Mid North Christian College

2025 Annual Report

Board

Board Chair Rev Mark Hawkes

Deputy Chair Pastor Ray Van Keulen

Treasurer Cheryl Rossiter

Secretary Dale Howe

School

Years Taught Foundation – Year 12

Staff	FTE
Teaching	17.73
Non-Teaching	15.9
TOTAL	33.63

Students

Primary	108
Secondary	97
TOTAL	205

Affiliations

Christian Education National (CEN)

Association of Independent Christian Schools of South Australia (AISSA)

South Australian Christian Schools Association (SACSA)

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Board Chair's Report

Hope in the Living God

God is our refuge and our strength. As we put our hope and our faith and our trust in Him, He gives us peace beyond understanding and guides us along the right paths, bringing honour to his name. This is the hope that the founders of MNCC had. This is the hope that the current Board and Association has. And this is our hope for the future.

Board Members

I want to express my deep appreciation to each of the Board members, Dale Howe, Cheryl Rossiter and Ray Van Keulen. The time and energy they have devoted to the College over the last 12 months is phenomenal. During this time there have been extra Board meetings, training sessions and other commitments that have demonstrated their desire to see MNCC flourish.

Community

It has been a blessing to see the school community flourish, particularly at End of Year celebrations and Open Day events. The atmosphere on these occasions has made them a joy to be part of and I commend the incredible effort that is put in by staff and volunteers to make these events so enjoyable.

The Future

At the last AGM, the Board expressed its intent to review and update the College constitution to ensure compliance with legal requirements and best practice. We also expressed the need to develop a new strategic plan to guide the school over the next 3-5 years. As we began each of these processes, the significant risks facing the College weighed heavily on the Board. We engaged CEN to provide some Board training on Risk Management which they conducted in September 2025. This was an excellent training session and highlighted a large number of areas that needed significant attention. Over the next few months the Board struggled to implement these additional requirements on top of our existing Board workload. We also recognised and were very mindful of our legal responsibility as Board Members and the overwhelming task facing us.

Several years prior to this, when Harvest Christian College joined the Tyndale Group of Christian Schools, the Board had considered the Multi School Organisational model and could see the benefits it provided. These benefits not only included highly experienced Governance at a Board level, but also a great deal of high-level support for the College at an operational level. After much prayer, the Board decided to approach Tyndale Group of Christian Schools to explore what joining the group might look like for Mid North Christian College. Starting this conversation brought even more benefits to light which led the Board to unanimously endorse formally exploring this

option and including the Association in the process, as communicated in February this year.

The process is still under way. The Board has employed EDU Business Support Services to conduct a thorough due diligence assessment of the Tyndale Group of Christian Schools. We have also engaged Tri Meridian Corporate and Commercial Law to investigate ensuring that the Mid North Christian College Foundation remains for the sole purpose of Mid North Christian College and not the TGCS group as a whole.

The process is far from complete and conversations are still underway at a number of different levels. Even so, I want to thank not only the Board for the extra time they have devoted to exploring this possibility but also the Association members who have engaged in this process, asking questions and most of all praying for the College.

Ultimately, Mid North Christian College is God's school and all the Board and Association members want God's will to be done. To that end I urge you to keep praying and seeking God's will as we navigate the road ahead together. I pray that our unity in this process will be a testimony to those around us of the reality and presence of God in Mid North Christian College. *"I pray that they will all be one, just as you and I are one—as you are in me, Father, and I am in you. And may they be in us so that the world will believe you sent me. "* (John 17:21)

Rev.Mark.Hawkes
Board.Chairperson

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Treasurer's Report

We give thanks to God for His continued provision of the resources required for Mid North Christian College to operate faithfully and effectively. As we reflect on the past year, we remain grateful for the financial stability the College has been able to maintain over many years of operation.

In 2025, the College recorded a surplus of $263,772, with a closing cash balance of $913,602 and total net assets of approximately $10.4 million. This result reflects prudent financial management alongside the ongoing support of our College community.

During the year, the College invested $459,366 into capital expenditure, including the construction of the new Amenities Block and the Warrior Course. These projects were partially funded through BGA grants totaling $166,500, enabling the College to continue improving facilities for students without placing undue strain on financial reserves.

The College remains in a strong financial position with very low levels of borrowings, currently representing only 4% of net assets. This conservative approach to debt provides flexibility and resilience as we look to the future.
We are also deeply thankful for the ongoing support of the College Foundation, which continues to play a vital role in the life of the College. Established following an initial bequest from the late Tom Skewes, the Foundation provides both financial assistance and strategic support. In 2025, the Foundation contributed $109,000 to the College, supporting fee relief for families experiencing financial hardship. The Foundation also continues to provide loan assistance for capital projects and holds investments of approximately $1.73 million. The Board encourages continued support of the Foundation, noting that all donations are tax deductible.

Looking Ahead – Cost Pressures
While 2025 has been a positive year financially, we are beginning to see increasing cost pressures that will need to be carefully managed in future budgets. In particular, there have been notable increases in camps and student program costs, teaching resources, and fuel and transport expenses. These rising costs reflect broader economic conditions and will place additional pressure on the College's operating budget in the coming years. As a College, we will need to continue exercising careful stewardship, balancing affordability for families with the sustainability of operations and ongoing investment in facilities and resources.

Conclusion
As we look to 2026 and beyond, we do so with confidence in God's continued provision. While financial pressures are emerging, the College remains in a strong position to respond thoughtfully and responsibly. We remain committed to wise stewardship of the resources entrusted to us, in support of the College's mission and ministry.

Cheryl.Rossiter
Treasurer

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Principal's Report

"Let them thank the Lord for his steadfast love, for his wonderous work to the children of man." Psalm 107:31 (ESV)

It was wonderful to celebrate the 20th Anniversary of Mid North Christian College in 2025 and then celebrate the 20th Anniversary of the Aviation Program at the beginning of 2026. There was so much to be thankful to God for as there was a celebration of the pioneers and visionaries, as well as acknowledgement of His provision of finance, staff, facilities and resources. God has indeed been good to Mid North Christian College, and it was because of His faithfulness that so many people gathered at both events to give all praise and glory to Him for what He has been doing in and through this College throughout those years. We buried the instructions to locate the updated time capsule at the beginning of 2026 in the primary area and the new mural placed above the assembly area in the middle courtyard. We want to ensure that the journey that God has brought MNCC on is not forgotten as it moves into the next exciting season, full of new challenges and opportunities.

Teaching and Learning

One of the priorities from 2025 and going into 2026 across both primary and secondary was to improve how students interact and learn from the Bible. Primary moved to learning weekly memory verses again with these being mentioned in the newsletter. This was reinforced in weekly chapels. After much consideration in 2025, it was decided that all homegroup teachers would also adopt teaching devotions three times a week using the TG21 (text, gospel, 21st century) model, following a whole school scope and sequence of Bible texts.

We are very thankful for the kind donations from local churches over the past two years to provide gift Bibles for Foundation students, which parents/guardians are encouraged to read to or with them at home, and new Bibles for Year 7 that can be used throughout their high school years and taken with them when they finish.

Primary curriculum priorities have been to consolidate the consistent use of explicitly taught phonic programs, explicit teaching of reading strategies and encourage more practice of reading at home and at school, along with a more consistent approach to homework.

Secondary curriculum priorities have been around appropriate modifications for students with learning and social/emotional needs. This has required more streaming of students in English and Mathematics and ensuring more in-class support for secondary students. There has also been an ongoing monitoring and adjusting of learning and assessment tasks with the opportunities and challenges presented with AI and technology.

The Learning Support and Wellbeing team have had considerable challenges in the past year. Most enrolments for both primary and Year 7 students for 2026 have required significant support both for academic and social/emotional needs. The team have had to

adjust to dealing with more complex needs and behaviours, along with increased documentation to ensure adequate evidence for funding. Anxiety is a key issue, for both students and their families.

The Aviation program is now in its third year of the one-year program with a good number of both internal and external students. It is with sadness though that our relationship with the Sir Ross and Sir Keith Smith Fund is changing. We were informed at the end of last year that they would now longer be funding the Aviation Program to the extent that they had up to now due to the reassessment of priorities for them. They would be prioritising programs that were directly engaging in aviation, for example university courses, flight schools. We would still be able to apply for some funding; however, this would be for much smaller amounts.

This will mean a reassessment of the program going forward, and it is likely to only be run as an internal elective course in Year 9/10 for 2027, and further investigation needs to occur to find out whether there is a way for it to be offered as a SACE subject in 2028.

Leadership and Staff

I would like to thank the Executive College Team, consisting of Operations Manager, Finance Manager (offsite), Deputy Principal, and Learning Support and Behaviour Coordinator. This is an incredible team of skilled and passionate leaders, who I have the privilege to work in partnership with daily. In the past 12 months, each one has been working hard to improve systems and efficiency across their different areas of responsibility but always aiming to care for the people in their teams, building trust and growing in their relationship with God.

There was little movement of staff from 2025 to 2026 which has been such a blessing and promoted stability and consistency in the College. Through staff socials, birthdays, church bible study groups, staff meetings, and daily devotions, prayer and praise, it has been wonderful to see the staff engage positively with one another and share life together in Christian community.

It was identified in 2025 that staff were needing more support for their wellbeing due to both personal and professional stresses and challenges. The Executive College Leadership investigated a few Christian employee assistance programs and decided to change to Abound for 2026 as the other general one was not being accessed. This has been a good investment in our staff already, as it provides an easy-to-use platform to book a phone appointment with a Christian counsellor. It also has mental health check-ins and other resources to support staff.

Professional Development

All staff have completed the required training and appropriate updates for their teaching registration and various roles within the College. The Protective Practices Guidelines have been updated, and staff have had two sessions and training surrounding best practice and how to be accountable, particularly around the challenges of being in a small regional area, and the significant interaction of staff with students and their families.

One of the priorities for professional development heading into 2026 was to help all teaching staff develop a stronger understanding and confidence to teach First Nations perspectives through their specific subjects. All teaching staff have completed the Australians Together Building Confidence Course individually, and will have supporting staff meetings allocated in Term 2 to share reflections and grapple with their learning through the lens of Creation, Fall, Redemption model. The aim is not only to promote understanding and empathy towards First Nations people of Australia, but also for people from other cultures.

All teaching and learning support staff are engaging in more learning around disabilities and how to better understand and cater for students with a variety of needs.

All teaching, administration, learning support and wellbeing, and IT staff have attended the CEN State conferences for 2025 and 2026. These have been wonderful opportunities to be encouraged to make space in our personal and professional lives for rest and Sabbath, as well as space for God to work in and through us. We are thankful to CEN and our SEO, Coby Beames, for their ongoing support and encouragement.

Infrastructure and Resources

Over the summer holidays of 2025/26, work began on combining three rooms to create two larger classrooms for Years 7 & 8 which in recent years have been larger cohorts and needed the extra space. These will be totally refurbished with new sound proofing and updated furniture. The project should be finished during Term 2.

We also had significant damage after the storm in November. This affected gutters, a verandah, shade sails, trees, fencing, sport shed equipment, some evaporative coolers and some roofing. Thankfully, most damage will be covered by insurance; however, not all repairs have been completed yet.

Both BGA projects of the Secondary Outdoor Learning Space (Warrior Course) and the new amenities block next to the COLA have been completed and officially opened. They have both been fantastic additions to our College. At this stage, no further BGA grants have been applied for.

During the past year, the Operations Manager has highlighted the importance of WHS, with compliance checklists being completed and monitored more consistently. In the past 18 months, there has been a significant increase of maintenance issues and updating infrastructure as many facilities and resources have not had the required attention or are no longer meeting current compliance requirements. Some of the big concerns are the

pavers, playgrounds, oval irrigation systems, blinds, toilets, furniture and specialised safety equipment for some subjects.

IT infrastructure continues to be an increasing area of priority and cost, particularly around the area of cyber-safety and the safe storage of highly confidential information. Our current contract IT Administrator continues to provide excellent support and expertise in this area, doing his best to make it as cost effective as possible for a smaller school; however, this is going to continue to be a challenge in our changing world of technology and he may not be continuing in this role beyond 2026. At this stage, we now have a system in place to update staff and student computers in a timely manner, however, the rising costs will make it more challenging to keep to this schedule.

Our next significant change will be moving our current Student Information System MAZE to Compass and our Student Management System to Toddle which will replace SEQTA.

We have also decreased our bus runs from three to two, with the discontinuation of the Northern Run as planned due to less students from this direction.

2025 Highlights

There are a couple of areas that have been highlights this year. Firstly, there has been consistently good levels of attendance by parents/guardians and other visitors to our community events such as Athletics Day, VIP Day, Science Evening, Book Week, Variety Concert, Open Evenings, Primary chapels and Celebration Night. A comment I had from a grandmother the other day was, “We just do things well’. It has been wonderful that we have been able to show hospitality and welcome to our community.

Secondly, it felt like this was the year that student leadership was at its best, probably since before COVID. It has been a gradual build, but the secondary student and community leader team were outstanding in 2025 and have created a strong foundation for student leadership in the years to come. The primary Student Representative Council is also building in confidence too.

Thirdly, our Ready for School Program is now firmly established and is a robust transition program into the Foundation year. It has been especially helpful for the mid-year intake. The playgroup is also growing, with new families coming along and taking an interest in our College for the future.

Lastly, what an amazing staff we have at Mid North Christian College. They care deeply for our students and their families, with many stepping up to do the extra when needed. The cleanup after the storm was one example of that commitment.

Final Comment

While 2025 brought its share of challenges, it was also a year shaped by meaningful progress and moments of delight. As I watched families and students, who have not had any or little engagement with anything Christian, come into our College and say out aloud, “I like the feel of this” or “I want to be here”, I knew God was at work. When students and parents/guardians thanked our staff for caring, I knew God was at work. When I saw students who have struggled to learn in other schools, start to complete work consistently and want to come to school, I knew God was at work. When students offered to pray and they have never done this before, I knew God was at work.

There are many challenges facing us as we head into a new season; however, these are also opportunities for God to do new things in and through Mid North Christian College. Like the English arriving in this land, it took time for them to work out which things from England would work in this new land, what things were useless and needed to be discarded, and what things needed to be used in a different way. We are in that process in many areas of Mid North Christian College. The one thing that remains constant in all the change: Our Hope is in the Living God and in that, we can be confident moving forward.

Rachel.Richardson

Principal

Staff Numbers

The information below outlines the full-time equivalent staff numbers in 2023, 2024 and 2025.

	2025	2024	2023
Teaching	17.73	19.3	19
Non-Teaching	15.9	16.4	14.05
TOTAL	33.63	35.7	33.05

Teachers' Highest Qualifications

The following is a list of the highest teaching qualifications held by teaching staff at MNCC for 2024 and 2025.

Qualifications of Staff	**2025**	**2024**
Master's Degree	8%	8%
Bachelor Honors Degree	4%	-
Graduate Certificate	8%	8%
Graduate Diploma	12%	8%
Bachelor Degree	68%	71%
Associate Degree	4%	4%
Special Provision to teach	4%	4%

Enrolment Statistics

The information below outlines the student enrolment numbers for 2025, 2024 and 2023.

	2025			2024			2023		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
Foundation	12	8	20	7	6	13	10	3	13
YEAR 1	6	3	9	9	3	12	6	9	15
YEAR 2	9	3	12	4	7	11	9	7	16
YEAR 3	6	6	12	9	6	15	10	14	24
YEAR 4	9	6	15	10	13	23	5	9	14
YEAR 5	10	14	24	6	9	15	14	5	19
YEAR 6	6	10	16	13	7	20	7	13	20
YEAR 7	14	9	23	6	14	20	8	12	20
YEAR 8	6	12	18	7	8	15	7	12	19
YEAR 9	8	7	15	7	8	15	7	13	20
YEAR 10	6	7	13	11	5	16	7	13	20
YEAR 11	5	11	16	9	3	12	14	8	22
YEAR 12	4	8	12	10	6	16	3	7	10
TOTAL	101	104	205	108	95	203	107	125	232

Student Attendance Rates

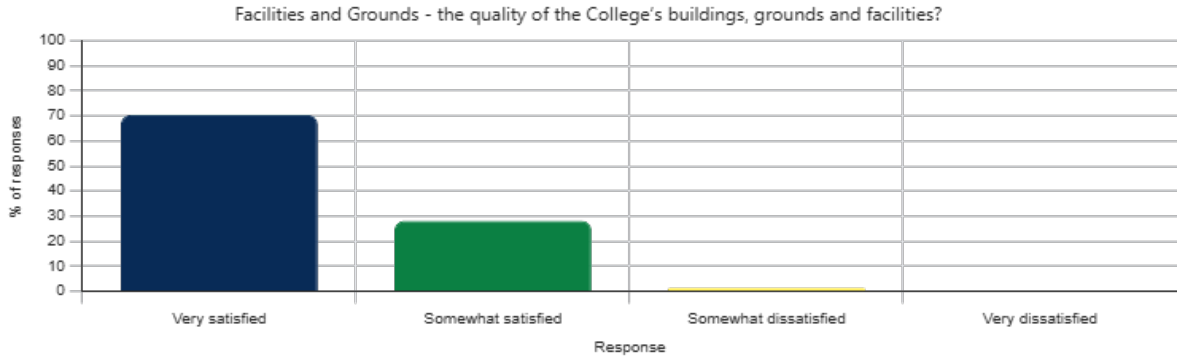
The information below outlines the student attendance numbers in 2025, 2024 and 2023.

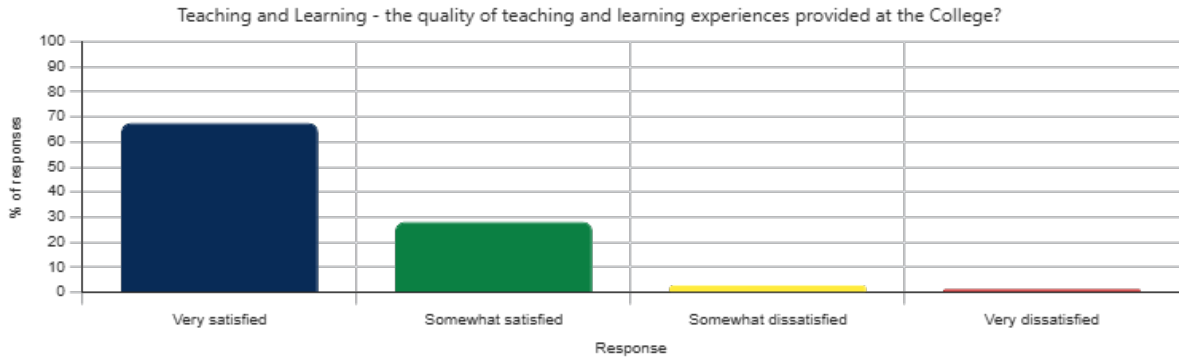
	2025 %	2024 %	2023 %
Foundation	86.51	84.75	UNKNOWN
YEAR 1	80.44	87.2	83.21
YEAR 2	84.75	80.71	91.63
YEAR 3	91.83	85.58	88.16
YEAR 4	86.31	92.1	88.41
YEAR 5	87.07	89.86	90.19
YEAR 6	87.71	87.66	91.99
YEAR 7	86.82	87.75	89.47
YEAR 8	85.91	89.45	91.28
YEAR 9	80.40	89.25	85.84
YEAR 10	85.98	75.15	84.17
YEAR 11	76.03	89	UNKNOWN
YEAR 12	90.49	UNKNOWN	UNKNOWN
STUDENT ATTENDANCE RATE	85.51	86.53	88.39

Feedback Survey

In the past month, a Parent Satisfaction Survey was conducted. The survey provided valuable feedback on key areas including value for money, communication, teaching and learning, student support, facilities and grounds, and overall satisfaction. We also asked for feedback on uniform quality and cost, as well feedback on traffic management as these have been areas of concern in the past.

The feedback gathered through the survey questions and comments have been carefully reviewed and will be used to assist in future planning and improvement strategies.





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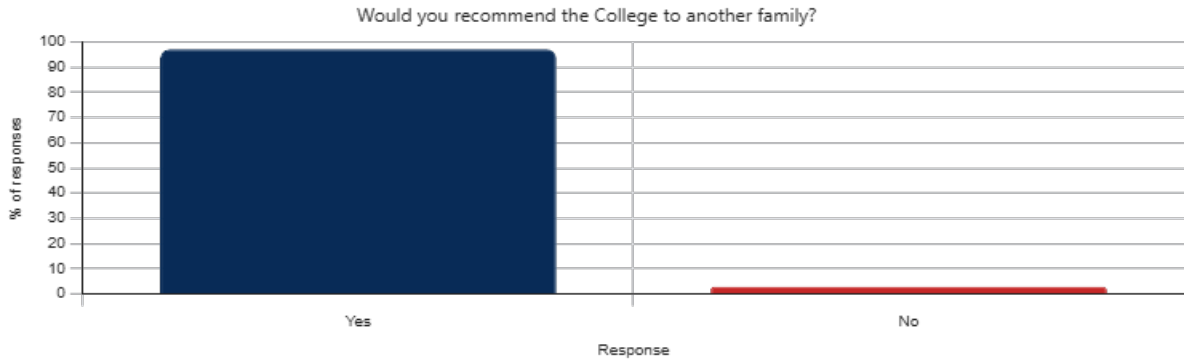
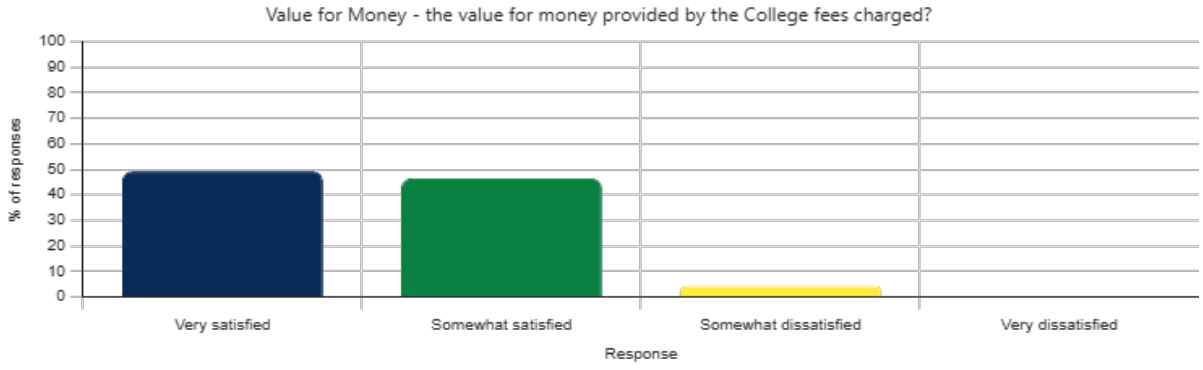




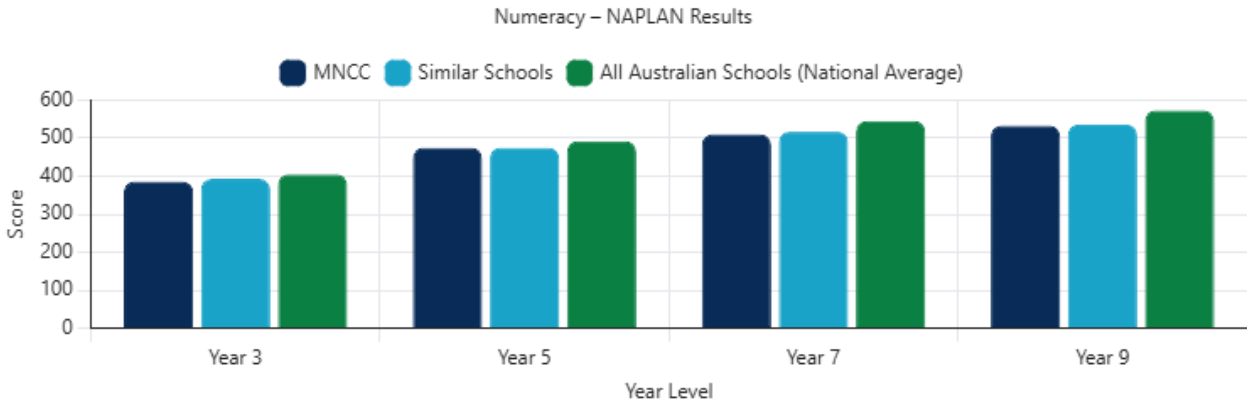
NAPLAN Results

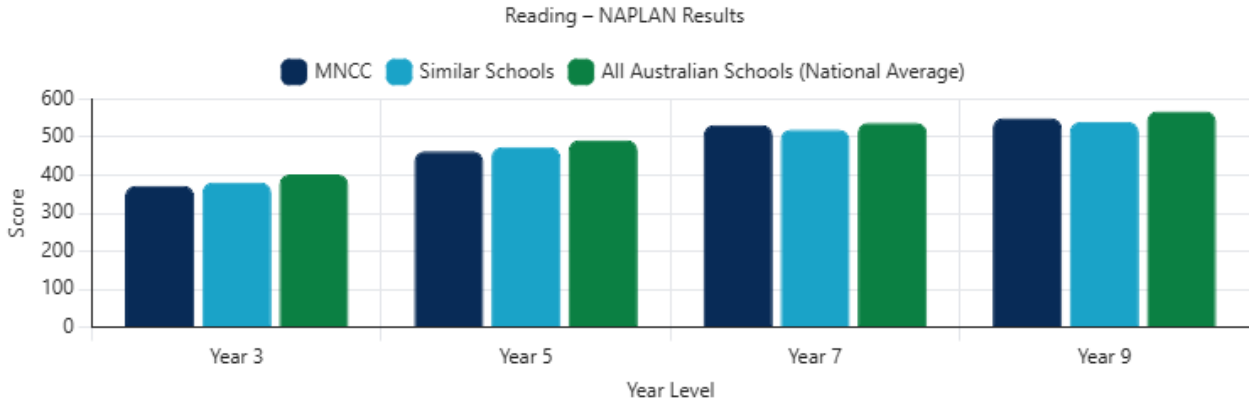
The National Assessment Program Literacy and Numeracy (NAPLAN) assesses all students in Australian schools in Years 3, 5, 7 and 9. Teachers at Mid North Christian College are involved in the continual monitoring of our students' academic performance, including the NAPLAN tests for students in Years 3, 5, 7 and 9.

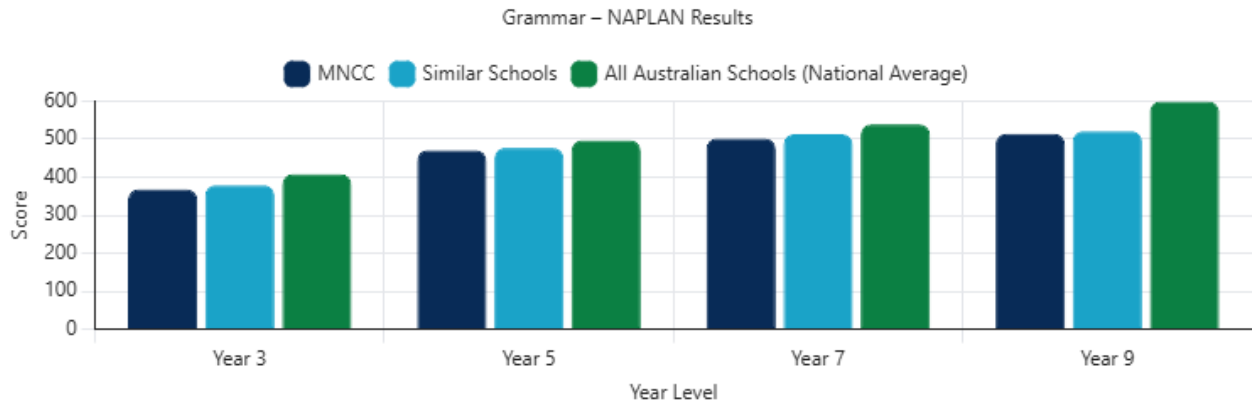
Monitoring is not confined to one test on one day, but rather is supported by a range of mechanisms, including other annual standardised assessments such as those developed by the Australian Council for Educational Research tests.

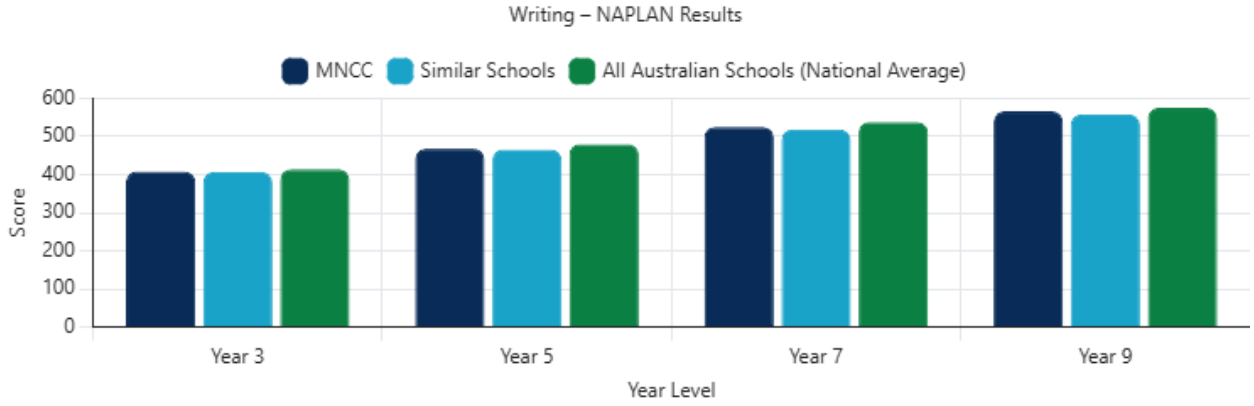
MNCC NAPLAN results are reported on the ACARA My School website (http://www.myschool.edu.au), in line with government requirements. While we do not encourage NAPLAN results to be used as a comparative measure of school performance, we do believe that NAPLAN testing is a useful tool for diagnostic purposes for individual students and is used as such by all teachers.

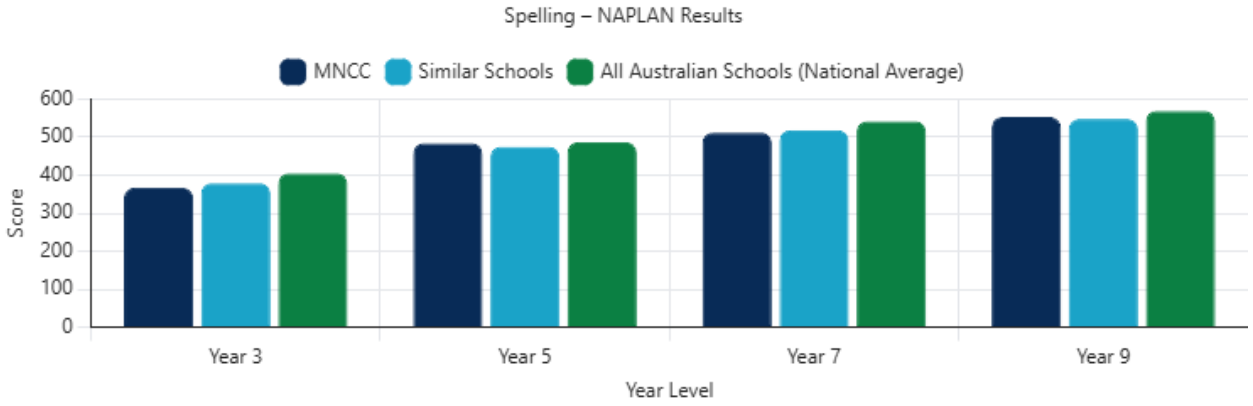
The tables below show the average MNCC student results for 2025.






Grammar – NAPLAN Results
MNCC
Similar Schools
All Australian Schools (National Average)
Score
600
500
400
300
200
100
0
Year 3
Year 5
Year 7
Year 9
Year Level


Writing – NAPLAN Results
MNCC
Similar Schools
All Australian Schools (National Average)
Score
600
500
400
300
200
100
0
Year 3
Year 5
Year 7
Year 9
Year Level


Spelling – NAPLAN Results
MNCC
Similar Schools
All Australian Schools (National Average)
Score
600
500
400
300
200
100
0
Year 3
Year 5
Year 7
Year 9
Year Level

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SACE Stage 2 Results

The information below shows the number of scores achieved across all subjects offered at MNCC.

Grade	No. of results for MNCC
A+	2
A	8
A-	14
B+	5
B	10
B-	4
C+	1
C	4
C-	-
D+	-
D	-
D-	-
E+	-
E	-
E-	-
F+	-
F	-
F-	-
N	-

SACE Highlights

- SACE Completion – 100%
- Twenty-four As in total
- Best student result was a top ATAR of 95.75

2025 Student Pathways

The information below shows the pathways and opportunities that our 2025 Year 12 graduates have achieved post schooling.

Further study - University	33.33%
Further study - TAFE	8.3%
Further study - Aviation	16.66%
Gained Apprenticeship	16.66%
Gained other employment	8.3%
Gap Year	33.33%