sue Sweck for their capable leadership, and all of the staff for their ongoing commitment.

## **LOOKING AHEAD**

The College has established a strong learning community that continues to face the challenges of being an excellent learning community that is Christ centred in a highly competitive environment. We keep as our sign posts "People the Focus, Learning the Purpose, Christ the Way" and look forward to another year of service and growth in 2010.

Mr Peter Hovey  
Council Chair  
Pacific Lutheran College Council

## **PEACE LUTHERAN COLLEGE - CAIRNS**

### **INTRODUCTION**

I am pleased to report that the College is fulfilling its mission to provide a quality Christian education for the people of Far North Queensland, is strongly supported by the local community, and is increasing its enrolments, while engaging in an extensive building programme.

### **PASTORAL CARE AND WORSHIP**

Students, staff and families are supported in various ways. The congregational Pastor has been a frequent visitor to the campus and has ministered to many people during the past year, as has our Chaplain/Counsellor. Each sub school worships weekly in services to which families are invited. Staff devotions occur every week day.

### **STUDENTS**

We began 2010 with 533 students enrolled. This is an increase of 3.3% on last year. Encouragement of student leadership is a high priority at the College. Our Student Representative Council is active in determining community service projects and in providing feedback to College leaders. A group of a dozen Year 12 student leaders meets regularly with the principal to make suggestions and plan events.

We have an active extracurricular music program with numerous choral and instrumental groups. Interschool and representative sport is played from Year 6 upwards.

Insistence on correct wearing of uniform has paid significant dividends for the College environment.

### **STAFF**

Our staff are enthusiastic and in the main highly experienced. A system of regular appraisals ensures professional learning is aligned with personal needs and operational priorities. A staff project team elected by all staff is working to improve teamwork and communication within the College.

College leaders work as a well coordinated team and are well respected by students, parents and other staff.

### **CURRICULUM**

Our national academic testing results are solid from year to year. Our Middle School curriculum provides an effective transition between primary and secondary schooling and our students have as wide a range of curriculum choices as possible in their senior years.

Teachers are reviewing practices to be ready when the new national curriculum guidelines come into force in 2011.

## **CAPITAL WORKS**

Projects completed early in 2010 are our new Assembly Hall and Worship Centre and our new Boarding support and recreation Centre. The combined cost of these two projects is in excess of \$3 million, much of which has been paid for with Federal Government grants. Future projects include additional classrooms and refurbishment of the boarding facilities. The new Assembly Hall/Worship Centre will provide us with a much needed focus for worship on our campus.

## **GOVERNANCE**

We currently have six Council members. Last year our three new members received training in Council procedures and responsibilities, and the corporate structure of LEQ. A major project for 2010 is an appraisal process to give feedback to our Principal.

## **CONCLUSION**

We can look forward with confidence to the future. Our reputation is solid and is enhanced by the numerous community connections we enjoy. We look ahead to reaching a ceiling in enrolments of about 650 students and to reducing our debt substantially within the next few years.

Respectfully submitted  
Bernie MacKenzie  
Chairman

Our boarding community has been the source of many success stories in the past year. Naraja from Coen was one of those who struggled when she first arrived at the College in Year 8. She was home sick and the cultural differences between her home and the College were vast. She had her share of trouble with following rules but with time she learned to conform and to thrive. At last year's Year 12 graduation ceremony staff members were deeply proud to witness the wonderful progress made by Naraja as she graduated with a broad smile after 5 years at Peace and a firm determination to take her place as a responsible citizen.

# **PRINCE OF PEACE LUTHERAN COLLEGE – EVERTON HILLS**

## **INTRODUCTION**

2009 saw Prince of Peace Lutheran College celebrate its 25<sup>th</sup> year. In May our Middle School students were able to occupy the new campus at Henderson Road, Everton Hills. This new facility will eventually house approximately 850 students from Year 7 to 12. The Junior School (years Prep to 6) continues to be located on the existing campus at Rogers Parade, Everton Hills.

## **PASTORAL CARE AND WORSHIP**

2009 year saw the commencement of the year-long “Ubuntu” programme for Year 9 students. Ubuntu “I am human because I belong” is a yearlong rite of passage experience. The program recognises that the spiritual, physical, and emotional are all connected and allows students to develop these connections as they develop their understanding of themselves and others. One of the milestones in this programme is the two week outdoor education and spiritual development programme at Mr Binga. This programme is being used as a stepping stone for the future development of genuine Service Learning opportunities for our Senior Students.

Our strong emphasis on worship and pastoral care across the College continues to be one of our strengths. A highlight has been the number of college children attending the congregation’s Youth and Kid Zone nights. Approximately 90 children in both the 9 – 12 year olds and 12 – 17 year olds groups are currently averaged each night. Pastor David and Sue Wilton provide an important link between Congregation and College through their involvement in this programme. The appointment of Colleen Castray as the congregations youth worker will continue to enhance this program and our pastoral care of youth in our community.

Teacher and student leadership in morning worship continues to develop and grow.

Our strong sense of community continues with the ongoing roles of parent representatives for each class, auxiliary and P&F.

In 2009 a review of our behaviour management program was conducted. Following this, the decision to move to the values and practices of Restorative Justice was taken.

## **STUDENTS**

February 2009 census saw 536 students enrolled across P-9. Triple streaming continued to be implemented as per plan. Due to demand the decision was taken to introduce a third Year 6 class in 2010.

## **STAFF**

Our staff are capably led by Mr Garth Hunt Head of College and Mrs Melissa Deacon – Head of Campus Rogers Parade and Mrs Libby Farmer – Middle School Coordinator – Henderson Road. The strategic decision to employ a dedicated Enrolments Officer and a Development Manger was taken. These two positions commenced mid-year. This decision enabled the College to manage work load issues in this area and more importantly contribute to our risk management and proactive development strategies in assisting the college to proactively manage enrolments and to develop a third stream of funding for the college.

Similarly, the strategic decision to employ a part time Building and Construction Manager was taken. This position also commenced mid year and has proven its value already both in managing small development projects, and providing input into our big projects (e.g. BER), and ensuring value for every dollar spent.

## **CURRICULUM**

The college curriculum is directed by the Queensland Essential Learnings which values Knowledge and Understanding (content, theory, practice of techniques) and Ways of Working (problem solving, investigations, hands on activities and team tournaments – voluntary). In 2009 Prince of Peace staff commenced planning for the implementation of the national curriculum. As part of this preparation, Kath Murdoch was engaged to present Inquiry Based Learning at PD days early in 2010. Staff also completed a review of the P-3 Literacy and Numeracy program ready for implementation of the new Stepping Stones Mathematics programme in 2010.

The introduction of four IWB's to classrooms in 2009 is the forerunner of a rollout across both campuses in 2010. This transition has allowed teachers to experiment, use and be mentored by staff who were familiar with the pedagogy benefits of IWB's.

The decision to enhance our instrumental music program was also taken. We are now in control of our programme rather than out sourcing to a third party. This has met with much success and allowed the many more instrumental groups.

## **CAPITAL WORKS**

The first building on Henderson Road campus was completed in May 2009. This building comprises general learning areas, a science and art facility, library, ICT facilities, administration space and an undercover student area. In November 2009 stage 2B – undercroft level for GLA's and music rooms was completed. The official opening of this first stage was held Friday 6<sup>th</sup> November 2009.

The oval at Henderson Road commenced development in 2009 and will be completed in March 2010. The manual arts and technology building was also commenced in December and will be occupied in March. Planning is currently underway for the commencement of the MYTEC building. This building will provide additional class rooms, specialist facilities and staff rooms for the 2011 school year. A large number of enhancement projects were undertaken at Rogers Parade utilising the School Pride moneys available. In addition, construction of an improved IT office, work and server space, two new offices to house the Chaplain and the Learning &

Teaching Coordinator was completed. Learning Support was relocated, new sports storeroom and new OSHC area completed by January 2010.

The BER Project has commenced with the development of a technology rich resource centre, classrooms and music rooms. This project will be completed by the end 2010.

Planning also commenced for the development of a Pre-Prep centre following the announcement of receipt of funding from the state government for this project.

## **GOVERNANCE**

Members of College Council include – Kym Schubert, Allan Robb, Gay Scott, Chris Barnard, Peter Speare, Rodd Chignell, Pastor Rob Paech Graham Rutherford and Rosemarie Klingberg. All members continue with the following seeking reelection – Mr Kym Schubert, Mr Rodd Chignell, Pastor Rob Paech and Mr Peter Speare.

Accomplishments for 2009 include: development of college council operational plan, introduction of cyclic agenda's, overseeing the large capital building program development, planning for the introduction of Prep-Prep, review and development of new logo, establishment of operational plan for the foundation, skills/self assessment and college council appraisal.

The following subcommittees operate to support the governance of this school: Finance, Property, and Executive Management Committee. The Chair person of College Council and Head of College remain members of the congregation's leader's team.

## **CONCLUSION**

Prince of Peace Lutheran College and its Council appreciates the support of LEQ and the Queensland District and members of the Lutheran Church as it continues to develop into a successful college providing a quality education in the tradition of Lutheran schooling. We continue to be aware of the challenges that lie ahead but believe that we are capable of meeting each one with ongoing support and continued focus on our mission of providing a quality education in a caring, Christ-centred environment. Planning is underway for the establishment of Pre-Prep to commence in 2012. We look forward to completing our Pre-Prep – 12 college with our first graduates completing their secondary schooling in 2012.

Rosemarie Klingberg  
Chairman  
Prince of Peace Lutheran College Council

The Prince of Peace Lutheran communities (college and church) partner together in their mission strategies. One of those strategies involves providing a safe space (outside of school hours) for young people to build connections with each other. This happens fortnightly through Youth Group (Year 7-10 and above), and monthly through KidZone (Year 4-6). Beginning Term 2, this will be supported by a youth driven, but community friendly worship event held fortnightly on Sunday nights (at the Henderson Rd campus). Currently, approximately 180 young people are involved in these programmes –about 90% being from the college.

## **REDEEMER LUTHERAN COLLEGE - ROCHEDALE**

### **INTRODUCTION**

On Monday 4 February 1980, Redeemer Lutheran College opened its doors to 56 students, seven teachers, and many supportive parents and friends. The opening of the college was a culmination of many years of work, effort and prayer. On Thursday 4 February 2010, Redeemer celebrated its thirtieth birthday. We currently have 1,103 students! 539 of those are in the Senior School, 285 in the Middle School, and 279 in our Junior School with 170 academic and support staff across all three campuses. Thirty years on, a lot has changed at Redeemer. We've grown from a small school for students in Years 8-12, to an established one-stop school for all students from Prep right through to Year 12. One thing that has not changed though is the central message: to provide an education of quality in which all activities and relationships are shaped and informed by the gospel of Jesus Christ.

### **PASTORAL CARE AND WORSHIP**

Redeemer is blessed with a staff which is supportive of the Christian ethos of the school. Our chaplaincy team is led by Pastor Paul Thiele. Pastor Matthew Thomas is a half-time assistant chaplain who also works with Our Saviour congregation. Together with our part-time lay chaplain Mr Colin Stiller, and a strong congregational presence in the college, we are well served with a solid Christian ministry. One of the continuing joys of the year has been evidence of a vibrant Christian life among the students of the college. This is indicated by the willingness of students to organise and participate in the worship life of the school.

### **STUDENTS**

Redeemer is blessed with students who, for the most part, are well behaved, well motivated and come from supportive families.

In its fourth year of operation, the Junior School continues to grow with 279 students from Prep to Year 5. In 2010, we have double streamed every year level and have triple streamed Year 5. Our Year 5 students, parents and staff were excited with the completion of the new, purpose built Year 5 classrooms (built using BER funding).

These are proving to be a cool (fully air-conditioned), large space that is greatly appreciated as the first of our permanent classrooms. Volunteer parents in our classrooms aid our student learning and staff are thankful for the work our parents do. Some days we could have as many as 30 parents working across the different Junior School classes in varied activities from reading, to art and craft and maths.

Redeemer's Middle School currently has a population of 285 students in eleven classes across Years 6, 7 and 8. Thus we cross the primary / secondary divide, and in many areas we are already providing for our students the advantages that government spokespersons refer to in current commentary about moving Queensland's Year 7 from primary into secondary school. While we try to enrol equal numbers of boys and girls, our boys make up the majority this year, being 60% of our student population. The cultural background of our students is becoming more diverse, with considerable numbers from Taiwan, Hong Kong and mainland China, as well as growing numbers from Korea. India, Sri Lanka and South Africa are well represented among our student body. Students from all three year levels have enthusiastically embraced the sporting, music and other co-curricular activities on offer.

Within the Senior School students have the opportunity to engage in a variety of different educational offerings consistent with their interests, talents and abilities. In addition to the academic program, the Senior School has been alive with co-curricular activities and other events. Students continue to excel within the diverse co-curricular program. Successes on the sporting fields as well as in musical performances, public speaking forums and arts competitions have substantially contributed to increasing the spirit and pride within the college. An enthusiastic focus on serving our community has also been evident within the Senior School community. Events such as Awareness Week, the 2can Appeal, ReCykle, Shave for a Cure, the Butterfly Appeal for the Hear and Say Centre as well as the Cambodia trip are just a few examples of student involvement.

## **STAFF**

Redeemer's third Principal, Mr David Radke, has settled in this role and has showed enthusiasm and dedication. The Principal is supported by a hard working College Executive; 2010 will see some changes to this management team. We say farewell to the Head of Senior School, Mr Michael Kleidon, who leaves Redeemer to take up the role of Principal at Luther College in Melbourne. The Head of Middle School, Mrs Judith Powell, will take Long Service Leave in Term 2 and the Deputy Principal, Miss Rosilyn Frieberg, will take a combination of long service leave and sabbatical leave for Semester 2. These positions will be filled internally for 2010.

Staffing our college with the quality and orientation of teachers suitable for a Christian school continues to be a major concern of the management and governance of Redeemer. We have expanded our counselling team and Learning Enhancement department. Further expansion in the Junior School has led to the employment of three new teachers. Further appointments have occurred in the Middle and Senior School as a result of long service leave and a few staff who had resigned at the end of 2009. It is interesting to note that of the twelve new teaching staff who have been employed, four are past students. Redeemer continues to be

proud of its tradition of maintaining a community in which past students are enthusiastic about rejoining it in other roles.

Staffing our college with suitable teachers and other workers able to advance its Christian mission continues to remain a priority. A comprehensive induction and strong mentoring program is paying dividends in the effectiveness of new staff to the college. The Pathways orientation program for Lutheran teachers and their accreditation to teach in our schools continues to be implemented. While on her sabbatical, Miss Rosilyn Frieberg will be investigating processes and procedures to further strengthen the orientation, induction and mentoring program of new staff that operates at Redeemer.

The teaching staff cannot do their jobs to the best of their ability without equally dedicated non-teaching staff. Special mention is made of the maintenance teams who continue to present the college grounds beautifully all year and keep the college clean.

## **CURRICULUM**

In 2009, Redeemer continued to develop a student focussed curriculum, quality teaching and professional learning. It is these three fundamentals that underpin student achievement and help in the creation of a successful school. As part of this, Redeemer has created a new learning centre, a flexible building that will anticipate and support educational change by allowing future reinterpretation and reassignment of programs and functions. This will hopefully be the first of several 'future proof facilities'.

Creating a central focus on students has also required a move away from traditional schooling which is based largely on an academic curriculum which simply cannot provide what is needed if it is only about blindly doing. This leads to thinking that is mechanically correct but rarely resultant in learning. Over the next twelve months the college will be introduced to the 'Habits of Mind' framework which works on the premise that 'all kids can learn, but not on the same day and not in the same way.' It does not displace the standards of learning developed and adopted by the school. Rather, course content serves as a vehicle and provides an opportunity for learning Habits of Mind whilst providing a common terminology for communication by parents, teachers, administrators and students.

School success is also dependent on quality teaching with the classroom teacher being the major influence on student achievement. The success of the college has been well publicised with highlights including eight OP1s and our percentage of OP1 to OP10s ranked with our best ever results, placing us well ahead of the state average. These great results were also mirrored in the college NAPLAN data, again reflecting outstanding results well above the state average. The work our staff do, led by a team of hard working, dedicated Curriculum Leaders, cannot be underestimated and I thank them for another successful year.

## **CAPITAL WORKS**

Redeemer is experiencing a very heavy capital development program. The commencement of construction at the Junior School, albeit through the Federally funded Multi-Purpose Centre (MPC), is certainly something to give thanks for. Although the construction journey at the Junior School has begun, it will be some years before the entire facility is complete. It is envisaged that most classroom construction at the Junior School will be underway by the middle third of 2010, with 2011 seeing most classes in a permanent room and with most of the permanent playground also completed.

The aim for Redeemer to introduce a Kindergarten year as per the State Government initiative will slow the progress of the final stages of Junior School construction with the need to carefully consider the location of the Kindergarten and then once again seek Brisbane City Council development approval. In addition to the Junior School construction, the Senior School has been blessed during 2009 with upgrades to the senior courts (Federally funded) and the swimming pool (P & F funded).

There is further capital development work ahead with the building of a new hospitality centre and up-grading of the Senior School science laboratories. It is important to note that Redeemer's capital program into the future is extensive. What is important for the rate of future capital development to meet expectations is widespread community support. If it is left to the college's general revenue and loan facilities to accommodate all of this development, then progress will be at a slower rate.

## **GOVERNANCE**

With Col Vietheer's retirement from the role of Chair at the end of last year, I was elected as the seventh College Council Chair. An exciting development this year is that my wife and I are now parents of the college.

While College Council members are volunteers, their time commitments can be quite demanding and their issues for consideration weighty. I am very thankful for the support and commitment of College Council, ensuring that Redeemer continues as a Christ-centred school.

## **OTHER**

Parent volunteers operating in support of a school are an enhancing characteristic of excellent schools and to that end Redeemer is richly blessed. I cannot thank enough the parents who give tirelessly and endlessly to the college. In recent times, the P & F has completed a major refurbishment of the pool area with the remainder of the project to be completed this year. The imminent arrival of the shade and seating for the Junior School is from a successful grant application facilitated by the P & F Grants Officer. The P & F have bravely invested funds into this position in order to have the best opportunity of success with these grant applications.

The College Foundation also has an important role to play in the development of the college. With the change of principal and the college's development agenda being driven by outside forces, conditions were less than ideal for the Foundation in 2009 and so it is with anticipation that I look forward to seeing this rectified in 2010.

## CONCLUSION

Redeemer is truly blessed for its community, which is inclusive of Our Saviour Lutheran Congregation, genuinely seeks to serve those whom God has sent to us, knowing that any success is to the credit of our Lord Jesus Christ, for our hope is in Him.

Ross Warbrooke  
Chairman  
Redeemer Lutheran College Council

Jenny was in Year 8 when her mother was diagnosed with lung cancer. Inoperable. Untreatable. Just after her diagnosis in April, Jenny's mum phoned the school and asked us to "look after her little girl" – not in the physical sense, for there were family and friends to do that, but emotionally and spiritually. The Middle School staff began to walk the tightrope between "supporting" and "smothering" Jenny. We tried to keep school as "normal" as possible, while being conscious of not putting too much pressure on Jenny. Her Home Group teacher talked with the class about ways in which they could show Jenny their friendship and support, and the students rose to the challenge with maturity and empathy. Regularly they prayed for Jenny's mum, for Jenny, her dad and her brother. The chaplains and counsellor made opportunities to catch up with Jenny, listen to her and pray with her. Middle School staff used their morning devotion time to share news about the family and to uphold them in prayer. Staff who needed to feel that they were doing something helpful kept a supply of meals flowing to the family home.

In early August Jenny's mum passed away. A large number of staff and students attended the Saturday morning funeral and Jenny was surrounded by friends from school. An initiative from the Middle School students was to buy show bags for Jenny from the Ekka "to cheer her up". The chaplain, the counsellor and teaching staff kept in touch with Jenny's dad over the ensuing weeks and Jenny returned to school soon after the funeral. While nothing could take away the pain of their loss, Jenny's family expressed their deep gratitude for the love and support that they had received from the College.

# **ST ANDREWS LUTHERAN COLLEGE – TALLEBUDGERA**

## **INTRODUCTION**

2009 was a year of continued growth for St Andrews as the College community strove to live out the mission of 'Celebrating the Gospel. Nurturing the Individual. Empowering Lifelong Learners.' Growth occurred in every area of college life.

## **PASTORAL CARE AND WORSHIP**

Worship is a central part of St Andrews. Each week students and staff come together as a community to worship and thank God for his goodness to us. A highlight of Chapel is when our students lead us in worship. Their fellow students often comment on the power of message that their peers present.

Restorative Practices (RP), exemplified in our Round Table Policy continued to be rolled out across the College in 2009. RP is part of the College's commitment to resolve conflicts peacefully and to build a learning community based on healthy relationships.

## **STUDENTS**

Despite the Global Financial Crisis, St Andrews experienced a steady increase in enrolments in 2009. The College commenced the year with a record 1101 students.

Students excelled in a wide variety of endeavours from academics to the performing arts to sport. A year 4 student received the highest mark in the state for the ICAS English Competition. St Andrews again won the schools section of the Kokoda Challenge. In photography the college took out the Gold Coast Bulletin's 'Capture Awards' as the most outstanding school. In speech and drama a year 11 student topped that state in the Trinity College of London exam. The Year 7 Mixed Touch team were the state champions and our Under 16 Girls were the Australasian Champions.

## **STAFF**

St Andrews is blessed by talented and hardworking staff who are motivated by a sense of helping each young person realize their potential.

There are 76 teaching staff at St Andrews, ably supported by a team of office, clerical and administrative staff. St Andrews staff are committed to ongoing professional learning, engaging in a wide range of professional development activities.

A new initiative for 2009 designed to help strengthen our professional learning community was the establishment of professional learning companions to mentor and coach staff in their learning journey.

## **CURRICULUM**

St Andrews students performed very well in the Year 3, 5, 7 and 9 National Testing. The College was one of only 6 Gold Coast schools to receive a letter of commendation from the Queensland Premier regarding NAPLAN results.

In the Junior School we continued to embed the IB PYP curriculum framework. The range of subject offerings in the Middle and Senior School continued to expand. There was a steady increase in the number of students undertaking a school-based traineeship or apprenticeship in the senior years, a reflection on the increased vocational educational offerings of the college.

## **CAPITAL WORKS**

A magnificent new Library Resource Centre in the Middle and Senior School was opened in term 3 2009. The centre was opened by the District President and named in honour of the long serving Chair of College Council, Cecile Ryan.

The Federal Government's School Pride money was used to refurbish a number of classrooms across the college.

Under the Federal Government's Building the Education Revolution (BER) the College received \$3 million to construct a Multipurpose Hall in the Junior School. Construction commenced in term 4 of 2009, and is due for completion in term 3 of 2010. The Multipurpose Hall will provide much needed indoor sporting facilities, as well as an area for the Junior School to gather for assemblies and cultural performances.

The College also commenced its roll out of the Digital Education Revolution with upgrades to its ICT infrastructure to enable it to cope with the 120 additional laptops it will be installing as part of the program.

## **GOVERNANCE**

St Andrews is blessed with a stable, committed and hardworking council. Mrs Shirley Washington joined the council in 2009, bringing valuable educational expertise to the governance of the College.

The focus for the Council in the first part of 2009 was on finding a replacement for longstanding Principal, Mrs Ruth Butler. The second half of 2009 focused on developing the next Strategic Plan for the College.

## **OTHER**

During 2009 the College underwent accreditation with the NSSAB. The process clearly focused on quality assurance and school improvement. The Accreditation Panel Meeting held in October was a wonderful celebration of our College and affirmed the many wonderful things that St Andrews is doing.

In recent years St Andrews has focused on providing more than a good education, an education for good. Service Learning has become an important part of this. In 2009 there were no fewer than 32 units of work in Middle and Senior School that had Service Learning components to them. Service Learning opportunities have become embedded in a variety of subjects as diverse as Business to Maths to Design Technology right across the college. The biennial trip to Cambodia at the end of 2009 was a highlight of our Service Learning Program.

## **CONCLUSION**

2009 saw the College's second Principal, Mrs Ruth Butler accept a new challenge as Principal of Grace Lutheran College at Redcliffe. For over 10 years Mrs Butler has lead the St Andrews community with distinction. Under her leadership St Andrews has flourished and come of age. The College is grateful for the dedicated, selfless service of Mrs Butler, and the blessing she has been to St Andrews.

### **Cecile Ryan**

Chairman

St Andrews Lutheran College

At St Andrews we have a Round Table approach based on Restorative Justice to deal with interpersonal conflict.

Three teenage girls had been fighting via texts. A lot of damage had occurred to the friendship. It was time to repair, rebuild and restore the relationship. Through a restorative process the girls for the first time had to face each other, listen to each others' stories, explore what harm had been caused, who had been effected and in what ways and what plan needed to be put in place so everyone could move forward.

It wasn't easy. There were tears. Everyone needed to take responsibility for their actions. It took time but reconciliation and forgiveness did occurred.

## **ST JAMES LUTHERAN COLLEGE - URRAWEEN**

### **INTRODUCTION**

Our College opened in 2003 with Mrs. Janelle Turner as principal and 5 staff in 4 classrooms. During 2009 a new Principal Mr. Shane Altmann, replaced our capable acting Principal, Mr. Ralph Zapart in Term 4.

### **STUDENTS**

Our enrollment in February 2009 was 124 for prep to year 7 but by August the enrollment had increased to 153. Our enrollment is drawn from all the suburbs of Hervey Bay some as far as 20 km away. Two of our students competed in the state finals for tennis and shot put.

## **STAFF**

Teaching staff in 2009 numbered 11 but towards the end of the year several staff moved from part time to full time to accommodate the increase in student numbers. Our staff are always willing to assume extra responsibilities when asked and are keen to upgrade their qualifications through workshops that are pertinent to their professional development.

## **CURRICULUM**

As the College received permission to offer High School subjects commencing with Year 8 in 2010, comprehensive planning was required for staff, curriculum and facilities to accommodate the transition. The College offers a continuous continuum of experience and knowledge acquisition from Kindergarten to Year 7 but this will be expanded over the next 5 years to implement a full K to 12 program. It is envisaged that Years 7 to 9 will be the Middle School and years 10 to 12 will be the Senior High School

## **AUXILLIARY BODIES/VOLUNTEERS**

Our P & F has worked hard to provide laptops and library books for the College. Board members and volunteers set up eight boarded garden beds for the Year 6 students and painted the amenities block and landscaped some of the grounds.

## **SPECIAL EVENTS**

During the year an Open Day and a Grand Parent's Day were held. A Carols on the Lawn event attracted over 300 parents and friends and the offering was donated to the Australian Lutheran World Service. The College float entry into the Whale Festival parade once again won first prize in their section.

## **BUILDING PROGRAM**

To accommodate our new Year 8 classes for 2010 a three classroom block with Prep rooms was constructed as well as a Library funded by the government "Beginning the Education Revolution" program. Other infrastructure such as drains and fire fighting capability were completed during the year. The College received grants for the construction of 3 new classrooms (Science, Food Technology and a general learning area) and completion of an existing covered area into a classroom in 2010.

## **WORSHIP AND PASTORAL SUPPORT**

St James Lutheran Church congregation shares Pastor William Heidrich with the College community. Students attend Chapel each Friday with Year 7 students assisting with the service. Various classes from the College took part in the congregation worship services during the year. Pastor William Heidrich provides Pastoral care to the College community when required.

## **COLLEGE COUNCIL**

Our College Council members continue to support the College and the principal in the new expansion role of the College. Our Council meets monthly to oversee the operations of the school and the strategic direction it is taking. Members of College Council include – Dr Selwyn Brindley (Chairman), Mrs. Rhonda Simonis (Vice Chairman), Mrs. Cecilie Koch (Secretary), Dr Terri Bade, Mr. Sid Boschammer, Mr. David Wiscar, Mr. Russ Gerchow and Mrs. Pam Worth. Consultants are Pastor William Heidrich, Mr. Tom Kenny (LEQ) and Mr. Shane Altman (Principal)

## **CONCLUSION**

Our mission is to share the word of God in our College and community and the College thanks God for His blessings and guidance. We look forward to years of continued expansion and blessings as we provide a Christian education to Year 12.

Dr Selwyn Brindley  
Chairman  
St James Lutheran College Council

## **ST PETERS LUTHERAN COLLEGE – INDOORROOPILLY ST PETERS LUTHERAN COLLEGE SPRINGFIELD**

## **INTRODUCTION**

The St Peters Lutheran College Council governs two schools and one outdoor education campus. These are as follows:

St Peters Lutheran College Indooroopilly (IND)  
(Prep to Year 12, Day and Boarding School) : Established 1945

St Peters Lutheran College Springfield (SFD)  
(Prep to Year 10 Day School) : Established 2008

St Peters Lutheran College Ironbark (IBK)  
(Year 9 Outdoor Education) : Established 1976

College Council meets monthly, and more often if required, to oversee the operations of these schools and the strategic direction of all St Peters. Council is made up of the following personnel:

Professor William Curnow : Chairman  
Mr Neil Clark : Vice Chairman  
Mrs Jenny Danslow  
Rev Michael Mayer  
Dr Paul Renner  
Mr Les Smith  
Mr John Zillmann

The Sub-Committees of College Council have been as follows:

Operations Committee (Buildings, Grounds & Finance)  
 Ministry Committee (with Resurrection Congregation)  
 Education Committee (with St Peters Leadership staff)

Consultants to College Council include:

|                    |                            |
|--------------------|----------------------------|
| Mr Stephen Rudolph | Head of College            |
| Mr Paul Salter     | General Manager Operations |
| Mr Shane Jurecky   | Principal Indooroopilly    |
| Ms Jill Lange-Mohr | Principal Springfield      |

## STUDENTS

### INDOOROOPILLY

| Year | (P-4)<br>Junior School | (5 - 7)<br>Middle School | ( 8 – 9)<br>Junior High | (10 - 12)<br>Senior School | Boarders<br>(included<br>in sub<br>school<br>totals) | Total P-12 |
|------|------------------------|--------------------------|-------------------------|----------------------------|--|------------|
| 2007 | 308                    | 280                      | 515                     | 867                        | 150  | 1970       |
| 2008 | 357                    | 310                      | 530                     | 855                        | 168  | 2052       |
| 2009 | 355                    | 312                      | 535                     | 885                        | 160  | 2087       |
| 2010 | 362                    | 337                      | 535                     | 860                        | 152  | 2094       |

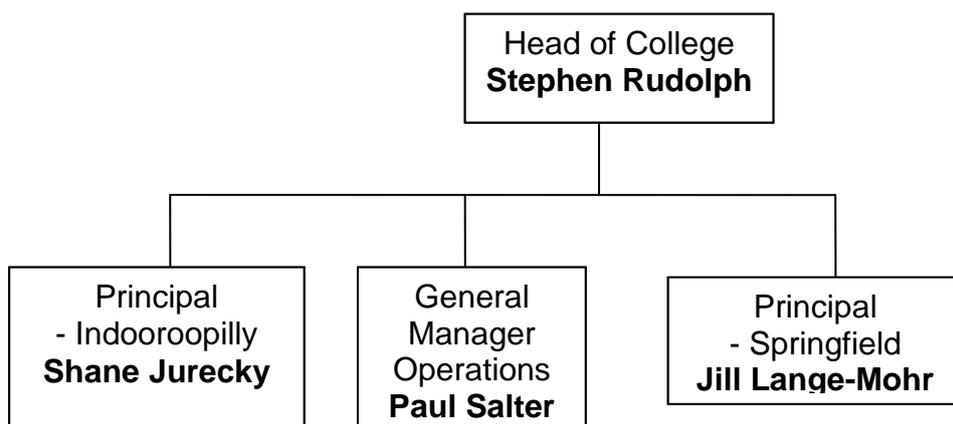
### SPRINGFIELD

| Year |                    |
|------|--------------------|
| 2008 | 121 Students P – 8 |
| 2009 | 172 Students P – 9 |
| 2010 | 248 Students P-10  |

## STAFF

St Peters, at its two schools and one Outdoor Education Campus, employs approximately 194 teachers and 217 support staff. By including boarding staff, sporting coaches and music staff, approximately 540 people are regularly employed at St Peters.

St Peters College Executive is made up as follows:



## **CURRICULUM**

The curriculum is designed to provide a continuum of experience and knowledge acquisition from Prep to Year 12. To this end, St Peters offers programs within 4 distinct phases of schooling. The phases are, the Junior School (P-4); Middle School (5-7); Junior high School (8 & 9); and Senior School (10-12).

To facilitate the delivery of education during these four distinct phases of schooling, St Peters operates four of semi-autonomous sub schools, each with their own Head of Sub School and administration. These are as follows:

1. Early Years of Schooling – Junior School (Prep to Year 4) for children;
2. Middle Years of Schooling – Middle School (Years 5 to 7) for emerging adolescents;
3. Junior High School (Years 8 and 9) for young adolescents;
4. Senior Years of Schooling – Senior School (Years 10 to 12) for young adults.

St Peters (IND) reflects this sub-school; in the future, St Peters (SFD) will move to this set up.

The college curriculum is under continuous review so as to keep abreast of educational developments but broadly follows the syllabus documents of the Queensland Studies Authority. In the senior years (IND only) there are opportunities for students to pursue studies within the International Baccalaureate Diploma Program or vocational programs which utilise nationally accredited training packages. In 2010, approximately 65 students study the International Baccalaureate Diploma.

## **PASTORAL CARE AND WORSHIP**

*Pastoral Care:* At St Peters(IND), Pastoral Care in the Junior (Prep – 4) and Middle (Years 5 – 7) Schools varies to the Junior High (Years 8 & 9) and Senior (Years 10 – 12) Schools. In the primary years, Pastoral Care is classroom teacher and classroom based whilst in the secondary years, horizontal structures of Pastoral Care overseen by a Year Level Coordinator and Form Group teacher, with Heads of Sub-Schools, is the current practice.

*Worship(IND)*: Sub-Schools have one Chapel Devotion each week in the College Chapel generally led by one of our College Chaplains and supported by the on campus Lutheran congregation, St Peters Lutheran Church. At Springfield (SFD), Years 5 – 10 worship is conducted on each Monday and Prep – Year 4 each Friday. St Peters has been pleased to have Pastor Peter Bowmer as the St Peters Springfield Chaplain for two days per week. In 2010, Pastor Joel Pukallus has joined our Chaplaincy Team comprising:

Pastor Peter Bowmer  
 Rev Robyn Cave  
 Chaplain Kirstin Munchenberg  
 Pastor Joel Pukallus

## CAPITAL WORKS

The following projects were undertaken in 2009:

- 6.1 St Peters Health and Wellbeing Centre (Gymnasium) (IND) upgrade**
- 6.2 Junior School Information Resource Centre Upgrade (Library) IND**
- 6.3 50m Pool Upgrade (IND)**
- 6.4 Girls Boarding House Upgrade (IND)**
- 6.5 Modular Buildings Addition (SFD)**
- 6.6 Science Laboratories Upgrade (IND)**

## ACADEMIC RESULTS

St Peters' (IND) Academic Results for the Year 12 Class of 2009 were as follows:

### Queensland Core Skills (QCS) Results

| QCS Results               | A     | B     | C     | D     | E    |
|---------------------------|-------|-------|-------|-------|------|
| St Peters - all students  | 30.6% | 35.1% | 23.4% | 10.9% | 0.0% |
| State Data - all students | 17.8% | 30.9% | 35.4% | 15.6% | 0.2% |

**29%\*** of St Peters' students achieved an **OP 1 – 5** result.

**59%\*** of St Peters' students achieved an **OPI – 10** result.

**85%\*** of St Peters' students achieved an **OPI – 15** result.

**18** students achieved an OPI

**16** students achieved an OP2

### International Baccalaureate (IB) Results

**3** students received IB Score 41 = TER 99

**59%** of students received IB Score 29+ (TER 82+)

## CONCLUSION

2009 was a very successful year for St Peters Lutheran College. Enrolments at Indooroopilly were close to capacity with boarding numbers very pleasing, and at Springfield, again, above budget.

Student academic performance results for 2009 were well above national and state bench marks.

Students also participated successfully in a very wide range of co-curricular activities including overseas travel and performances at international standards.

Staff at Indooroopilly, Ironbark and Springfield continued to motivate and inspire students to aspire to even higher achievements.

Head of College, Mr Stephen Rudolph, ably supported by his spouse Janelle, provided strong leadership in the spiritual, academic and co-curricular development of all three colleges.

The College Council met regularly and provided all necessary oversight and governance. The Council is pleased to report to Synod that St Peters Lutheran College is in excellent health with respect to enrolment, facility development, strategic business growth, academic achievement, co-curricular participation and financial rectitude – all grounded in strong spiritual development.

Respectfully submitted  
Professor W (Bill) Curnow AM  
Chairman - St Peters Lutheran College Council

Since the arrival of our St Peters Springfield School Pastor, Pastor Peter Bowmer (who we share with St Peters Indooroopilly and St Peters Ironbark!), the exciting development of a worshipping community together with our new school has been taking place.

Pastor Pete is one of our key staff and leads staff, student and more recently, community worship. At our Friday night community worship and in school chapel devotion, Pastor Pete has led 19 children through First Communion (with some adults to come soon), three baptisms (with two more to come).

The beginnings of St Peters Lutheran Church Springfield are taking place.

May God bless this new and exciting ministry and Pastor Pete who leads it.

# **ST STEPHENS LUTHERAN COLLEGE – GLADSTONE**

## **INTRODUCTION**

This last year has seen a number of changes at St Stephens Lutheran College, especially in relation to Federal funding through the Building the Education Revolution programme. The college has grown from a student population of 183 in 2008 to about 217 in 2009. Word of mouth is an overwhelming factor in new enrolments, reflecting the quality teaching and learning in a safe, supportive environment throughout the college. This is a credit to the dedication of staff and all members of the College community.

## **PASTORAL CARE AND WORSHIP**

Pastor Andrew Koehler has capably led college worship, largely in sub-school based groups. The involvement of students in primary worship and assembly has been critical to its popularity and substantial parental attendance. Regular Kid's Club activities after school have consolidated the acceptance of Pastor Andrew's ministry, together with his particular style and previous experience within a school community. Middle and senior years worship sessions are less enthusiastically greeted, but students do participate appropriately.

Strengthening of the relationship between the College and St Martins Congregation is developing through occasional school functions. Progress in this area is slow but steady. The support of St Martins congregation is much appreciated by the college. In addition, the members of college and congregational councils are attentive to each other's situation and willing to work cooperatively together.

## **STUDENTS**

Student intake during 2009 was characterised by a double Prep class and a substantial number of students enrolled in the primary years. Many new students in the middle and upper primary years had in the past experienced behavioural or learning difficulties. The great majority of these have greatly improved their literacy and numeracy skills, and have become much more settled behaviourally. This can be attributed to the skill, experience and dedication of the teachers who promote a caring, respectful environment and an effective, coordinated learning support program. One would also hope that the Christian ethos of the college is a factor in students accepting themselves and others as God has accepted them in Jesus Christ.

The college buses were frequently utilised to bring students to vocational, cultural, sporting, scientific and experiential events in the local community. Work experience, school based traineeships and links to industry in Gladstone all contributed to a growing vocational program.

Highlights of the year included satisfactory academic performance by the year 12 graduates, an exciting, colourful musical, links to local media as part of the curriculum, and many public information sessions and events where students were involved.

Student retention from years 7 to 8 has been difficult in the past, but growth in the middle and senior years has been pleasing, along with quality experiences by students in sport, cultural and other school events.

## **STAFF**

At the start of 2009 the college had a teaching staff of 19, including 2 new full-time teachers. Despite student numbers increasing, no additional teaching staff were appointed in 2009, reflecting the small class sizes throughout the college.

Staff turnover at the start of 2009 was relatively low, and the new teachers have been a credit to themselves and the college. Two staff members on 6 months maternity leave were successfully replaced. A graduate teacher on internship had a very successful placement and was able to substantially contribute to the life of the primary years.

The Better Schools Survey was an opportunity for staff to reflect upon the culture, operation and effectiveness of the college, and to engage in a process to enable change. The initial focus has been upon communication in its various forms in the college.

Staff professional development was encouraged and frequently facilitated by Lutheran Education Queensland, Independent Schools Queensland or the Queensland Studies Authority.

## **CURRICULUM**

The primary curriculum has been strengthened by the appointment of a curriculum coordinator for those years, and mapping of the curriculum has been advanced as a consequence. Stage based planning in a number of subject areas has also been a way to provide mutual support for teachers. The Middle years have included a viable, relevant elective program which has effectively engaged students. The senior years were characterised by limited subject selection, however, many year 10 students had an opportunity to do at least one year 11 subject. Expansion of this variable progression in 2010 was a feature of curriculum planning, along with an engagement with the initially known details of the Australian Curriculum.

## **CAPITAL WORKS**

\$2 million funding under the Building the Education Revolution program saw the completion of a Primary School Library and Multi-purpose Hall. The value of this facility to the college cannot be overstated, as it allows for effective, inclusive worship and social, cultural and community events, all using modern lighting and audio-visual technology as required. The building also hosts a Learning Support centre, Media Room, Board Room and a modern kitchen. Under the funding agreement, the venue will be made available to community groups, which has the potential to generate community interest in the college. Siting of this building has also meant the relocation of the transportable library, which has now been converted into two early primary classrooms. The College thanks the Federal Government for this provision, which is a timely and needed addition to the campus.

## **GOVERNANCE**

College Council met regularly and functioned effectively with a full complement of members or members awaiting ratification by synod. A Saturday workshop session was facilitated by Sue Kloeden in January to review its operations and functions of the College. A key focus for 2010 will be longer term strategic planning.

## **CONCLUSION**

During this past year St Stephens has been blessed by God in the provision of grants for computers, refurbishment and new buildings. It has also been blessed by the human talent and care that is evident in its staff, and especially by the pastoral care shown by our Chaplain, Pastor Andrew Koehler.

The college has grown incrementally and is poised for future expansion in the short to medium term. The growth of the Gladstone region, and the potential benefits to the college are all yet to be realised. Till that point is reached, the college is preparing itself to embrace the future, as it builds community, while its members are continually called to walk with God as he is recognised in Jesus Christ.

Neville Gersch  
Chairman  
St Stephens Lutheran College Council

## **TRINITY LUTHERAN COLLEGE – ASHMORE**

### **INTRODUCTION**

It is pleasing to be able to reflect back on the year and be grateful for many blessings that were received.

At the beginning of the year the global financial crisis caused significant uncertainty and anxiety and many of the college's parents were not immune from its effects. The college is proud of the caring and compassionate nature of the Trinity community and it is in this spirit and with a lot of satisfaction that the college played its part in providing support and care where there was significant need. The improved economic outlook and what appears to be a turnaround is reassuring and the college is looking forward with much excitement to the future.

Trinity is committed to a Gospel-centred approach and is committed to providing a rigorous academic program with excellence in all aspects of school life including learning as a life long process. It promotes a spirit of cooperation, teamwork and service for an interdependent world. Family and community partnerships are a high priority and caring relationships and mutual respect are promoted.

## **PASTORAL CARE AND WORSHIP**

In June 2009 College Pastor Mike Neldner took up the call to Bethania Lutheran Church as congregation pastor. We thank him sincerely for faithfully serving at Trinity for 6½ years as part of the pastoral and ministry team. Pastor Mike has lead by quiet example and through his teaching, preaching, pastoral care and relationships with the young people, introduced them to the abundant life that is theirs in Christ.

The college has invested significant effort to ensure that its teachers and leadership team are well equipped and have a good understanding of Lutheran theology and ministry and it is important that this resource be used effectively and not wasted. With Pastor Mike's departure, Pastor Michael Alfson has assumed the role of College Pastor P to 12, supported by the chaplaincy, pastoral, educational leadership and teaching staff of the college, along with Pastor Dirk Willner of Living Word Lutheran Church, Ashmore.

We thank God for His great work in our community through these faithful servants.

## **STUDENTS**

Trinity students continue to excel in many areas across a diverse range of academic, cultural, sporting and service endeavours. With these varied student achievements, including those at state and national levels, Trinity continues to be recognised as a leading school in the Gold Coast region.

Students have performed at the highest levels in areas beyond academics. 2009 has been a landmark year for the performing arts at Trinity with the musical, 'Annie', being widely acclaimed as well as the highly impressive Music Showcase.

At the end of the 2009 school year total enrolments in the college were 1353 and we congratulate all students on their achievements in the past year.

## **STAFF**

The college's major asset is its staff and it is the aim of the college to be able to attract the best staff available. A significant budget is provided each year for this and for their continued professional development. It is therefore not unexpected when valuable members of staff accept promotions or positions at other schools as part of their career path development.

At Trinity in 2009 there were significant senior staff changes and it is particularly pleasing that the college was blessed and was able to fill all vacancies with very strong candidates. The Deputy Head of College in 2009, Mr Tim Kotzur, accepted the position as Head of College of St Andrews Lutheran College at Tallebudgera. Mrs Tsae Wong, former Director of Teaching and Learning at St Hilda's School in Southport, has filled this vacancy. The college's business manager, Mrs Donna Foxwell, accepted a position closer to home in Brisbane and this vacancy was filled by Mr Lindsay Bovill, former business manager of Luther College, Melbourne. At the end of 2009 Mrs Shirley Washington, who was the acting Head of Senior School in 2009, filled the vacancy for the Head of Senior School from a strong field of applicants. Also, necessitated by personal considerations, at the end of 2009 the Deputy Head of Primary, Mrs Lisa Kraft, accepted an appointment at a school in

Brisbane. This position was filled by Mrs Carolyn Thistlethwaite, formerly the Director of Teaching and Learning (Primary) at John Paul College, Daisy Hill.

The college is grateful for the valuable contributions of Tim, Donna and Lisa over many years and wishes them well for their futures. On behalf of the college council we wish Tsae, Lindsay, Shirley and Carolyn God's richest blessings as they serve the college in their new roles and we look forward to their contributions at Trinity.

The college council has great confidence in the ability of all staff at Trinity and is truly blessed with the outstanding leadership of the Head of College, Mrs Ann Mitchell.

## **CURRICULUM**

Trinity provides a comprehensive balanced curriculum that enables the development of high standards of knowledge, skills and understanding across the spiritual, physical, cultural, emotional and intellectual domains. The goal remains the equipping of our students with the skills and ethical foundations that are required for them to excel in today's globalized world as responsible citizens.

Overall, results in the National Assessment Program in Literacy and Numeracy (NAPLAN) for Years 3, 5, 7 and 9 were pleasing and areas for improving these even further have been identified. The test data, when used correctly, can identify the areas in the curriculum that need to be addressed and significant work has been done to make use of the data in both primary and middle schools.

Trinity places strong emphasis on the development of the whole student and pastoral care is an integral part of the connectedness at Trinity Lutheran College. Through the care groups and the social and lifeskills programs students have the opportunity to develop important skills such as conflict resolution and other relational, communication, time management, organisational, planning and study skills.

Further ongoing significant curriculum changes are underway at both state and national levels, with an increasingly significant role of the federal government in school education. The challenge for Trinity is to anticipate the impact of these and to make the appropriate changes, taking advantage of any opportunities they present.

## **TEACHING AND LEARNING**

All classrooms and the ICT specialist classroom have been fitted with Interactive White Boards. To support learning programs and new technology a wireless network infrastructure has now been fully installed on both campuses.

Through the Australian Government's Digital Education Revolution and the National Computers in Secondary Schools Fund, together with college funding, Trinity will acquire about 400 additional computers over the next two years. The majority of them will be mobile computing devices.

To handle the additional machines and to provide a better service overall while requiring less power, additional server and storage capacity has been provided.

The aim in all of this investment is to create the most engaging and productive learning environment possible in every classroom.

## **AUXILIARY BODIES/VOLUNTEERS**

During 2009 the P&F Association and particularly its management committee has again been active and successful in its friend and fund raising activities under the leadership of President, Mrs Sharon Tang. We also acknowledge the valuable contribution of our Director of Community Relations, Mrs Lyn Rankin, in providing support with her professional marketing and organisational skills. The council thanks them and also acknowledges the tremendous support of all volunteers at Trinity.

## **CAPITAL WORKS**

Under the 'School Pride' funding program the Colonnade was built, which provides an attractive covered walkway and landscaping between the canteen and hospitality buildings on the Ashmore Road campus, and includes a major enhancement to the area outside the college restaurant.

In addition other major capital works projects were approved to further improve the college's facilities. Thanks to financial support from the Australian Government through its BER (Building the Education Revolution) funding, it is now finally possible to fulfil a long held dream to build the multi-purpose indoor sports facility as well as a new uniform shop. Energex has completed the relocation of the powerlines to free land for this facility. The college is looking forward to the completion of Stage 1 of this facility by early 2011 and for its students to be able to benefit from what will be a wonderful facility.

Financial support also has been approved by the State and Federal Governments for the erection of a Design and Technology facility incorporating a Trade Training Centre. The completion of this early in 2011 will further enhance the facilities at the college.

## **GOVERNANCE**

A major focus has been the development of a strategic plan. Work on this started with community consultation workshops in 2008, followed by a joint council and college executive workshop at the beginning of 2009. Work continued throughout the year on the development of the draft strategic and supporting operational plans. The final strategic plan for 2010 to 2014 will be adopted at the beginning of 2010.

In June 2009 Pastor Colin Hartwich resigned from the college council after having served for over 6 years. His quiet nature and his considered views, experience and wisdom will be missed. We thank Colin for his service to Trinity.

The college council continues to function well and focuses on good governance and responsible financial management. Strategic and financial planning are priorities to ensure that the college adapts appropriately and proactively to the changes.

## **CONCLUSION**

In 2009 the college council developed its strategic plan to ensure that the college has a clearly focused vision and goal for its future. Trinity Lutheran College looks forward to the challenges and opportunities of the years ahead with excitement and confidence and trusts God that He will continue to richly bless this college and its community.

Dr Gerhard Wittig  
Chairman  
Trinity Lutheran College Council

On the morning of Thursday 25 February 2010 the college community was shaken by the very sad news that a 2009 year 12 former student had taken his own life the night before.

Nick was a student at Trinity from Year 6. A number of current senior school students knew Nick and of course he had friends from his year 12 class who loved him too. Naturally, many teachers knew him well, having been deeply involved in his education and support over the seven years.

The college was in communication with Nick's parents to express our deepest sympathy. Pastoral arrangements were put in place at the college. The Trinity Centre was established as the gathering and prayer point for support of current students, past students, parents/past parents, and staff. Nick's parents and two sisters joined us for several hours, spending time with Nick's teachers, friends and school leaders. School routines were maintained as per the usual schedule for most students and staff, allowing flexibility for students affected by the news to access the support available in the Centre. Pastoral leaders moved through the school during the morning to ensure that staff and students in classrooms were provided with support where needed.

Senior school chapel was held the next day, with an appropriate message and leadership from Andrew Dart (senior school Christian Studies teacher), College Pastor Michael Alfson and College Chaplain Anna Doecke. It was not intended that this chapel service fill the place of a memorial service. The great majority of senior school students will not have known Nick, but it's likely that most would hear about his death, so an appropriate message and time to pray together, with guidance, was important for them.

A memorial service, if one is to be held, will take some time to make appropriate arrangements. We understand that Nick's parents would like to attend any such service that the college would hold, so naturally we'll plan any such event accordingly.

Out of respect for the family, the Head of College, Ann Mitchell, asked staff that any media interest be directed to one point of contact with the college, where a simple short prepared statement was on hand. With the guidance of the Director of Student Services, an electronic communication was prepared and emailed to parents of middle and senior school students providing information and advice.

The whole Trinity community was asked to keep the Marshalls, Nick's friends and staff in their prayers and thoughts as they tried to cope at this very difficult time.

Sadly, the college is aware of two other young people, of similar age and past students of neighbouring schools, who also have taken their own lives in recent weeks. The Marshall family has made a generous financial contribution to the college to assist with programs and resources that aim to develop youth resilience and address youth suicide.

We thank God for the blessing of an inspired, Spirit-filled community which is equipped and motivated for an effective pastoral response at times such as this. We commend Nick to our merciful God for his loving eternal care. We pray for His peace for all concerned, in time, according to His will.

## QUEENSLAND LUTHERAN EARLY CHILDHOOD SERVICES BRANCH

### INTRODUCTION

Queensland Lutheran Early Childhood Services Branch (QLECS Branch) has completed its first year of operation as an amalgamation of the centrally managed services of QLECS and the locally managed services of Lutheran Education Queensland.

There are fifteen centrally managed services (CMS) and twenty-three locally managed services (LMS) across Queensland and northern New South Wales.

| <b><i>Type of Service</i></b>   | <b><i>CMS</i></b> | <b><i>LMS</i></b> |
|---------------------------------|-------------------|-------------------|
| Family Day Care                 | 2                 | 1                 |
| Kindergarten                    |                   | 3                 |
| Kindergarten plus long day      | 1                 | 1                 |
| Long Day Care                   | 3                 | 6                 |
| Occasional / limited Hours care | 1                 | 1                 |
| Outside School Hours Care       | 7                 | 11                |
| Pre-school (NSW)                | 1                 |                   |
| <b>TOTAL</b>                    | <b>15</b>         | <b>23</b>         |

Of these thirty-eight services:

- 21 are co-located with a school or college; and
- 17 are co-located with a congregation

The last year has seen the closure of three Outside School Hours Care services due to low numbers and operational losses and the opening of a new kindergarten, co-located on a school site, offering a kindergarten session within a long day care model.

### STAFFING

The QLECS Branch expanded the operations team to enable this group to manage the increased workload of supporting and advising the locally managed services. The QLECS Branch now employs an equivalent 10.4 full time staff, which equates to nine full time staff and three part-time staff.

Our staffing changes in 2009 were:

- a) The employment of Maryann Sword as a Children's Services Manager (previously Maryann was employed by LEQ as a Field Officer);
- b) The employment of Varasi Aiono as an administration support / receptionist;
- c) The Employment of Deborah Wraight as a Children's Services Manager to replace Julie Pearce's twelve months leave from March 2009 to March 2010);
- d) The employment of Christine Hartung as a Children's Services Manager for two days per week; and
- e) The return to work of Gail Murphy (Children's Services Manager) from maternity leave for one day per week

## ACHIEVEMENTS

- 1 A large focus for the year was identification and consolidation of the services provided and the systems of support offered for all of our Children's Services.
- 2 The preparation, presentation and acceptance of the By-laws for QLECS Branch at the Convention of Synod 2009.
- 3 Gaining consistent membership across the QLECS Branch Council and The QLECS Limited Board.
- 4 Completion of Reports for services / schools / colleges:
  - 4.1 Three Feasibility Reports:
  - 4.2 Three Financial Assessment Reports: and
  - 4.3 Two Business Plans.
- 5 Providing training for staff:
  - 3.5.1 Management and administration training in January
  - 3.5.2 The Early Childhood Retreat in March (in conjunction with LEQ); and
  - 3.5.3 The Early Childhood Conference in September.
- 6 Setting up formal Communication through a fortnightly *Branch Update* and a quarterly newsletter *Early Childhood Chatter*.
- 7 Consultation with the Government on their Regulation Impact Statement (RIS) in relation to the Federal changes to legislation, curriculum, funding and the quality improvement system.

## CHALLENGES

- a) Ensuring operational viability for the QLECS Branch was carefully monitored throughout the year. In 2009, the Management Fee for centrally managed services became 10%, and for locally managed services, the Outside School Hours Care Levy was 2.8% and the Early Childhood Levy was 1.5%.
- b) Managing Change:

The year has been one of constant evaluation and change management, not only within the QLECS Branch but with all the external Federal changes as well. This will continue well into 2010 and beyond. The QLECS Branch will pass on all relevant information as it becomes available.

## **NEW DEVELOPMENTS**

QLECS has been working with various schools and colleges to plan and build new early childhood services. Three Schools/Colleges received Building Education Revolution (BER) funding to construct an early learning / kindergarten building on site and one College has received State funding for a kindergarten on site with negotiations ongoing with the Department of Education and Training in relation to the extent of that funding.

Lyndal Mayer  
Chair, QLECS Council

QLECS consider their staff and families to be the heart of the organisation. The following story demonstrates the friendship and support families within our network receive.

One of our Kindergartens has a family who have attended the service for three years. The mother and her three children lost their husband / father during 2009. The Kindergarten staff and families gathered around to support this family emotionally and financially, firstly by setting up a task force to plan how best to assist the family. The families and staff of the kindergarten helped pull down a retaining wall on the family property and are now in the process of rebuilding it. The families donated a large amount of money to pay for the skip to dispose of the old wall and the skip company donated the dumping fees. This family is still a family of the Kindergarten and they continue to receiving ongoing support -both emotional and financial.

This level of compassion highlights the Christian ethos that is encouraged within our early childhood environments - truly communities of care, compassion and Christ.

## **QUEENSLAND LUTHERAN EARLY CHILDHOOD SERVICES LIMITED**

### **INTRODUCTION**

Year three of operation saw a consolidation of processes and systems. As always, the responsibility of ensuring ethical, responsible, legal and financial guidance throughout the year was one the Board took very seriously.

There are ten centrally managed services (CMS) and three locally managed services (LMS) across Queensland that are Governed by the Board.

| <b>Type of Service</b>     | <b>CMS</b> | <b>LMS</b> |
|----------------------------|------------|------------|
| Kindergarten               | 9          | 2          |
| Kindergarten plus long day | 1          |            |
| Long Day Care              |            | 1          |
| <b>TOTAL</b>               | <b>10</b>  | <b>3</b>   |

Of these thirteen services:

- 8 are co-located with a school or college; and
- 5 are co-located with a congregation

## **STRATEGIC PLANNING**

The governance for the kindergartens of QLECS Limited remains unchanged for 2009 and 2010. With the proposed changes to the funding model in 2011, the QLECS Board has taken steps to ensure that the organisation is positioned to meet the requirements as a Central Governing Body to ensure we can administer the funding for our services to provide kindergarten based early learning.

Work was also undertaken on expanding the current 'Circles of Influence' to include four goals (one in each of our **CORE** focus areas) and two Objectives for each area. These are yet to be ratified by the QLECS Board.

## **FINANCIAL VIABILITY**

We continued to request assistance from the Government to use special funds to replace some of the lost DECKAS funding from 2008, but without success. We have increased fees at kindergartens to compensate for this loss of funding.

We remain in close contact with the Office for Early Childhood Education and Care, in relation to the new funding model for 2011. We have expressed our interest in becoming a Central Governing Body to administer the funds for our services.

## **GOVERNANCE**

The Board continued to operate with diverse strengths and skills provided by the Directors. We were pleased to be able to nominate Pastor Neil Guthrig to the vacant position that arose with the resignation of Pastor John O'Keefe. We thank John for his faithful and dedicated service to the QLECS Limited Board.

Discussions with Centenary Christian Kindergarten continued with no acceptance of the QLECS Limited Regulations during the year. All documents are ready to be signed if there is a request from C&K to do so.

## **HEALTH AND SAFETY ISSUES**

We continue to work to ensure that copies of all Asbestos reports are lodged in the office. All services have been issued with a Policy, Management Plan and signage, outlining what they need to do if any work is contemplated where there is a risk of asbestos.

We remain focused on providing good governance, supporting the kindergartens and the staff, maintaining our ties with the Lutheran Church and upholding the Moral Purpose of our organization -

*The Proclamation of the Gospel and ministry to people*

Lyndal Mayer  
Chair  
QLECS Limited Board



# Reports to Synod 2010

Reports from Congregational  
Schools  
Lutheran Education Queensland

# PEACE LUTHERAN PRIMARY SCHOOL – GATTON

## INTRODUCTION

It is with great pleasure that I write this report reflecting on 2009 at Peace Primary school. I thank God for the successes Peace has experienced in 2009 and the blessings He has provided which are written about briefly in this report

## PASTORAL CARE AND WORSHIP

Pastor Joel Pukallus and Mrs Kerri Gierke (pastoral carer) have support the school community well during 2009. Pastor Joel has undertaken weekly worship services with the children and led our student worship committee. We have continued to try and ensure our worship services meet the children's interests and needs so that they can share in the love of God in real and meaningful ways. Mrs Gierke has undertaken many tasks to connect with the community and reach out to those in need. Connections with the congregation continue to be strengthened with Mrs Gierke's help and guidance. Staff has a prayer morning each Friday, praying for families on the prayer list for the week, staff members and families requiring special care. We continue to maintain links with Faith Lutheran College and are proud that 18 students (2/3 of our Year 7 class) moved to Faith at the end of 2009. We recognize our great opportunity for mission and outreach with new and existing families of the school and always seek to share God's love with them.

## STUDENTS

Our student enrolment continues to increase and we continue to set new enrolment heights. We started the year saying "2009 will be Divine" and staff and students will "Work with Zest to do their Best". Working with Zest to do our best has been the focus of 2009 and YES it was a divine year where we felt God's goodness every day and everywhere students and staff worked with Zest. Students at Peace have generally been polite and hardworking and behavior management has not been difficult. Mutual respect is encouraged and joint efforts are made to ensure children are interacting in positive ways. If difficulties arise our restorative practice initiates conferences where responsibility taken and relationships restored.

## STAFF

Staff at Peace is committed to the children in their care and work beyond expectations to ensure a quality education for students and a supportive environment for parents. We have a stable staff which is a real blessing. Teachers and Teacher Aides are dedicated and work hard every day to provide the best learning environment they can for the children. Our Business Manager and Office Staff are friendly and caring as they seek to be of assistance to all members of the community, performing a multiple number of tasks and answering multiple questions so that everyone has the information and assistance they need. Cleaners and Grounds staff are also hardworking and caring shown by the immaculate state of our buildings and grounds. Our Outside School Hours Care Coordinator and assistants provide a quality program and care for the children after school and the children enjoy their time in this caring environment.

## **CURRICULUM**

Peace is a professional learning community and takes advantage of opportunities to move and improve teaching and learning with staff participation in many and various professional development activities during 2009. Teachers work in teams and share and learn from each other keeping up to date with curriculum developments and changes to ensure the knowledge and understandings they are developing are relevant for children of the 21<sup>st</sup> century. Staff parents and students happily participated in the Better Schools Project this year with all other Lutheran Schools in Australia. 2010 will see us respond to the data in meaningful ways to move and improve our school. NAPLAN tests were successfully undertaken by the children at Peace who showed encouraging results when compared to other schools in the region.

## **CAPITAL WORKS**

The resourcefulness of our school is something that we are proud of. Having our buildings and grounds well looked after and adequate resources allowed us to use the Federal Govt money for School Pride in the development of outside areas for children's recreation and play. We are looking forward to the completion of a new library ultra modern library and development of an undercover area which will be a huge benefit to the school. .

## **GOVERNANCE**

School council meets once a month where the strategic plan is reviewed. Council has a clear view of their governance role thanks to inservice undertaken. Our staged school and how we maintain this is a continued point of discussion as we recognize the value parents place on our structure and how children are supported. The development of a Kindy is currently being considered by the board. A middle schooling approach in Stage 3 is a new initiative supported by council in efforts to ensure the older childrens learning in our school is well supported.

## **COMMUNITY ACTIVITIES**

Our community service group have involved themselves in many fundraising events and interaction with community members during the year. The environment club also has touched the community and encouraged us to be environmentally friendly. The Art and Craft Show, our major fundraising event, was another great success this year and a great community event raising approximately \$30 000 for school resources. The schools Wakakirri performance at the empire theatre also showcased the drama, mime and dance talents in our school. Our sister school relationship with Bernal Lutheran School is still "bubbling" and a trip to PNG at the end of June this year is being planned as we seek to connect on a more personal level with the principal and students and identify how we might help them in the future. We continue to be involved with community events including our choir participating at many functions during the year.

## **CONCLUSION**

God has truly been good to us in 2009.

Glenroy Logan  
Chairman – Peace School Council, Gatton

A letter from a parent.

“When we decided to enrol our daughter at Peace in Term 2 2008 it was with the hope that she would have her academic needs met and also prepare her for high school. What I found was a place where I could breathe again. We found peace, happiness, support, love, care and a special place to belong, not to mention a positive learning environment where our daughter has flourished...We have so much to be grateful for. I cannot thank you enough for just being the wonderful people that you are. Our time at Peace has been like a walk in the most beautiful park.” Mrs C

## **ST JOHNS LUTHERAN PRIMARY SCHOOL - KINGAROY**

### **INTRODUCTION**

St John's Lutheran Primary School was established by St John's Lutheran congregation in 1989. St John's is situated on 5.4 hectares in Ivy St on the north-eastern side of Kingaroy and serves residents of the town and outlying rural communities.

### **PASTORAL CARE AND WORSHIP**

Pastoral care for families recognises the need to support parents in the upbringing of their children. At St John's Lutheran Primary School, it is our goal to provide services to assist parents in the development of the 'whole' child, including their physical, intellectual, social, emotional and spiritual care.

As a Christian School, our focus is to provide pastoral care to all involved within our school community. Therefore we are intentional in participating in relevant daily devotional and worship times.

Community members can be assisted by:-

- (a) A Pastoral Care contact person who liaises with families in times of need. This may include provision of food, care of children, counseling, etc
- (b) Organised informal activities for families
- (c) Opportunities for worship at church/school services
- (d) Restorative practices
- (e) Shared devotional, bible study and prayer times
- (f) Incidental and formal sharing and meeting times
- (g) Opportunities to meet weekly with parish pastor and chaplain
- (h) Social events
- (i) Debriefing times after major events

Pastoral Care Example:-

It's lunchtime. The soccer game is happening on the oval.

A header, a short pass, wait, then it's a trip – someone is down... no, they've come up swinging. Isn't this a typical scenario that happens everywhere?

How do we deal with the hurts that happen at school and in young people's lives?

Here at St John's, things are dealt with in a restorative way that mirrors forgiveness and reconciliation. The hurt is acknowledged and dealt with in a constructive way.

Apologies are given and agreements are made about a different way of doing things in the future. A new beginning, a gracious second chance to get on with life and relate to others in a way that Jesus modelled for us.

## **STUDENTS**

At present there are 252 students enrolled at St John's, catering for students from Prep to Year 7. Many students travel distances from other local communities to attend school. The school has a community-based C&K-affiliated Kindergarten located on the school grounds. This is administered by Queensland Lutheran Early Childhood Services. This facility has 44 children enrolled.

## **STAFF**

There are 36 staff serving in the St John's School community. This includes 13 full-time and 6 part-time teaching staff, a full time groundsman and 14 part-time ancillary staff. The C&K-affiliated kindergarten employs 2 full-time staff members.

## **CURRICULUM**

The curriculum program used at St John's is based on the QSA Curriculum documents and the Lutheran Education Australia's Christian Studies Curriculum Framework.

The school operates an Integrated Curriculum framework endeavouring to look at "big picture" issues about which students develop knowledge, skills and understanding. These issues relate to Environment, Relationships, Design and Purpose, Energy and Movement, The Past, Present and Future, Diversity, Customs and Rituals, and Values and Beliefs.

## **CAPITAL WORKS**

In 2009, St John's received \$2,000,000 as part of the Federal Government's Stimulus Package, under the Building the Education Revolution funding. The school's application was accepted in the first round, and building of a Multi-Purpose Centre began in the last week of June, 2009, with completion on the 30<sup>th</sup> of November, 2009. This building has enhanced the school's facilities, with an outdoor sports area that accommodates a full size basketball court, and an indoor assembly area to seat five hundred.

In addition to this building, the library facility was refurbished and extended. This project was completed in January, 2010.

In 2009, with funding from the Australian Government Department of Health and Aging, the school constructed a school bike track and purchased a class set of bikes

for students to use at school. This has given students the opportunity to ride bikes as part of fitness sessions, PE lessons and during lunch time play.

## **GOVERNANCE**

The current school committee is comprised of members of St John's Lutheran Congregation, Kingaroy, congregation though members of other congregations within the parish are eligible to serve on the committee. Each year, three committee members are eligible for re-election at the congregational annual general meeting.

Warren Layt  
Chairman  
St John's Lutheran Primary School - Kingaroy

## **ST JOHN'S LUTHERAN PRIMARY SCHOOL – BUNDABERG**

We are entering 2010 with an enrolment of 195 students. The School Council believes that this is a follow on from the economic circumstances of 2009, with some families being unable to continue with the school, or leaving Bundaberg entirely for work reasons. We are looking to address this as much as possible during the year, especially after the completion of works. Marketing will be undertaken actively on completion of the projects.

The Budget for 2010 was originally set based on a student enrolment of 200. We have adjusted this budget to reflect the current enrolment figures. If we are able to gain students prior to the August Federal Census date this will positively affect our budget.

The Budget is reflecting a deficit. This is a result of building depreciation, not always reflected in previous budgets. Not only do we have 6 months of depreciation on significant new building works, we needed to write off the remainder from the building that was demolished in this Budget. As a result, budget is very tight for 2010.

## **CAPITAL WORKS**

Our building works, however, remain at this stage both on time and on budget, and it is anticipated that they will be complete in Term 2. However, due to Federal Government requirements for opening of these buildings, we are unable to set a date for this yet.

The undercover area in the Junior School is now complete. The Playground will be completed as soon as shade structures have been erected, however students are already able to access these facilities during play time and they are being very much enjoyed.

## **STAFFING**

Teaching staff have remained unchanged entering 2010. We welcomed a Business Manager onto our Administration staff in 2009. Ms Bernadette Latimer has ably taken on what has been a very important role, especially with the building project currently underway, as well as learning the complex financial management systems involved in a school.

As you can imagine, the building project has added enormously to both Ms Latimer's workload, and that of the Principal, and I would like to publicly thank them both for the calm and positive manner in which they have undertaken this very stressful addition to duties.

Mrs Janelle Turner has remained with us in 2010. The additional year contract was offered to Mrs Turner, as both she, LEQ and the School Council believed that it would not be a responsible decision to appoint another Principal part of the way through such a large building project, and we appreciate her support in continuing on to complete this.

## **GOVERNANCE**

Our major undertaking for this year, after completion of the building work, will be writing a new Strategic Plan, and allied projected financial positions, to comply with new Financial Key Performance Indicators set by the Federal Government.

The members of the Congregation have continued to support the school, even in the event of a vacancy in the Pastoral team, especially in the very practical matter of giving up some of the space available in the church hall usually used for groups for the students of the school during the building works. It is very much appreciated by everyone in the school community, as this has saved us from putting demountables in place, allowing us to put that cost back into the building project, and not adding to the impact on play space that this would entail.

The first motion to write an MOU and code of Friendship with a view to St John's becoming a part of LEQ under the District by-laws was passed at the AGM of the congregation in February. It is anticipated that this will be passed at a special general meeting prior to Synod.

Delwyn Ainsworth  
Chairman  
St John's Lutheran Primary School, School Council.