

Annual Report

2025

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Our Vision

For Christ to rule in the hearts and minds of our students so they are able to contribute as citizens to a peaceful and just society through a biblical understanding of family, community and human endeavour.

Our Mission

To realise our Vision, Grace Christian College, in cooperation with parents, staff and students will:

- Provide a Christ honouring learning environment
- Develop each student's potential
- Encourage a lifelong commitment to be enquiring seekers of knowledge and understanding
- Inspire students to have compassion for the world as demonstrated by Jesus Christ

Our Board

Chairman

- Matthew Hood

Directors:

- Matthew Hood
- Nathan McIntosh
- Codey Keeble



Principal's Report



Over the course of 2024 and into early 2025, our school community experienced a significant season of change, growth, and renewal. The construction of the new Administration Centre occurring in the centre of the campus, required staff, students and parents to have considerable patience, flexibility, and perseverance.

Special acknowledgement must be given to our office staff, who demonstrated exceptional adaptability while working from temporary facilities for an extended period. Despite the challenges, they continued to serve the school community with professionalism, warmth, and dedication. The move into the new Administration Centre in April 2025 was met with great appreciation and marked an important milestone for the College.

A major highlight of the year was the official opening of the Administration Centre. This occasion provided an opportunity for celebration, reflection, and thanksgiving as the community gathered to recognise God's continued faithfulness to the College. The new facility not only modernises the school's infrastructure but also presents a welcoming and contemporary face to the wider community. Entering through the main gate now reflects a clear sense of renewal and forward vision for the future.

The completion of the new car park has also brought substantial improvements to traffic management and student safety. Enhanced traffic flow during peak drop-off and pick-up times has eased congestion, while bus travellers are now able to access their transport safely and directly without navigating temporary barriers or detours.

This period of development also coincides with an important transition in the life of the College. Following the passing of the school's founders in recent years, leadership has increasingly been entrusted to a younger generation, including several former students. It is encouraging to witness those of a younger generation returning to serve the College and continuing to uphold the Christian vision and values that shaped their own education.

For more than forty years, Grace Christian College has navigated seasons of challenge and change while remaining sustained by God's faithfulness. As the College looks to the future, it does so with confidence and gratitude, trusting in God's ongoing provision and guidance. With His leading, the school will continue to grow, flourish, and positively influence the lives of students and families within the community.

Larry Gunn
Principal
Grace Christian College



Statement of Commitment to Child Safety

- a.) Grace Christian College is a child safe organisation and is committed to the safety and wellbeing of all children and young people. We are committed to the protection of all children from all forms of child abuse and have established strategies, practices, policies and procedures to implement this commitment.
- b.) We have zero tolerance for child abuse and are committed to acting in children's best interests and keeping them safe from harm. We regard our child protection responsibilities with the utmost importance and as such, are committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintain a child safe culture for our students.
- c.) Attention is given to the child safety needs of Aboriginal students, those from culturally and linguistically diverse backgrounds, international students, students with disabilities, those unable to live at home, children and young people who identify as sexually diverse (this includes sexual orientation and gender identity) and other students experiencing risk or vulnerability. Inappropriate or harmful behaviour targeting students based on these or other characteristics, such as racism or homophobia, are not tolerated at our school, and any instances identified will be addressed with appropriate consequences.
- d.) Child safety is a shared responsibility. Every person involved in our school has an important role in promoting child safety and wellbeing and promptly raising any issues or concerns about a child's safety.
- e.) We are committed to regularly reviewing our child safe practices, and seeking input from our students, families, staff, and volunteers to inform our ongoing strategies.

Highlights

General School Life Highlights

- The Year 3/4 students attended an overnight Camp in Yackandandah.
- The Years 5/6 students had a two night camp in Canberra.
- The Years 7/8 students went to camp in Melbourne which included attending a performance of Beauty and the Beast.
- Years 9/10 students attended a four day Outdoor Education Camp in Charnwood.
- High school students were visited by the Creation Discovery Centre.
- Year 9/10 Food Technology students hosted both the Mother's Day Afternoon Tea and Father's day Breakfast.
- Year 11 and 12 VCE VM students travelled by train to participate in the Road to Zero program at the Melbourne Museum and worked together on their team building skills at Monopoly Dreams.
- Year 11 VCE VM students organised Wellbeing Week lunchtime activities, Movie Making Day, volunteered for Food Share and Birallee House Community Centre, organised the Big Christmas Give Trivia Night, raising money for our Compassion Children.
- Year 12 VCE VM students organised a school team to participate in and fundraise for the Border Relay for Life, where they achieved the 2025 Rookie of the Year award.

Sport Highlights

- Our students advanced to the State Finals in Badminton.

Facility and Building Highlights

- In 2025, the College allocated a total of \$1,451,656 to capital expenditure to support significant improvements to facilities, infrastructure, and educational resources.
- Asphalt courts covered with artificial grass and new goal rings and posts were installed.
- The new administration building and carpark were completed and opened.

Our Staff

Teacher and Staff Professional Development

In 2025, the College invested \$17,383 in staff development and professional learning. Throughout the year, staff undertook a broad range of professional learning activities, including mandatory training in first aid, CPR and anaphylaxis, as well as participation in the Neurodiversity Teacher Summit. Professional learning also supported staff involved in school excursions and camps, enrolments, and Vocational Major literacy. In addition, staff attended a range of sector-based conferences and leadership events, including Christian Schools Australia conferences, the International Baccalaureate Leadership Symposium, the Principal Retreat, and the National Policy Forum and Symposium, along with other relevant conferences.

Staff Numbers and Attendance

The staff completed the year 2025 with an attendance rate of 93.8%, which is slightly lower than the previous year (95.15%). This result reflects periods of significant sick leave taken by a small number of staff members during the year. Despite this, there continues to be a high level of commitment and dedication among staff. The College currently does not employ any Indigenous staff.

Staff Numbers 2025

20 Teaching staff **-1** 2024-2025 movement

22 Support staff **1** 2024-2025 movement

Staff Gender Distribution by FTE

7.8 Teaching males **8.6** Teaching Females

2.8 Non Teaching Males **10.1** Non Teaching Females

Total Staff 42/ Movement 0

Teacher Qualifications

Some of the qualifications the teachers at Grace Christian College hold are:

- Bachelor of Applied Science (Recreation, Planning, & Management)
- Bachelor of Arts
- Bachelor of Arts/Business
- Bachelor of Business Management
- Bachelor of Education
- Bachelor of Engineering
- Bachelor of Health Sciences
- Bachelor of Marketing
- Certificate III in Christian Ministry and Theology
- Certificate IV in Early Childhood Education
- Diploma of Teaching
- Diploma of Theology in Education
- Graduate Diploma in Education
- Graduate Diploma in TESOL
- Graduate Diploma of Arts
- Master of Business Systems
- Master of Teaching
- Post-Graduate Certificate of Education



Our Students

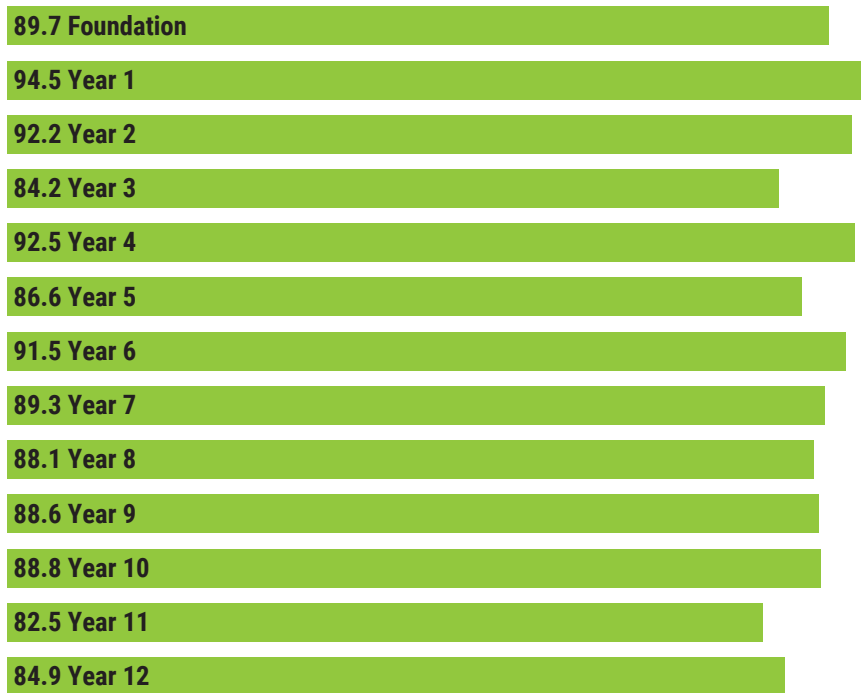
Management of Student Attendance

The College has a Student Attendance Policy which clearly states that students are expected to maintain a satisfactory commitment to full attendance and punctuality for all timetables classes, assemblies, camps and excursions, and other compulsory activity.

The procedures that proceed from this policy include:

- Attendance recorded at each lesson
- Monitoring of daily attendance and the identification of absences from class or College
- The monitoring of unexplained absences and notification of parents of unsatisfactory student attendance through the Compass application and administration
- Compulsory College attendance reminders to parents via Newsletter, etc.
- The recording of unsatisfactory attendance on student files
- Referral of all unresolved absences to the Principal

2025 Student Attendance by Percent (%)



Student Attendance Comparison by Percent (%)



NAPLAN analysis statement

For many years, the school has refrained from including NAPLAN data in the Annual Report as the school had low cohort sizes and this may have allowed individual students to be identified. With increased enrolments the school has begun to include data on minimum standard achievement. More comprehensive data is available on the My School website developed by the Australian Curriculum, Assessment and Reporting Authority (ACARA). Grace Christian College uses NAPLAN data to inform the teaching and learning program, to improve our curriculum provision and to develop targeted support for students.

	READING					WRITING					SPELLING					GRAMMAR & PUNCTUATION					NUMERACY					
	EXE	NAS	DEV	STR	EXC	EXE	NAS	DEV	STR	EXC	EXE	NAS	DEV	STR	EXC	EXE	NAS	DEV	STR	EXC	EXE	NAS	DEV	STR	EXC	
Year 3	16.7*	0.0	0.0	66.7	16.7	16.7*	0.0	16.7	66.7	0.0	16.7*	0.0	50.0	33.3	0.0	16.7*	16.7	33.3	33.3	0.0	16.7*	0.0	33.3	50.0	0.0	2023
	0.0	0.0	26.7	53.3	20.0	0.0	6.7*	0.0	93.3	0.0	0.0	13.3	46.7	26.7	13.3	0.0	6.7*	33.3	53.3	6.7*	0.0	6.7*	20.0	53.3	20.0	2024
	20.0*	20.0	20.0*	40.0	0.0	20.0*	0.0	20.0*	60.0	0.0	20.0*	20.0*	20.0*	20.0*	20.0*	20.0*	20.0*	20.0*	40.0	0.0	0.0	20.0*	60.0	20.0*	0.0	2025
	2.6	6.9	19.1	49.0	22.4	2.2	3.3	13.4	72.9	8.2	2.6	7.7	24.3	46.8	18.5	2.6	12.5	26.2	45.3	13.5	2.5	6.3	21.4	55.8	14.0	VIC
Year 5	0.0	14.3	7.1	42.9	35.7	0.0	14.3	0.0	57.1	28.6	0.0	14.3	14.3	57.1	14.3	0.0	14.3	7.1	57.1	21.4	0.0	0.0	21.4	71.4	7.1	2023
	0.0	0.0	10.0*	70.0	20.0	0.0	10.0*	30.0	50.0	10.0*	0.0	20.0	30.0	30.0	20.0	0.0	0.0	40.0	50.0	10.0*	0.0	0.0	30.0	50.0	20.0	2024
	0.0	0.0	0.0	100	0.0	0.0	0.0	33.3*	66.7	0.0	0.0	0.0	0.0	100	0.0	0.0	0.0	33.3*	66.7	0.0	0.0	0.0	33.3*	66.7	0.0	2025
	2.3	4.6	15.5	55.2	22.4	2.3	5.3	19.7	60.6	12.2	2.3	6.9	19.9	49.4	21.5	2.3	8.9	21.9	49.4	17.5	2.3	5.3	19.0	57.6	15.9	VIC
Year 7	0.0	14.3	21.4	35.7	28.6	0.0	23.1	38.5	38.5	0.0	0.0	14.3	28.6	50.0	7.1	0.0	14.3	28.6	50.0	7.1	0.0	21.4	28.6	35.7	14.3	2023
	0.0	0.0	0.0	81.8	18.2	0.0	0.0	9.1*	54.5	36.4	0.0	0.0	0.0	72.7	27.3	0.0	0.0	27.3	45.5	27.3	0.0	0.0	27.3	45.5	27.3	2024
	0.0	22.7	22.7	22.7	31.8	0.0	27.3	27.3	31.8	13.6	0.0	18.2	22.7	50.0	9.1	0.0	22.7	18.2	40.9	18.2	0.0	22.7	18.2	45.5	13.6	2025
	1.8	6.2	18.0	50.6	23.4	1.8	6.9	21.1	49.3	20.8	1.8	6.7	18.2	48.4	24.8	1.8	10.8	21.9	47.0	18.5	1.8	7.0	18.5	54.7	18.0	VIC
Year 9	16.7*	0.0	0.0	66.7	16.7	16.7*	0.0	16.7	66.7	0.0	16.7*	0.0	50.0	33.3	0.0	0.0	14.3	42.9	14.3	28.6	0.0	14.3	35.7	42.9	7.1	2023
	0.0	6.7*	20.0	46.7	26.7	0.0	13.3	13.3	46.7	26.7	0.0	6.7*	6.7*	66.7	20.0	0.0	13.3	13.3	46.7	26.7	0.0	0.0	42.9	35.7	21.4	2024
	0.0	20.0	10.0*	50.0	20.0	0.0	10.0*	50.0	20.0	20.0	0.0	0.0	30.0	70.0	0.0	0.0	20.0	10.0*	40.0	30.0	0.0	0.0	50.0	40.0	10.0*	2025
	2.1	7.2	21.7	49.0	20.1	2.1	7.9	23.4	42.7	24.0	2.1	6.1	19.0	53.8	19.0	2.1	11.3	27.9	41.4	17.3	2.1	7.9	21.1	55.1	13.8	VIC

Data indicates percentage of students at GCC in 2025 who are Exempt (EXE), Need Additional Support (NAS), Developing (DEV), Strong (STR), and Exceeding (EXC) compared to data from previous two years and the Victorian average.

Percentages may not add to 100% due to rounding

*Indicates one student

Senior Secondary Outcomes

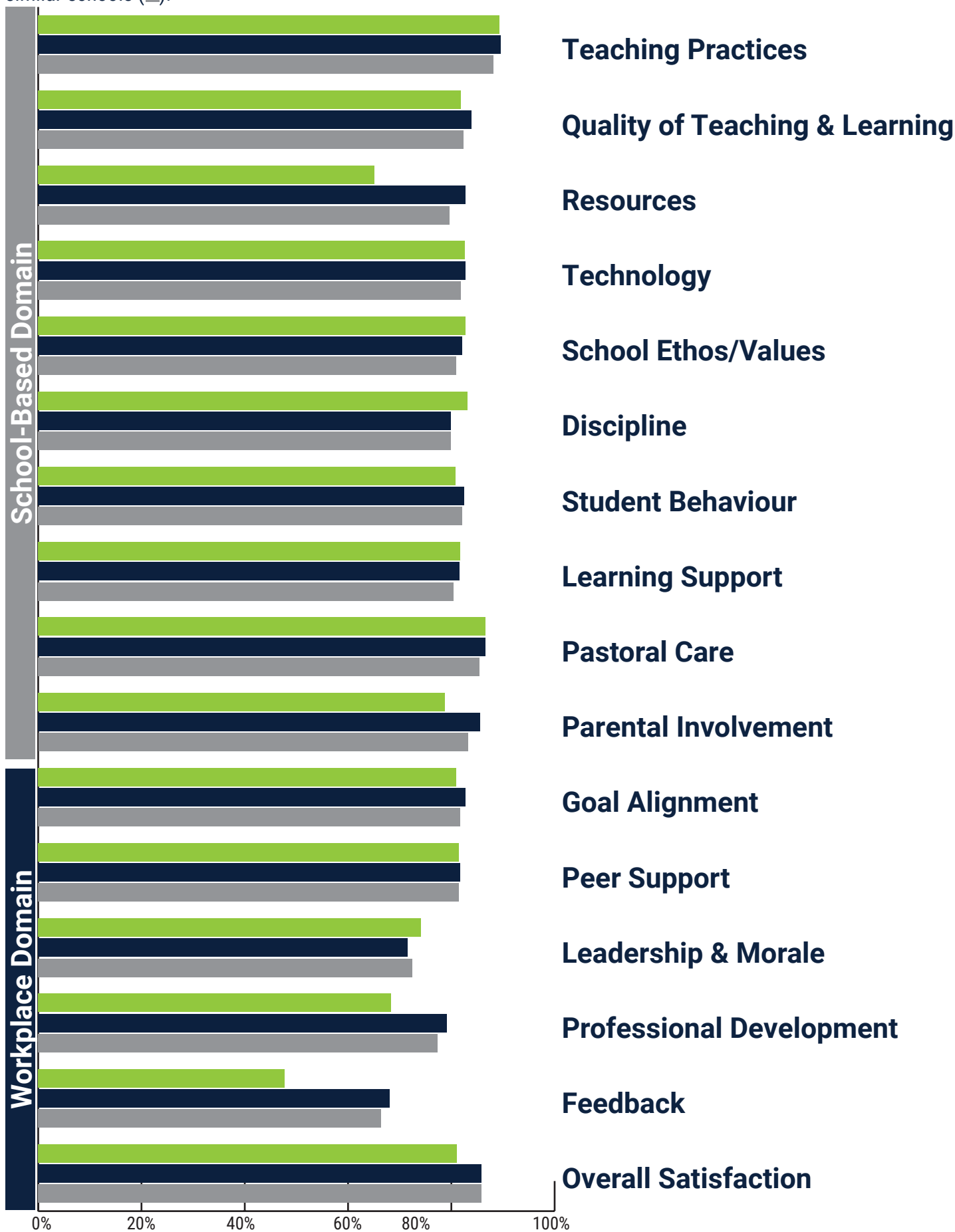
Grace Christian College provides limited outcome data due to small cohorts of students. This approach is taken to protect the privacy of students.

The College keeps records of student post-secondary destinations but refrains from publishing this data in the Annual Report to protect the privacy of individual students who could be identified in data representing a small cohort.

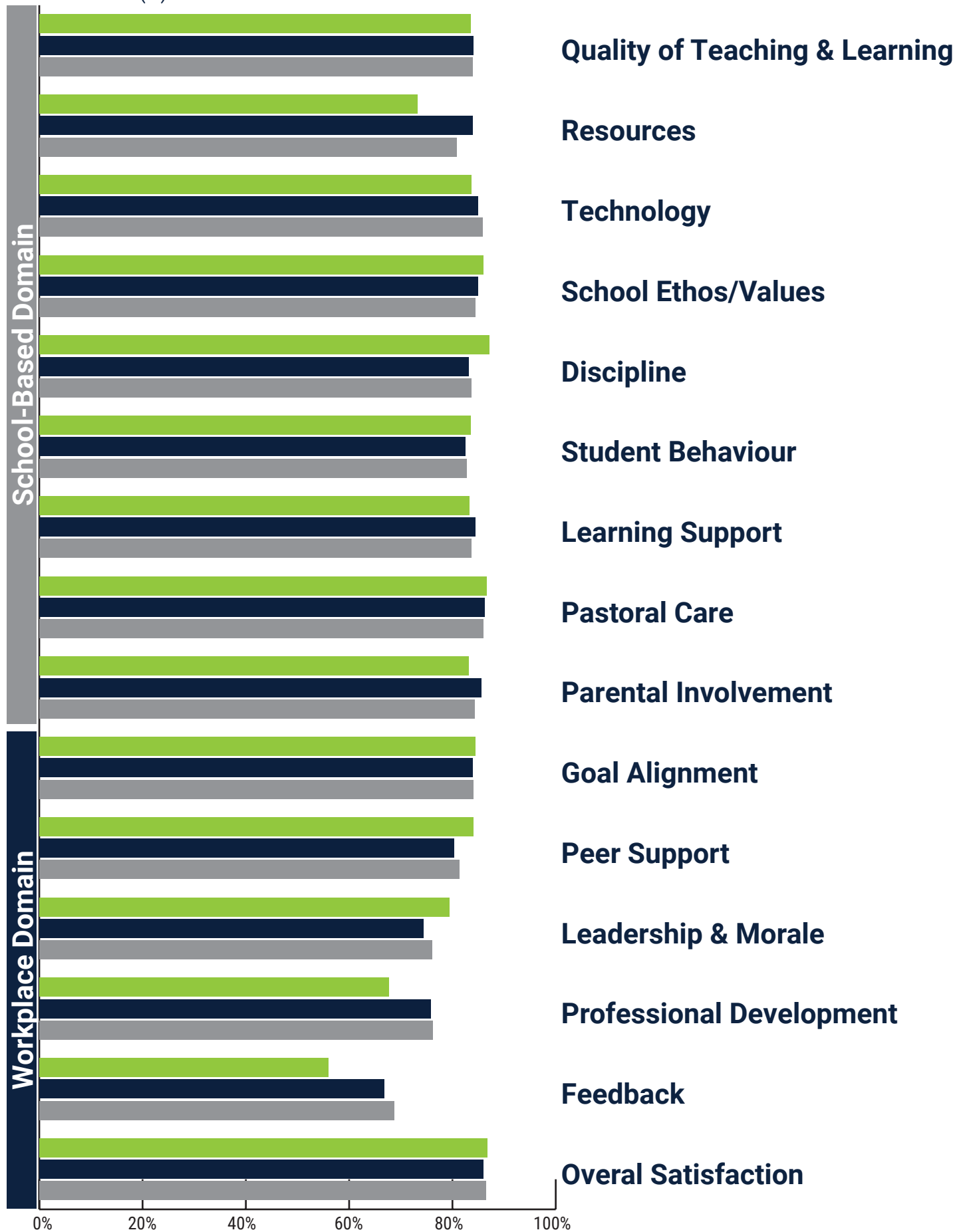


Staff Satisfaction Survey

This report shows the satisfaction of GCC teaching staff (■) compared to the ISV Benchmark (■), and statistically similar schools (■).



This report shows the satisfaction of GCC general staff (■) compared to the ISV Benchmark (■), and statistically similar schools (■).



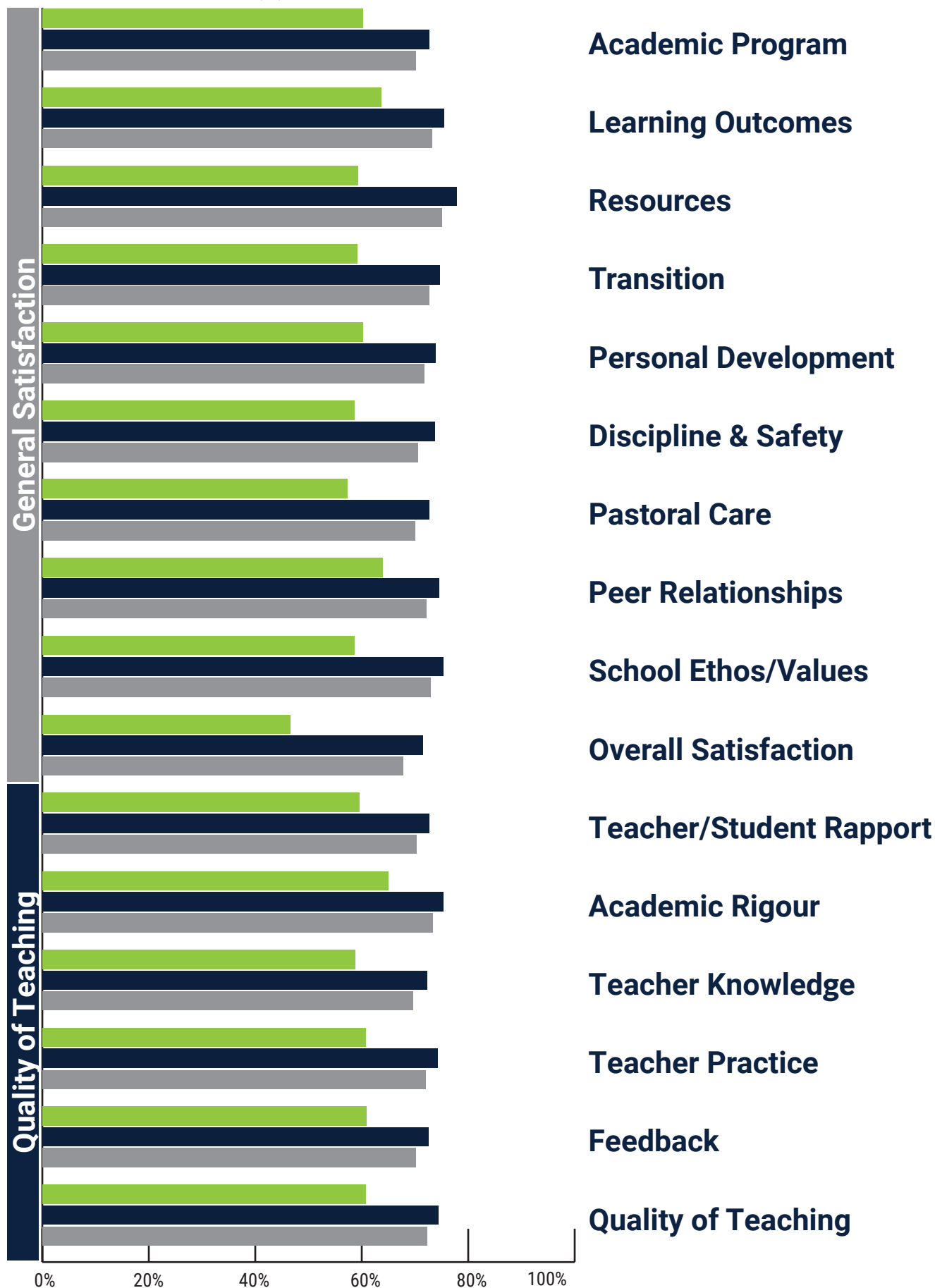
Parent Satisfaction Survey

This report shows the overall mean satisfaction of GCC parents (■) compared to the ISV Benchmark (■), and statistically similar schools (■).



Student Satisfaction Survey

This report shows the overall mean satisfaction of GCC students (■) compared to the ISV Benchmark (■), and statistically similar schools (■).



Financial Activities

Capital Expenditure

In 2025, the College allocated a total of \$1,451,656 to capital expenditure to support significant improvements to facilities, infrastructure, and educational resources.

The year commenced with the installation of two new outdoor basketball courts, replacing ageing and cracked asphalt surfaces, at a cost of \$99,127.

Construction continued on the new administration centre, car park, and front fencing, with the project completed in May. The College invested \$1,369,631 in this project during 2025. The administration centre represents a major milestone for the College and was made possible through a \$2,100,000 Federal Government Capital Grant, contributing to the total project cost of \$2,723,929.

The new administration centre has significantly enhanced the presentation of the school and provides modern, fit-for-purpose facilities that will serve the College community well for many years to come. The official opening of the building was celebrated in November, with Senator Michelle Ananda-Rajah, Senator for Victoria, in attendance, alongside local parliamentarians, council members, and other distinguished guests.

The administration building was fully fitted out with office equipment and furnishings, including a telephone system, photocopier, refrigerators, microwaves, sickbay bed, visitor seating, artwork and décor items, filing cabinets, cleaning equipment, and uniform shop facilities incorporating an ironing station, washing machine, dryer, and ottomans. Major irrigation works were completed in the administration car park and surrounding areas, and a new front boundary fence was installed to fully secure the front of the school.

Further capital investment during the year included the purchase of 24 Chromebooks, a camera, giant outdoor chess pieces, staffroom tables and chairs, and additional office furniture and equipment. A new evaporative air-conditioning system was installed in the woodwork room.

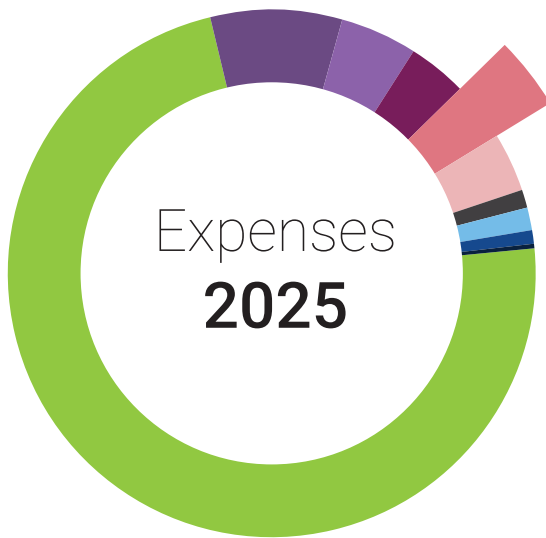
Grace Christian College also invested in a new teaching and learning platform, Toddle, which will progressively replace the existing Canvas and ManageBac platforms.

Additional works completed in 2025 included professional cleaning of the gymnasium floor, line marking for badminton courts, and replacement of gym lighting with energy-efficient LED lighting. Outdoor works were also undertaken, including stormwater upgrades and concreting some pathways.

Income and Expenses



- **\$2,559,920** Commonwealth Recurrent Grants
- **\$1,046,433** Capital Grants
- **\$732,971** State Recurrent Grants
- **\$521,584** Private Income
- **\$117,655** Other Income
- **\$57,919** Camps & Excursions
- **\$46,070** Trading Accounts
- **\$21,356** Bus Income
- **\$21,027** Other Grants
- **\$13,725** Building Fund



- **\$2,830,682** Salaries & Related Expenses
- **\$322,969** Depreciation
- **\$180,992** Building & Ground Works
- **\$143,439** Supplies & Services
- **\$139,072** Teaching Resources
- **\$135,879** Administration Costs
- **\$49,978** Bus Expenses
- **\$44,860** Excursions, Camps & Conventions
- **\$41,847** Trading Accounts
- **\$11,784** Building Fund

Annual Report

2025



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