

Covenant College

CHRISTIAN LEARNING FOR LIFE

Annual Report 2019



40 ANNIVERSARY YEARS

COVENANT COLLEGE CHRISTIAN LEARNING FOR LIFE



“TRAIN UP A CHILD IN
THE WAY HE SHOULD
GO, AND WHEN HE
IS OLD HE WILL NOT
DEPART FROM IT.”

PROVERBS 22:6



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Message from the College Principal

In 2019 we celebrated our 40th Anniversary as a College which strives to honour God in all its activities, processes and curriculum. God's continued blessing and care for our students, staff and families is something for which we continue to be very thankful. Our vision statement is always at the forefront of our thinking and planning – *'Covenant College strives to be a vibrant Christ-centred community where parents and teachers serve in partnership to nurture in each child a passion for learning and an uncompromising desire to live according to God's word.'* This statement is what energises us in our pursuit to provide Christ honouring, Biblically faithful and quality education that encourages our students to be lifelong learners who understand and know who God is and understand His love for them.

Our 40th year provided an opportunity to look back to the past and also to look forward to the future. Below are some of the highlights of the anniversary year.

The first day of school for 2019 was a special day for our students where they enjoyed hearing a little of the Covenant history, praying for our school, and enjoying a 40th Anniversary afternoon tea. There were cupcakes for everyone.

We were also able to publish our 40th Anniversary book which takes the reader through the history of the College up until 2018. This book was made available to all of our families past and present.

We also launched a new look Covenant College website and uploaded our 40th Anniversary short film which provides viewers with an insight into the history of the school and shows God's remarkable care and provision throughout the past 40 years.

The Board also celebrated the 40th Anniversary with a special dinner attended by current and past Association members. There were stories of the past and visions of the future shared along with a delicious meal and excellent music performed by current students.

All College families had an opportunity to join in the anniversary fun with a Family Fun Night and Fundraiser. Students were treated to a movie, hotdogs, popcorn and choc tops. Parents enjoyed various soups, bread and brownies while they heard about the past and were shown and heard about the long term master plans for the future. Parents then had an opportunity to enjoy both a silent and live auction to raise funds towards our building projects.

A wonderful, full and exciting 40th year.



We continued to train our staff in their understanding of what Biblical based education is. Again this year all new staff participated in a Professional Development evening at school, where they were privileged to have two of our school fathers lead them through the evening – Dr Murray Capill and Dr Phillip Scheepers. During the evening the staff were introduced to the importance of Christian Education and how it permeates all that we do at Covenant.

Our devotion time as a staff continued to focus on strengthening our Biblical understanding and how that impacts our teaching. Maintaining a Christian worldview is essential for our staff as they completed many and varied professional development courses across the year through different secular providers, as we teach from the Australian Curriculum. All of our curriculum is written through the Christian Education National-Biblical lens of Transformation By Design curriculum development documentation.

Religious freedom and exemptions continued to be on the political agenda in 2019 and many parents and staff lent their voice to maintaining our ability to hold onto our freedom of speech, the freedom to teach from our Biblical Basis statement and our ability to shape the educational practice of the school based on these core beliefs.

We welcomed many new staff at the beginning and during the year:

Mrs Beverley Davidson (Foundation)

Mrs Sar Paw Htwa and Mrs Melissa Zutt (Kinder Assistant)

Mrs Christie Boseley (Year 1)

Mrs Tilly Jansen (Year 3)

Mrs Jennifer Arton-Powell (Year6)

Mr Daniel Du Buisson-Perrine and Nathan Plumridge (Year 9)

Miss Lisa Hutcheon (Year 9 Support)

Mrs Jodie Gall (Art)

Mrs Lilla Sims (LOTE)

Miss Georgia Person (Student Support)

Mrs Michelle Lawrence, Mrs Robyn Thierry, Belinda Webb, Mrs Kelly-Ann Romeyn and Mrs Natasha Wells (Education Support)

Mrs Emma Currie, Mrs Lydia Whitehand, Mrs Jo Semple and Mrs Michelle Benson (Administration)

Mrs Rosita Kumar (Kitchen hand)

Mr David Lopez (Cleaner)

We said a sad goodbye to two of our long term staff. Corrie Bekker retired after many years of serving the College both in a voluntary and paid position. Corrie's role included: running the canteen, organising our volunteers, managing our school fairs, marketing and advertising the College, organising and cooking numerous BBQs and organising Mother's and Father's Day stalls for the students. Corrie had the ability to bring people together to achieve great things. Rebecca Faulmann also left to move to Queensland with her family. Bec had been part of the College for 18 years and was instrumental in setting up our Outdoor Education program. She had an incredible influence on many students and was often mentioned as a favourite teacher by many graduating Year 12s. We also said farewell to Carolyn Plumridge (PA to the Principal), Rebekah Shurley (JS Teacher) who moved home to Tasmania, Alana (Year 5) and Dave (Grounds and VCAL support) Burgess who moved to NSW to take up a Pastoral position, John Cox (Cleaner) who retired, John Cox (Cleaner 2) who finished studying and moved on to a permanent position, and Erin Caudullo (Art Coordinator and Teacher). Erin had been on 12 months leave without pay and had been teaching undergraduate teachers at Deakin University and found her niche. Erin was an excellent Art teacher and was instrumental in setting up our current Art program and the annual Art show.

In 2019 we began work on two new Middle School classrooms, which were ready for occupation by the start of 2020.

We held our second whole school show, this time focusing on Science and History. 'A Night at the Museum' ran alongside our Annual Art and Design Show and Senior Music Recital. Students and teachers turned up to school dressed as astronauts, scientists and historical figures. Students again ran stalls where they taught others what they had learnt and had activities that they could be involved in. We learnt about Creation, Tornadoes, Weather Cycle, Inventions, Landscapes, Endangered Species, Space, Natural Disasters, Egypt, Medieval History, Flight, Industrial Revolution, History of Geelong, Drawing from Nature, Civil Rights, Molecule Building, the Holocaust, Migration, Inertia, Photography, Bike Power and much more. There were art works from every student in the school, design pieces from our Design Tech classes, demonstrations and talks, a life size dinosaur, an 1850s printing press, Noah's Ark, shearing, and show rides and pony cart rides, with entertainment from the school bands and choirs. Many of our parents and grandparents attended making it a great day.

Congratulations went to Levi Warren who won the inaugural 'Brackets Art Prize, the Geelong region's only Contemporary Art Prize specifically for emerging artists. We were also nominated for a Resource Smart Schools Award for the Community Leadership School of the Year thanks to Nat McEwen and the Environmental Studies students on 'True Food'. Dhev Nair competed in the Victorian Country Soccer Championships and was invited with his team to represent Victoria in China. John and James Davidson were selected to represent Geelong at the Regional Soccer Championships. The College was awarded *The Age: Schools that Excel – Non Government Schools Best Regional or Rural School award*. Esther Harrisson achieved second place at the Western Metropolitan Region Primary School Athletics Carnival which qualified her for the State Track and Field Championships. Patricia Weerakoon (Sexologist and writer) was with us again in August speaking to parents and students on topics such as 'Teens, Sex and Technology' and 'Growing Up: Sexual, Body, Brain and Behaviour'.

We congratulated our 2019 graduates, of which 93.54% of those seeking University or TAFE places were given first round offers. Vast arrays of disciplines were chosen by students, reflecting the diversity in their passions, skills and God given abilities. These included: Arts, Exercise and Sport Science, Commerce, Outdoor Leadership, Occupational Therapy, Veterinary & Wildlife Science, Fashion, Criminal Justice, Psychological Science, Live Production and Technical Services, Creative Writing, Paramedicine, Tourism and Hospitality, Fitness, Science, Animation and Game Art, Community and Human Services, Education and Environment and Conservation Science. The main institutions of choice have been: The University of Melbourne, Deakin University, Monash University, Federation University, AIE, RMIT, Australian Catholic University, Box Hill Institute, SAE, La Trobe University, Swinburne University and Victorian University. Our DUX for 2019 was Sarah Williams with an Australian Tertiary Admissions Rank of 98.45.



We welcomed our new student leadership team:

School Captains:

Benjamin Clarke, Sarah Williams

Senior School Leaders:

Amber Campbell, Grace Yang, Kaitlyn Flagg, Daisy Bekker, Siobhan Davis, Gemma Pearce, Jordan Abou-Zeid

Middle School Captains:

Antonique Anello, Lilly Middleton

Junior School Captains:

Atalaya Dallimore, Eli Edwards, Samuel Obagbemi, April Brown

Middle School Class Captains:

Benjamin Schaddee, Naomi Willey, Matilda Varcoe, Esther Harrison, Kaylee Gillett, Noah Gall, Amelia Twaits, Antonique Anello, Lilly Middleton, Misha Abadi.

Middle Senior School House Captains:

Judah Bolton, Isaac Morgan, Shanaye Rankin, Irene Cunningham, Luke Nemtsas, Lilly Billman, William Burgess, Hudson Burgess, Kathryn Le, Millie Imrie, Samuel Imrie, Molly Varcoe

Our support for other schools continues with many of our staff and Junior School students supporting Joshua Primary School, part of Bushikori in Uganda. We continue to have a wonderful relationship with Covenant Christian Academy (CCA) in Rizal, Philippines. Senior School students and staff visit CCA in November each year and we are able to support the school through sponsorship of students and staff. CCA continues to grow as they reach out into their community offering Bible based education, love and care.

We were treated to an hilarious concert hosted by our Junior School. Much laughter, teamwork and dance filled the evening. Students (and some staff) dressed as zoo animals and the teachers as monkeys were chased during the night by the four zoo keepers in an attempt to return them to their cages. Parents left the evening with huge smiles on their faces.

Our Japanese connection continued as we welcomed students for short and long stays through Australian Institute of International Understanding (AIU) Victoria. Our coordinator Jenny Harrison continued to do a wonderful job of organising the students and coming into the school to run English lessons with them. Our students highly valued the time they had with the Japanese students, a time to learn about another culture from a student's perspective and the chance to practise another language.

Our Music and Band students continued to have many opportunities to demonstrate their abilities. We hosted the Combined Geelong Schools Band event with students from Kardinia International College, St Joseph's College, Geelong High and St Ignatius College - 180 students worked together to play as a giant band. We enjoyed performances at the various musical recitals from our Concert Band, Senior A Capella Group, Training Band, String Ensemble, Middle/Senior School Vocal Group, 1/2 Junior Strings and Junior School Choir. The recitals were enjoyed by many. We also benefitted from our Concert Band playing at our Investiture Service and end of year Graduation Service and the A Capella group entertaining guests at the Board and Association 40th Anniversary Dinner. Our Concert Band performed exceptionally at the Victoria School Music Festival (VSMF) and earned a Gold award for their efforts.

Our LOTE program in Middle School continued with the offering of eleven different languages which included French, Spanish, Tagalog, Hebrew, Portuguese, Greek, Auslan, Japanese, Indonesian, Vietnamese, German and Afrikaans. The students appreciated the opportunity to learn about the different countries, cultures and languages. The Middle School students enjoyed the Multicultural Day arranged by the LOTE staff.



Our Trade Skills Centre continued to grow in numbers with full classes working on or completing Certificate II in Horticulture, Agriculture or Animal Studies. Practical skills were a main highlight of the TSC – grooming animals, caring for chickens, sheep and alpacas, driving the tractor, OHS, soil and garden establishment as well as many and varied excursions to farms, animal shelters, vet clinics, GAWS, ostrich farm, commercial horticulture facilities and many more. Four students were awarded scholarships through the Geelong Community Foundation and one student was awarded the Agriculture Tom Cleary Memorial Scholarship. Three students, past and present, were invited to speak at the National Youth Commission forum to share their perspective on the positive impact of these certificate subjects and accessing employment in the region.

Various activities were also held during the year – here are just a few of them: VCAL students attending many hands-on excursions and organising the RUOK? Day as well as providing the staff and senior students with coffees, cake and toasties each week; Foundation and Middle School days at the beach; Foundation excursion to Collingwood Farm and the Melbourne Zoo; Year 4 students camp at Mill Valley Ranch; Year 7 Surf Camp; Year 5 & 6 Camp in Canberra; Grandparents and Special Friends visited the Junior School; Year 8 Camp; Book Week and Junior School Book Parade; Year 9 Bike Camp, Expedition and Pre-hike; Middle School Festival of Minds; Book Fair; Victorian Premier's Challenge, Outdoor Ed Camps including a Snow Trip; Cyber Safety evening for parents; Year 10 Work Experience; Parent Teacher Interviews and Junior School and Middle/Senior School Graduations.



Sport continues to grow and students are achieving at a very high level. The Covenant College Netball Academy continues to train our students well. Our students also participated in Athletics Carnivals, Swimming Carnivals, Cross Country, Lightning Premierships, Geelong North Division Primary Cross Country and Athletics Championships, Geelong Independent Schools Sports Association (GISSA), Christian Schools Sports Network (CSSN) and many more sporting events, culminating in the Sports Awards night where students were recognised by receiving awards such as: Rookie of the Year, Rising Star, Most Courageous, Most Improved, Leadership, MVP, Runner up MVP, Coaches Award, and of course Sports Person of the Year Award which was won for the fourth time by Sarah Williams.

I would again this year like to thank our dedicated staff of 2019: Administration, Bus Drivers, Grounds and Maintenance workers, Cleaners, Teachers, Community Development, Catering, Education Support, Leadership and Board Members for their work and their passion for Christian Education, which is seen in whatever area they work. I thank our families for their support of the staff and the students who make it a joy and a blessing as we journey together.

Ultimately all thanks goes to God for His hand on Covenant College, with Him giving His love, protection, empowering, blessing and constant challenge to us to live according to His will.







Section 1 Professional Engagement

Staff Attendance 97%

The average number of days that teaching staff were absent was 5.91 days in 2018; this represents a 97% attendance rate.

Staff Retention 94%

From the 74 full-time and part-time teachers in 2019, 70 teachers continued their employment at Covenant, which represents a 94% staff retention rate.

The main reason for staff departures was relocation interstate. We would like to take this opportunity to again thank our staff for their commitment to Christian Education, their students and Covenant College.

At Covenant College there were 43 female and 31 male teaching staff members in 2019. Of these, 51% were aged 30-45 years, 19% were aged 46-59 years, 18% were aged 18-29 years, and 12% were aged 60 years and over. There was one teacher who identified as having Indigenous Australian heritage.



Section 1 Professional Development

Staff Professional Development 98%

From the 74 full-time and part-time teachers in 2019, 73 members of the teaching staff participated in Professional Development [PD] in 2019.

Professional Development takes many forms and contexts. At Covenant College, the broad categories of PD undertaken in 2019 included:

Professional Development Summary List

- Teacher's Toolkit - VCE Legal Studies 2019
- ACHPER Victoria State Conference
- 2019 Secondary HPE Conference
- Poultry Biosecurity Training
- Big Write and V.C.O.P
- Pencil Gouache Acrylic & Watercolour One Day Workshop
- Australian Christian Schools Library Conference
- Annual Psychology Teacher Conference
- Developing Leaders Conference Hobart
- Biblical Foundations of Education
- National Conference & AGM
- Biblical Principals of School Management
- Chemical use course
- Food Studies Network Meeting
- CEN HOTL Conference 'Bible in the Belly of the School'
- Christian teaching for Experienced Teachers
- CEN Curriculum Co-Coordinator PD
- New Teachers to Christian School Induction
- Mountain Bike Instructor's Course
- Inclusion in practice - an innovative education conference
- Cracking the Hard Class
- Edrolo PD
- Understanding Autism Spectrum Disorder
- Food Service Australia
- Gandel Holocaust Education Conference
- Limestone Carving Workshop
- HLTAID001 Perform CPR
- HLTAID003 Provide First Aid
- Craig Groeschel Leadership
- Tech Taster - Robotics
- Industry Advisory Workshop Cert IV Agribusiness (The Gordon)
- GCTA Career Teachers
- HTAV VCE Units 1&3 Conference
- Home Economics Victoria 2019 Annual Conference
- Alpine Training Camp
- Smart Spelling Online Course

Section 1 Professional Development

Continued...

- Developing Deep Level Thinkers
- Tiny Coders - Teaching Coding F-2
- Leading Teacher Growth
- Maximising the role of learning support assistants in supporting students with additional needs
- Student Assessment Project: Moving forward articulation and sound awareness
- The NCCD and EAL/D Learners
- Case Notes and Record Keeping
- Global Leadership Summit
- Ceramic Workshop - wheel throwing
- Music Workshop with Daphne Proietto
- MAV Annual Conference
- Further Maths SAC Workshop
- Intro to Tractors
- Regional Multi Sport Teacher Professional Development Program
- Fire Extinguisher Training
- 123 Magic + Emotion Coaching
- STEM Education Workshop
- Mental Health in Schools Conference
- Captivated: Understanding the world our kids live in
- STAVCON2019
- Library digital resources to author visits
- OHS Training Refresher Course
- Cystic fibrosis Prov. Dev. Day for Educators
- Identifying, understanding & supporting a student with SLD
- Unit 3/4 Business Management webinar
- VCAA Media SAT Professional Learning Session
- VCAA Statewide VET Workshop
- Focus Group VCE English & EAC
- VCAA Assessment PD
- Comview Conference & Expo
- 2019 VCE English Language and Literature Day
- Meet the Assessors – VATE
- Wilderness First Aid
- Educating Boys with Fragile X Syndrome PD
- Bullying PD
- Mentoring PD
- Learning from the Great Reformers PD
- School Law Conference

Professional Development Expenditure

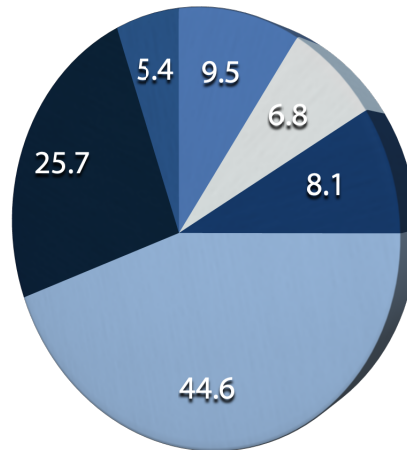
\$ 50,814

The total amount of \$50,814 was spent on Professional Development, which represents an average of \$686.72 per teaching staff member. (This does not include the cost of Casual Relief Teachers to cover classes)

Section 1 Professional Development

Teacher Qualifications

- Degree 25.7%**
- Teacher Qualification 5.4%**
- Double Degree 8.1%**
- Double Degree 6.8%**
- Degree and Masters 9.5%**
- Degree and Post Graduate 44.6%**



Teacher Qualification/s %

Degree With Masters	9.5
Double Degree with Post Graduate Qualifications	6.8
Double Degree	8.1
Degree with Post Graduate Qualifications	44.6
Degree	25.7
Teachers' College Qualification and Other	5.4
	100.0

Experience of Staff - Years of Experience in Teaching %

20 years and more	27.0
15 to 19 years	18.0
10 to 14 years	15.0
5 to 9 years	28.0
Less than 5 years	12.0
	100.0

Staff Appraisals

It is the policy of Covenant College to conduct ongoing staff appraisals, both in a formal and informal manner. These are undertaken to encourage staff in their work and to develop ongoing goals.

Section 2 Student Outcomes

Item	Student Attendance	88.3%
	Student Retention	68.4%

Summary:

- On average, students from Prep to Year 11 are in attendance¹ at school nearly 88.3% of the time. Below is the breakdown of the student's attendance for each year level.

Level	2019 % of Attendance
Foundation	90.6
Year 1	87.0
Year 2	89.2
Year 3	89.8
Year 4	90.2
Year 5	87.9
Year 6	89.5
Year 7	88.3
Year 8	88.9
Year 9	84.8
Year 10	88.2
Year 11	86.1

¹Student absenteeism is defined as 'students not attending school at all or students who arrive late or depart early'.

- Management of student non-attendance – If a student is marked with an unexplained absence at roll call, an SMS is sent to the parent/carer telling them their child has not arrived at school and asks them to contact the school. In the event of long term, unexplained absences, the Head of School will follow up directly with the family.
- 68.4% of the 2016 Year 9 students graduated in the 2019 Year 12 class.

Section 2 National Benchmarks

The Victorian Curriculum & Assessment Authority (VCAA) administers the National Assessment Program Literacy and Numeracy (NAPLAN), providing an indication of how well the literacy and numeracy skills of students are developing. Students across Australia in Years 3, 5, 7 and 9 undertake the testing.

Year 3 National Benchmark Results ² :

	% of students who attained b/mark in 2018	% of students who attained b/mark in 2019	% change from 2018 to 2019
Reading	95	98	+3.0
Writing	100	100	0.0
Maths	100	97	-3.0

Year 5 National Benchmark Results ³ :

	% of students who attained b/mark in 2018	% of students who attained b/mark in 2019	% change from 2018 to 2019
Reading	98	100	+2.0
Writing	95	97	+2.0
Maths	100	100	0.0

Year 7 National Benchmark Results ⁴ :

	% of students who attained b/mark in 2018	% of students who attained b/mark in 2019	% change from 2018 to 2019
Reading	100	97	+3.0
Writing	98	95	+4.0
Maths	100	95	+3.0

Year 9 National Benchmark Results ⁵ :

	% of students who attained b/mark in 2018	% of students who attained b/mark in 2019	% change from 2018 to 2019
Reading	97	97	0.0
Writing	85	91	+6.0
Maths	100	100	0.0

² Annual NAPLAN Results for Reading, Writing, Spelling and Numeracy benchmarks for Year 3.

³ Annual NAPLAN Results for Reading, Writing, Spelling, and Numeracy benchmarks for Year 5.

⁴ Annual NAPLAN Results for Reading, Writing, Spelling and Numeracy benchmarks for Year 7.

⁵ Annual NAPLAN Results for Reading, Writing, Spelling, and Numeracy benchmarks for Year 9.

Section 2 National Benchmarks

What were our Year 12 ATARs for 2019?

Average ATAR (Australian Tertiary Admissions Ranking) score 66.51

Where did our 2019 Year 12 students go?

Career Pathway	#	%
University	32	74.4
Tafe/ Vocational Study	4	9.3
Employment	6	14
Other	1	2.3
Total	43	100.00

The University courses that our Year 12 students are enrolled in include:

- Animation
- Arts
- Arts/Teaching (Secondary)
- Commerce
- Community and Human Services
- Creative Writing
- Criminal Justice
- Criminal Justice and Criminology
- Design (Fashion Design)
- Exercise and Sport Science
- Fine Arts
- Medical Imaging
- Nursing/Paramedicine
- Occupational Therapy
- Outdoor Leadership
- Performance
- Psychological Science
- Science
- Science (Biotechnology or Ecology and Environmental Management)
- Veterinary and Wildlife Science

Our past students

– where are they now?

Stephen Newby enrolled at Covenant College in 1994 and graduated in 2006. He is perhaps an interesting choice for a past student interview, mainly because he hated school.

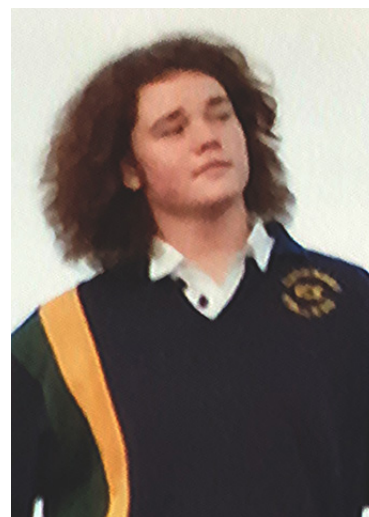
By Laura-Beth Filipovski

Vive la résistance! Steve's protest against conformity was a quiet, yet resolute one. Never surrendering, he remained out of uniform his entire VCE life...well almost. "I was in uniform twice" he defends, "once when I thought it was photo day and once when it actually was photo day". However, this is not his greatest claim to fame. Legend has it that he received the lowest entry score in Covenant College history...deliberately! When asked why, he said: "Well, you see" you can almost hear him suppress a smile over the phone "all my friends were desperate to go to Uni, so I made it my New Year's resolution to do so badly it would push them up the bell curve." And that is how Steve lived, the Robin Hood of academics; doing what he thought was best for his people in spite of his great oppressors!

Even so, his teachers still speak fondly of him. Prep teacher and former Principal, Beverley Randall, recalls him as "a quiet, polite young man." One whom she suspected of having "hidden under a lid, quite the sense of humour". Indeed, he did! Friends remember him wielding it like a weapon – "He could be brutal" they laugh reminiscing, "but never mean-spirited". So he was a kind rebel! Why though was he so rebellious? One friend suggested "Life wasn't roses, it hurt. I think that's why we got along so well, we weren't like the other kids, we knew what it felt like to get hit (metaphorically!) and we were hitting back". His friend paused before adding "He was brilliant though, no one ever truly understood how brilliant he was. Also he did really good British accents...fantastic."

Today Steve is still brilliant, but there is much more light, openness and joy in his mannerisms. He attributes this to someone he met not long after leaving school – Christ. This meeting left him transformed. Shortly after, he married Sophie and together they have built a beautiful home, in every sense of the word. Over the last few years Steve has been actively involved in Youth Ministry, building a career in Construction Management and crafting lots of awesome furniture.

One thing that hasn't changed, according to friends, is his brutal honesty "If you don't want an honest answer" one friend chuckles "don't ask Steve". How true! We asked Steve what he thought about Covenant College and Christian Education from his perspective as a student. A muffled laugh and long pause. "I wasn't a big fan of the school... at the time I didn't believe I saw Christ expressed through anyone". but he confesses "I wasn't truly looking for it either."



"Of course looking back, I can see good things now. Teachers like Scotty and Bibby would let us go and tinker, trusted us... admittedly too much." He laughs reminiscing about shenanigans past, "It allowed the 'mess up-y' types like us that no one else would trust to produce something of quality".

Surprisingly, Steve mentions the times he was disciplined, including being sent to the Principal's office, as positive. "My work as a youth pastor and scripture teacher has meant I've been in a lot of schools and seen discipline done badly. Covenant College wasn't like that - they didn't discipline out of anger, they disciplined us because we needed it, they knew where we should be going. They were helping us to deal with authority".

"Christian philosophy permeates everything, even down to the setup of the admin offices, scripture is public". This unique view Steve now brings to his work place enables him to broker win-win outcomes for both his company and Christian schools in the region. His success on a recent 35-million-dollar Art Centre development for a Christian School in Sydney is testament to this approach. He attributes this to years spent absorbing Covenant College culture and philosophy.



Steve took a moment to change the topic to the current Coronavirus pandemic unfolding at the time of this interview. "Talking about Christian Education, now that we are all sharing this universal experience of Coronavirus ... now that kids are home with their parents it's an opportunity to expand far beyond old school systems, to try different learning styles and really practise Christian Education, the school and parents being in full partnership". Did he really just say partnership? He's preaching to the choir! Coronavirus as an opportunity for partnership, for Christian Education to thrive – what a great thought, and an even better challenge!

Steve was, like all of us, experiencing negative impacts of the pandemic, yet he was content. How did he do it? "The Kingdom of God is eternal, it's so much bigger. He is still true, right and accurate. All we do is find a way to see that through all things. Let this be our view of God – let God shape our view of all experiences, not our experiences shape our view of God."

Consider our vision statement: 'Covenant College Strives to be a vibrant Christ-centred community where parents and teachers serve in partnership to nurture in each child a passion for learning and an uncompromising desire to live according to God's word.' Now consider Steve and his final thoughts about Christian Education and God's place in our lives. While we have many tools to measure success, our vision statement exists to lift our eyes from, albeit important things, to eternal things. To point to a success that is freely available for the academic, the entrepreneur, the philosopher, the artist... the brilliant rebel.

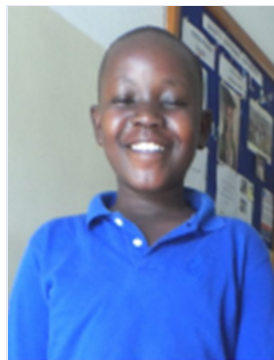


Students Connecting Globally

Bushikori Christian Centre

Ugandan Pastor Sam Wandendeya became passionate about his Ugandan countrymen and their wellbeing after he was captured (and through the grace of God escaped) from the hands of a violent military regime in Uganda. He began gathering orphans in his home feeding them and providing education. This work has now grown into the Bushikori Christian Centre. His vision sparked international interest resulting in an Australian Support Committee. Covenant College is proud to partner financially with BCC through the Australian Support Committee. Covenant College staff also contribute financially to BCC. We are so blessed to have the opportunity to enable others, who much better understand the needs and nuances of their own country and culture, to continue the good and faithful work of Jesus Christ. We enjoy receiving lots of letters and encouragement from the students and hearing the many ways God is moving through his people in Uganda.

For more information or to find out how you can become involved email community@covenant.vic.edu.au



Joshua Wandeka



Watera Barbra Treasure



Edrine Mayima



Marvelous Mongi



Covenant Christian Academy

2019 International Missions Trip

Eight Year 9 students, along with their teachers Kat Christie and Ezra Warren, travelled to the Philippines to study social justice, culture and Christian Education. Covenant Christian Academy (CCA), Covenant College's sister school in the Philippines, provided abundant Filipino hospitality - which to everyone's delight featured lots of food, music and friendship. Our students spent their time getting to know CCA staff and students, running art classes, assisting with school maintenance, sightseeing, and organising and running special activities for their new CCA friends.

Covenant College, as well as many of our staff members, partner financially and prayerfully with CCA through teacher and student sponsorship. It is a blessing to see Christian Education expanded globally and encourage others who are equally dedicated to providing education through a biblical world view.

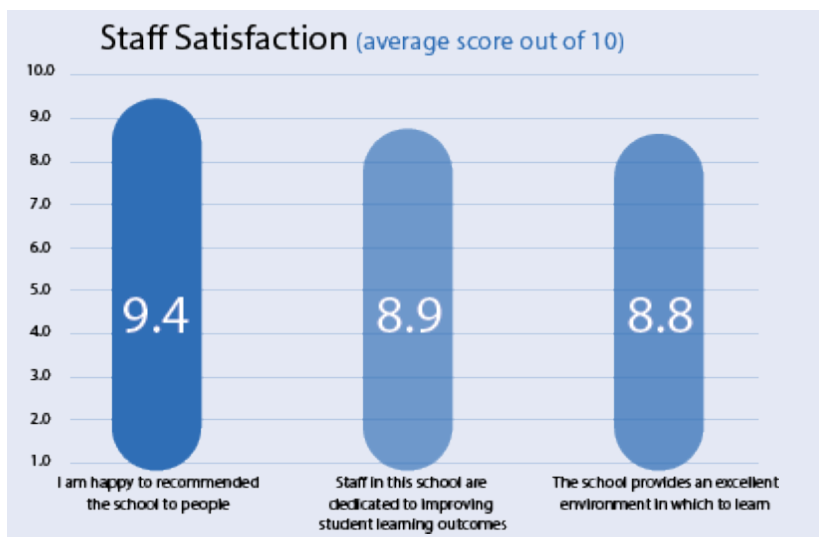
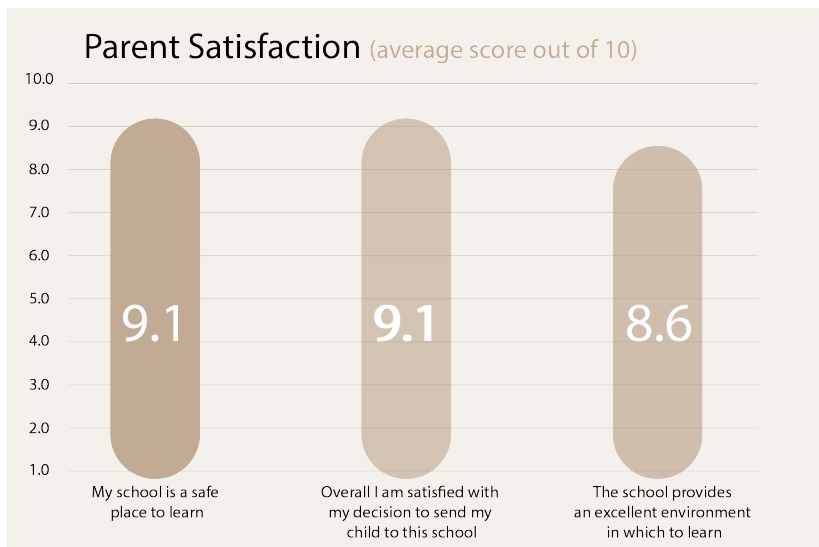
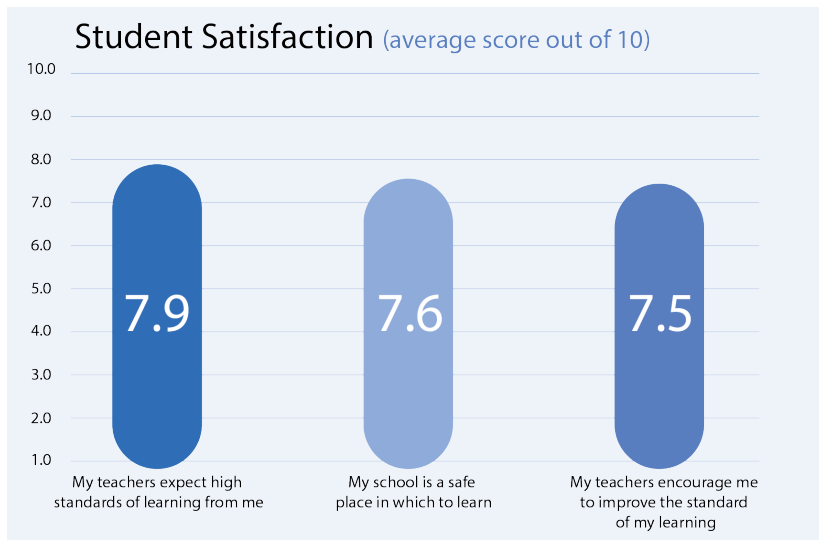
For more information about what CCA do, our partnership or how to get involved, contact

community@covenant.vic.edu.au



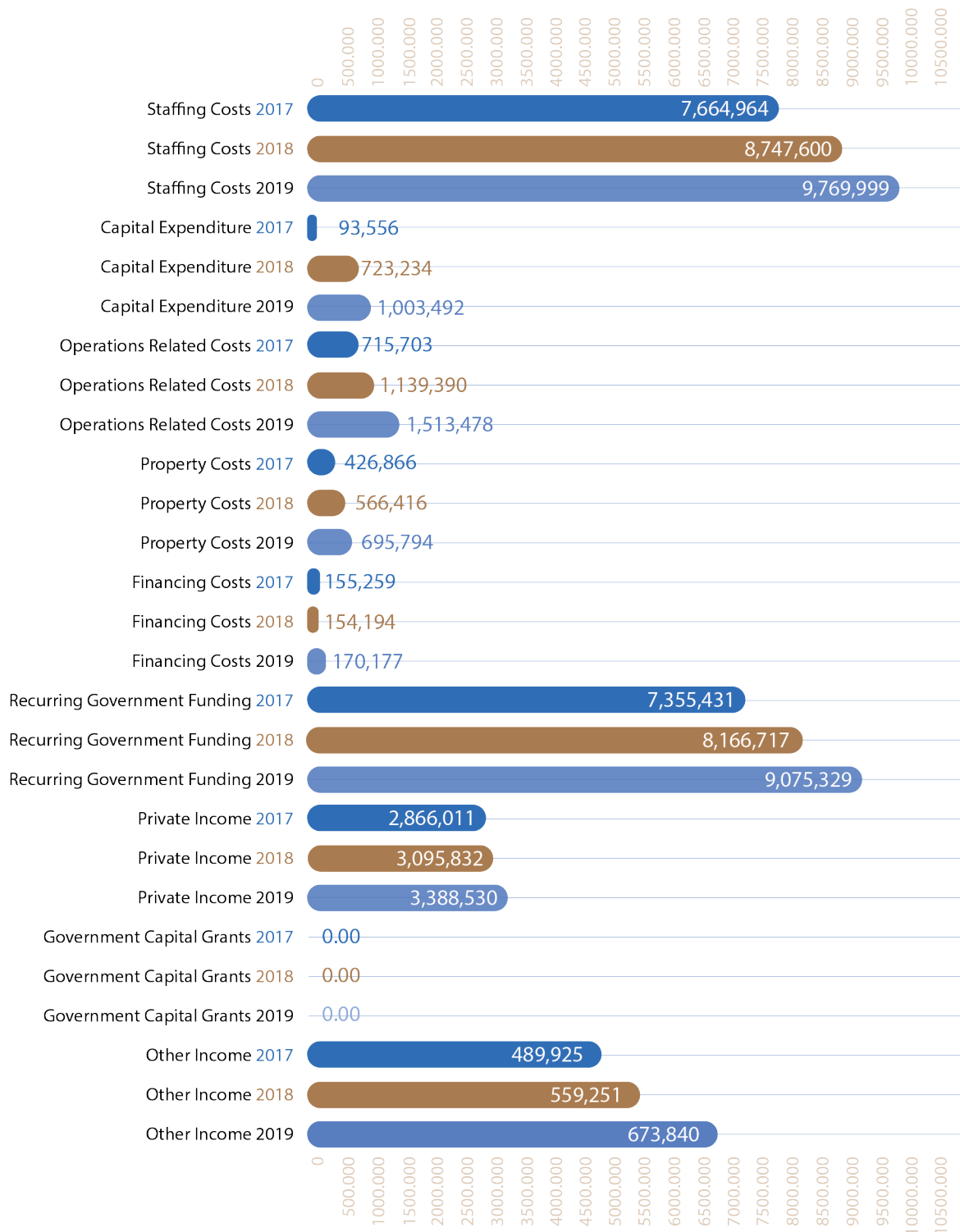
Section 3

Satisfaction Survey Results



Section 4 Income Source and Expenditure Breakdown

Capital and Recurrent Costs 2019







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