



ANNUAL
Report
2021

ST JOHN'S NEWTOWN



GEELONG
LUTHERAN
COLLEGE



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COLLEGE *Profile*

St John's Lutheran School, known as Geelong Lutheran College St John's Newtown, is dedicated to improving the quality of education for all students under its care.

It is a Child Safe organisation with a zero tolerance for child abuse and is committed to acting in the best interests of children.

As a school of the Lutheran Church of Australia Victorian District we provide an education for students that is informed by strong Christian principles and underpinned by the values that make all our Lutheran schools across Australia unique. St John's values the individual child. Lifelong Learning is fostered in our school which encourages living in the community and reflecting characteristics of God through our core values of wisdom, honour and purpose.

St John's Lutheran Parish established St John's Lutheran School in 1962 to provide a Prep to Year 6 quality education for the people of the City of Greater Geelong in a Christian environment.

Set within the urban precinct of Geelong, our School has built an excellent, well-established reputation within the community over many years. St John's Lutheran Kindergarten was established in 1963.

At Geelong Lutheran College St John's Newtown, we strive to provide a learning environment centered on the Word of God, which celebrates the diversity and giftedness of all within our community. Education is a learning journey in which we acknowledge parents, guardians and caregivers as primary educators and feel privileged to join in partnership with them through their child's education.

The ministry and mission of St John's provides the framework for our student wellbeing, learning and teaching programs. These programs enable us to foster a passion for lifelong learning and for the holistic development of each student. Pastoral care is one of the main focuses, integrating personal and social wellbeing and resilience. Our students are challenged to think as global citizens, consider the needs of those beyond their local community and to recognise the responsibilities their education provides as they take their places in work, social and family networks of the 21st century.



OUR *Vision*

Our vision is to be a leading, innovative, Christ-centered learning community that inspires students to be caring, confident and creative citizens.

Geelong Lutheran College St John's Newtown shares its vision with all Australian Lutheran Schools, based on the inspired Word of God and endeavours to prepare our students to live a positive and rewarding life.

Through sensitivity to and an understanding of faith, students at St John's:

- value themselves so that they are excited by their life journey and inquisitive about their world and its future;
- are alive to the social injustices and the needs of others in our society; and
- are valued as unique and exceptional individuals who make a distinctive contribution to the world around them.

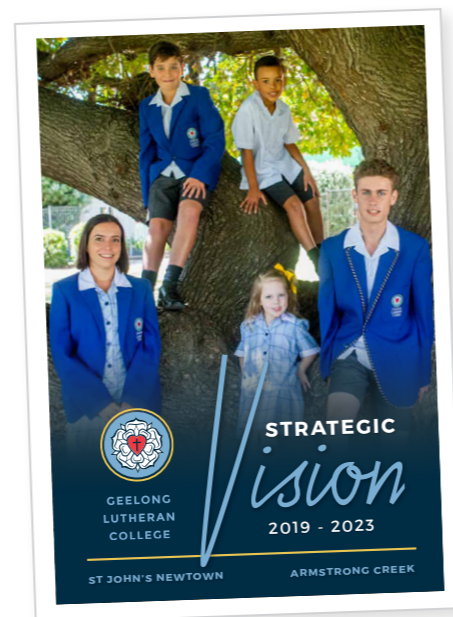
At Geelong Lutheran College St John's Newtown, our three core values are:

- Develop **WISDOM** through knowledge and learning grounded in Christian values.
- Empower students to **HONOUR** and respect themselves, each other and their community.
- Embrace each student's unique talents and abilities to give them confidence and **PURPOSE** for life.

We recently developed a Profile of a Geelong Lutheran College Student which illustrates these values. See page 5.

Further details about the College can be found on our website at www.glc.vic.edu.au.

The College continues the implementation of the 2019-2023 Strategic Vision. This document was developed by the College Council in consultation with the College Staff and community. It outlines what we aspire to achieve through the five Strategic Priorities and how we will do this. This Vision provides the road map for the future of our College.



GEELONG
LUTHERAN
COLLEGE

Profile of a Geelong Lutheran College Student

Develop students who extol, **Wisdom, Honour and Purpose**

The **Profile of a Geelong Lutheran College Student** is a framework which hones the opportunities for student growth from a holistic perspective, preparing each student for their post school career and life. Through this, we seek to be 'a **leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens**'. (GLC Vision Statement)

The College Motto '**Christ is All!**' (Colossians 3:11) reflects that, to the believer, life is a living, intimate, everlasting relationship with God Himself. Christ is the only way to that life in which the believer is committed to follow the way of Christ's love in all aspects of living, both on earth and in heaven.





MISSION & *Ministry*

Christian education is woven into every aspect of life at the College and we are proud of our distinctly Lutheran identity.

Central to the mission and ministry of St John's is the teaching and learning of Christian Studies. Students from Prep through to Year 6 continued to develop their understandings of Christian faith and religions through weekly Christian Studies lessons. This has been supported by the Lutheran Education Australia Christian Studies Curriculum Framework.

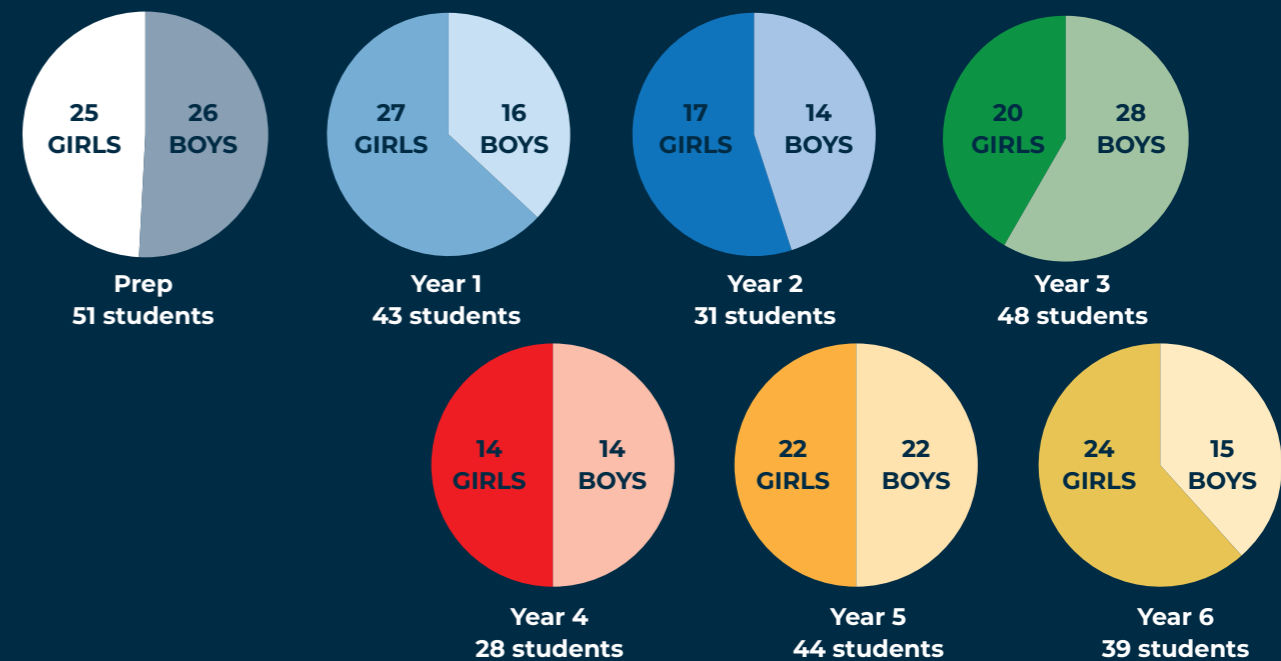
Weekly chapel service continues to be a focal point for our students, staff and parents. Led by various members of our leadership, the SJ Parish Pastor Milton Fritsch, students and staff, our worship services are a highlight which continue to allow each student to develop their faith journey. This is supported by staff devotion, morning devotions in classes and opening and closing services during the year.

Staff continue to be enriched in their faith journey through the Equip program for Christian Studies teachers. Teachers of Christian Studies are required to complete this important program

which has been developed by Lutheran Education Australia in conjunction with the Church and schools. Serving our community continues to be a focal point throughout the College with activities spread across the year levels.

OUR *Students*

At the DET 2021 August census, our student population comprised **284 students** including **1 indigenous student**.



SCHOOL Performance



TEACHER STANDARDS & QUALIFICATIONS

Geelong Lutheran College St John's Newtown and St John's Lutheran Kindergarten values the dedication and experience of its staff.

In 2021, St John's had a total of 38 staff with 26 of these actively involved in the work of teaching. The school is committed to ensuring that staff are employed with appropriate qualifications who will actively support the Christian ethos of the school. St John's will continually develop the staff both professionally and personally through professional growth opportunities.

All teachers except one hold a tertiary qualification at degree level or higher. All teachers at St John's are appropriately qualified and are registered with the Victorian Institute of Teaching.

Qualifications School	
Diploma	2
Grad Diploma	2
Bachelor	14
Masters	3

All staff members are trained in LEA's Valuing Safe Communities to ensure compliance with the Lutheran Church of Australia (LCA) requirements for workers within the Church. An approved Child Protection training program has been implemented for all staff and volunteers in the school which is undertaken at the beginning of each year. New employees to the school are trained as part of staff induction. Staff members are also trained or updated in First Aid, Anaphylaxis Management and Asthma Management.

Staff members are briefed on OH&S requirements and this is revisited regularly throughout the year during staff meetings as a standing item on the agenda.

WORKFORCE COMPOSITION

The workforce composition at Geelong Lutheran College St John's Newtown consists of:

Workforce Composition School	
Head of College	1
Principal	1
Head of Primary	1
Primary Teachers	19
School Officers	7
Wellbeing Coordinator	1
TOTAL	31

Workforce Composition Kinder	
Kinder Team Leader	1
Kinder Teacher	2
Kinder Assistants	3
Before/After Kinder Care	1
TOTAL	7

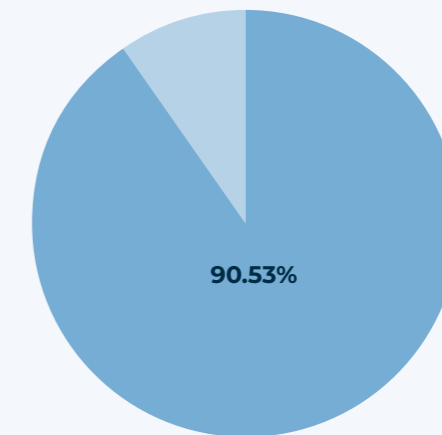
STUDENT ATTENDANCE AT SCHOOL 2021

St John's takes attendance seriously and as such expects that parents notify the school of a child's absence and present a written notification of the reason for absence on return to school.

Parents/care givers are contacted by phone if the school is not informed of a child's absence.

Unexplained absences are followed by communication with parents to explore ways in which the issues can be resolved. Parents are informed if levels of attendance are alarming or undergo significant change.

GLC St John's Newtown Students attended school % of time



Average student attendance rate by year level

Prep	91.39%
Year 1	90.41%
Year 2	91.54%
Year 3	89.17%
Year 4	91.35%
Year 5	90.22%
Year 6	89.63%
Overall average attendance	90.53 %

These figures may vary from that on the My School website as that figure is determined over a time limited audit

SCHOOL *Performance*

PARENT, STUDENT AND TEACHER SATISFACTION

St John's is committed to an ongoing School Improvement process.

At Geelong Lutheran College St John's Newtown, the level of satisfaction is reported and gained through formal Satisfaction Surveys through the College Newsletter, Parent/Teacher Interviews, Parent Information Sessions, Parent Forums, the College Magazine, Assemblies, Staff Meetings, Annual Reviews and Student forum meetings.

The integrated teaching of the French language from Kindergarten and Prep to Year 6 has been well received this year.

The school enjoys a high level of involvement and support of parents through various channels: Information Nights, Parent/Teacher Interviews and Parents & Friends. This is indicative of the important partnership that exists between home and school.

St John's regularly reports on events, programs and activities that have a positive impact on the wellbeing of all members of our community. We engage with our community through events to build community spirit, recognise excellence and provide incentives for the future.

PARENT FEEDBACK

What we love the most about St John's is the warm and inviting nature of the school, the community feel. Our children seem to know everyone in the school regardless of their year level. The teaching staff have always been so supportive and approachable.

We often get stopped when out in the community by people commenting on how smart and put together our children look in their uniform.



FINANCE & Resources

The School continued to operate based on a sound financial position in 2021.

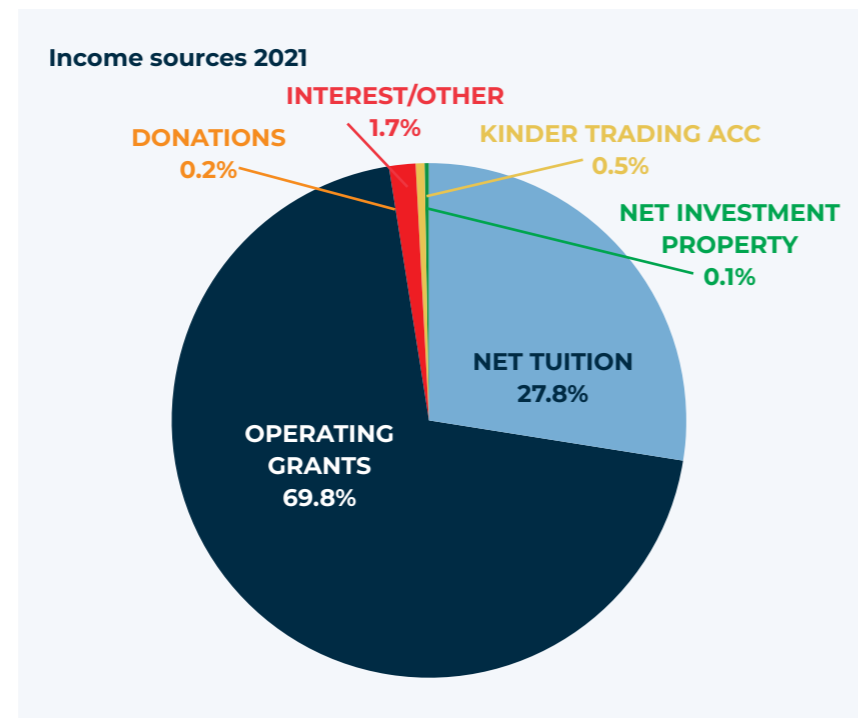
It remains focused on providing an affordable Christian education to the local Geelong community.

Below is a summary of the Geelong Lutheran College St John's Newtown's income sources for 2021 which are also provided to the appropriate Government bodies and published on our website and by the Victorian Registrations and Qualifications Authority as part of this report.

The School's financial performance information has also been provided to the Australian Charities and Not-for-profits Commission (ACNC) and is available for the community to access from their website at <https://www.acnc.gov.au/charity>

INCOME SOURCES FOR THE YEAR ENDED 31 DECEMBER, 2021

INCOME SOURCES	2021
Net Tuition Fees	\$1,160,296
Operating Grants	\$2,914,169
Capital Grants	\$0
Donations - Capital and Other	\$8,150
Interest and Other Income	\$70,697
Kindergarten Trading Account	\$19,070
Net Investment Property	\$4,932
TOTAL	\$4,177,314



GOVERNANCE

Geelong Lutheran College Armstrong Creek is a school of the Lutheran Church of Australia Victorian District and, as such, are part of the mission and ministry of the Church to the wider community.

The College is governed by the Geelong Lutheran College Council.



Craig Tischler College Council Chair
Jan Baker College Council Deputy Chair
Gavan Cramer College Council Member
Mike Dillon College Council Member
Mark Gerhardy College Council Member
Matt Luttrell College Council Member



Christine Schulz College Council Member
Mathew Schurmann College Council Member
Milton Fritsch St John's Lutheran Parish Pastor
David Spike College Pastor Consultant
Jill Lange-Mohr Head of College Consultant
Paul Riddle Business Manager Consultant

COLLEGE *Details*

ADDRESS

33 Aberdeen Street, Newtown, VIC 3220

HEAD OF COLLEGE

Jill Lange-Mohr OAM

PRINCIPAL

Sue Ellis

COLLEGE COUNCIL CHAIR

Craig Tischler

BUSINESS MANAGER

Paul Riddle

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WEBSITE

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REGISTERED SCHOOL NUMBER

1617

