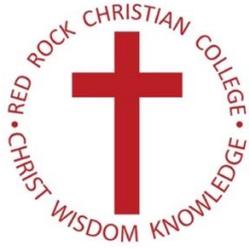




2020 Annual Report



***'But blessed is the one who trusts in the LORD, whose confidence is in him.
They will be like a tree planted by the water that sends out its roots by the stream.
It does not fear when heat comes; its leaves are always green.
It has no worries in a year of drought and never fails to bear fruit.'***
Jeremiah 17:7-8

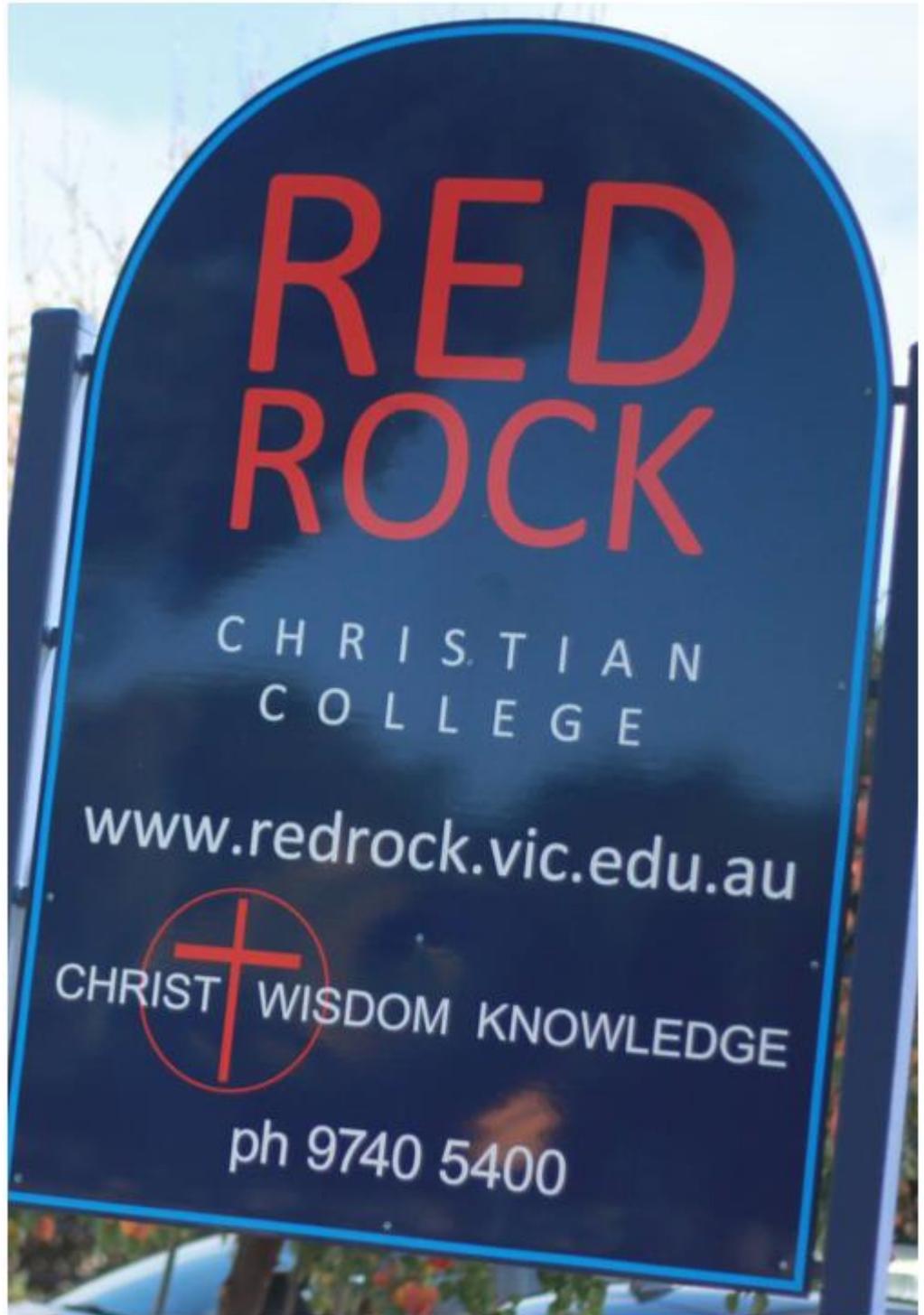


Twenty-Fourth Annual General Meeting

Tuesday 18th May, 2021

7.00pm

Review of Minutes	1 – 4
Chairperson's Report	5 – 6
Principal's Report	7 – 8
School Performance Data	9 – 11
Finance Report	12 – 13
Parents and Friends	14 – 15



Agenda of Twenty – Fourth Annual General Meeting

To be held on Tuesday 18th May, 2021

- 7.00pm Opening Prayer
- 7.05pm Devotion
- 7.10pm Review of Minutes from 2020 AGM
- 7.15pm Chairman's Report
- 7.20pm Principal's Report
- 7.30pm Business Manager's Report
- 7.40pm PFA Report
- 7.45pm Open Question Time

Review of Minutes from 2020 AGM

RED ROCK SCHOOL AGM	
Date:	Tuesday, 19 May 2020
Time:	7:00 pm
Meeting #:	23
Venue:	Red Rock Christian College - 340 Settlement Road, Sunbury Victoria – Board Members Zoom Video Meeting (attendees)
Prepared By:	Ryk Neethling
Attendees:	<input checked="" type="checkbox"/> Karen McCoy (Principal) <input checked="" type="checkbox"/> David Gallus (Chair) <input checked="" type="checkbox"/> Graeme Crichton (Treasurer) <input checked="" type="checkbox"/> Ryk Neethling (Secretary)
Apologies:	-

ATTENDEES

Members	Apologies
Gallus, David	
Neethling, Ryk	
Heerde, Matt	
Crichton, Graeme	
Clow, Christine	
Burger, Adrian	
Grimbeek, Werner	
Keane, Morris & Debra	
Roble, Darren & Rita	
Smith, David	
Leach, Mark	

Non-Members	Apologies
McCoy, Karen	
Adams, Suzanne	
Caggiati, Tanya & Emile	
Furner-Tosco, Veronica	
Kuong, Aarohn	
Muslayah, Kevin	
Farrugia, Darren	
Heerde, Elise	
Jalando-On, Rio	
Vassallo, Michael	
Matthews, Anthony	

Review of Minutes from 2020 AGM Continued...

7.05PM OPENING & PRAYER

Opening Prayer was done by Matthew Heerde.

David Gallus welcomed everyone and opened the nights proceedings.

Quorum was not met at the start of the meeting, however at 7.25 quorum was met.

Moved a motion that we note the members that are present, and we proceed with the eleven members present recognising this is inconsistent with the Rules of the Association. It is considered appropriate by way of honouring the Members who have committed themselves to attending rather than seeking to reconvene in 7 days' time.

- ✓ **MOVED BY: DAVID GALLUS**
- ✓ **SECOND BY: GRAEME CRICHTON**
- ✓ **ACCEPTED: YES**

7.10PM DEVOTION

David Gallus opened the night with devotions reading from Acts. Talked about how in the end all things work together for the good in Christ, noting the significant social, health, educational, economic and spiritual challenges presented in seeking to restrict the transmission of COVID-19.

7.18PM REVIEW OF MINUTES FROM 2019 AGM

The Board presented the Minutes of the 2018 AGM held in May 2019.

Moved a motion that the minutes for the 2018-2019 be accepted.

- ✓ **MOVED BY: DAVID GALLUS**
- ✓ **SECOND BY: MATTHEW HEERDE**
- ✓ **ACCEPTED: YES**

7.20PM CHAIRMAN'S REPORT

David Gallus tabled and presented the Chairman's Report and talked to it.

QUESTIONS:

- No Questions

Moved a motion that the Chairman's Report be accepted.

- ✓ **MOVED BY: DAVID GALLUS**
- ✓ **SECOND BY: KAREN MCCOY**
- ✓ **ACCEPTED: YES**

Review of Minutes from 2020 AGM Continued...

7.25PM PRINCIPAL'S REPORT

Karen McCoy tabled and presented the Principal's report.

Karen thanks David Gallus for his report and reflecting on the history.

Karen thanks Kevin, Suzanne and Sharon for stepping up last year during her long service leave. Karen also thanked all the parents for standing with Red Rock and helping the school in te current circumstances. Karen thanked the board for serving the school and standing with the school on the work.

Karen thanked the staff for standing together and for the love that they have in what they do.

QUESTIONS

- No Questions

Move that the Principal's report be accepted

- ✓ **MOVED BY: DAVID GALLUS**
- ✓ **SECOND BY: ADRIAN BURGER**
- ✓ **ACCEPTED: YES**

7.30PM TREASURER'S REPORT

Graeme Crichton tabled and presented the Treasurer's Financial Report.

Graeme noted that 2019 was a successful year financially for the school that has set us up for the building program underway this year. Graeme thanked Suzanne for the report and working with the auditors.

QUESTIONS:

- No Questions

Moved a motion that the School's Financial Report be accepted

- ✓ **MOVED BY: GRAEME CRICHTON**
- ✓ **SECOND BY: KAREN MCCOY**
- ✓ **ACCEPTED: YES**

7.32PM OTHER MATTERS

David Gallus gave a verbal update on the next proceedings of the board and the submission of the AGM report to the governing bodies.

Review of Minutes from 2020 AGM Continued...

7.34PM OPEN QUESTION TIME

- Veronica asked whether the school will continue the usage of Zoom or similar Video Conferencing facilities for school general meetings and other meetings like parent teacher interviews
 - David Gallus responded that the school will continue providing Video Conferencing for joining general meetings.
 - Karen McCoy responded that the school will continue to look for ways to continue offering the positives that have come out of the recent remote experience, but also noted that ‘in person’ meetings does help with connection.

7.37PM CLOSING

The chairman declared the meeting closed.

Graeme Crichton closed the meeting with prayer.

PREPARED BY

Ryk Neethling

These minutes were read and accepted as a true and correct account of the meeting.

CHAIRMAN: _____

Signature: _____

Board Member: _____

Signature: _____

DATE: _____

Chairman's Report 2020

Hello Red Rock Christian College Community. 2020 was an amazing year of transformations, some of which were planned for but many were not!! I'd like to say well done to our 2020 Preppies who had a first year at school like no other. And congratulations to our Year 1s, Year 2s, Year 3s, Year 4s, Year 5s and especially our Year 6s who have now transitioned into secondary education, many still with us. And thank you to our 2020 Year 7s, Year 8s, Year 9s, and especially the Year 10s who continued to pioneer the growth of Secondary Education at Red Rock Christian College, some even stretching forward into VCE subjects. And the transformations continue.

And we know that transformation is hard work. No one worked harder in 2020 than our teachers and our staff as they transformed the way in which they lead and the way in which they taught as we faced the lock down in Term 2 imposed by the Victorian State Government. With ridiculously short notice, they were able to transition from in-class to on-line teaching. And our students then had to transform the way in which they learn and the environment in which they were learning. Zooming around the playground transformed into Zooming into class as everyone came up to speed with remoting and connecting. 'Can you hear me? No? Wait ... OK, can you hear me now?' I'd like to thank the parents and the carers of our students who did a wonderful job continuing the education of their children at home. It was a considerable challenge having to come to grips with IT and providing educational support but the partnership in education that is a key principle of Red Rock Christian College came to the fore, even if it was reversed to some extent. I'd also like to thank the people in administration and our volunteers for the work they did to keep things running and the strength of our wellbeing support which was called on in most unexpected ways!! And especially I'd like to thank Mrs Karen McCoy, our Principal, an amazing lady of God who has a sense of calling, commitment and dedication that is holy and miraculous.

Transformation can be fast or it can be slow, but its incremental and you can take the time to stop and measure the changes. Like at the site of Red Rock Christian College where we have been since 2005. The changes are remarkable. Despite the restrictions in movement due to Covid-19, we were able to complete the Food Tech room and two extra classrooms that were critical in supporting VRQA Registration for commencing Year 12 subjects in 2021. And also we were able to establish interim use of the surrounding land with designs being prepared for extension of the carpark in the second half of 2021 and construction of a sportsfield to the south ready for 2022. Late in the year, the Board commenced planning for an application for a grant to develop a new Prep, Year 1 and Year 2 facility. Once completed, this would allow demolition of the classroom, amenities and storage facilities in the middle of the school site and open up a whole new opportunity for dreaming up an adventure playground!! This would complete the developments needed to deliver Prep – Year 12 on our current site. For a full description of the development, dig the 2019 Annual Report out which has a timeline like the pyramids; this is an amazing legacy of transformation over the 17 years since taking on the derelict State school campsite.

The others I'd really like to thank are my colleagues, past and present, on the Board. Graeme Crichton who has been Treasurer since 2011 and stepped down during 2020 - thank you so much for your insight and wisdom. Ryk Neethling who provides amazing and timely support with minute taking and an awareness of the moving of the Holy Spirit, not to mention the phenomenal support to the school's IT infrastructure. And Matt Heerde who has come on to the Board with quiet patience and a humble sense of the glory of God at Red Rock. And this year, we have welcomed Darren Farrugia to the Board – may his experience in recruiting pay dividends in enrolments!!

Chairman's Report 2020 Continued...

While sometimes it feels like the transformation is complete, it never really is because walking with Jesus is a journey. And after 17 years of involvement with Red Rock Christian College, 13 years on the Board in two stints, three years since I've had a student enrolled, and seeing the school transform from 40 primary students in two classrooms to 170 primary and secondary students in 14 classrooms, it is time for my formal participation in the Board to end. Thankyou so much for the opportunity to serve God and to see His hand at work in the big things and more importantly in the little things, especially our daughters and sons. I have enjoyed and been blessed by amazing fellowship with students, parents, staff and Board Members. While I had the opportunity, I was extraordinarily privileged to attend many school assemblies and to sense the peace and joyful exuberance of the whole school community coming together with one purpose: to honour the Lord. While our paths will diverge for the moment, our endgame as members of the community of Christ is the same. 2 Corinthians, Chapter 3 verse 18 says, "And we who with unveiled faces all reflect the Lord's glory are being transformed into His likeness with ever increasing glory." Know that you are loved, whether on the path to knowing, or the following walk with Christ. My prayer at this time is that whatever happened through 2020 that your hearts and your minds are open to how much God loves you and loves the community of Red Rock Christian College.

As you continue to prepare your children at Red Rock Christian College to influence this world with integrity, go in peace.

Amen.

David Gallus

Principal's Report 2020

2020 the beginning of a new decade and potentially a 'new normal'. A year where our usual activities and way of doing things were turned on their head. A year that showed us we are adaptable, resilient and very capable of rising above difficult times.

The year began like any other: settling students into a new year level; plans for reviewing and improving what we do; progress in the development of facilities and the extension of year levels, and most importantly, the continuing adventure of living out and expressing our heartfelt knowledge that every child and young person is fearfully and wonderfully made by God who loves them lavishly and has created them with purpose.

But, we all know that 2020 did not follow anyone's carefully orchestrated plans. On March 24, the unimaginable happened, and we dove into a new world of remote, online learning. The following weeks and months brought with them significant challenges and adjustments. We didn't all experience them in the same way or to the same extent. Still, across our school community, we had to adapt to online learning, cope with isolation from family and friends, changes in routine, financial pressure, changes in social behaviour, fear of the unknown, and anxiety over family members' health and wellbeing. 2020 put our resilience, values and resources to the test: At a personal level and collectively as a state and nation.

The disruption that forced all of us to do things differently also taught us much or at least reminded us of our strengths and values.

It reinforced our understanding that healthy relationships are critical both at home and at school – time and connection with family and friends can't be over-valued.

As a school, we have always valued the connection and partnership with families. We know the best outcomes for our young people will only happen when healthy relationships exist between staff and parents. In 2020, we relied heavily on this partnership, as parents were called upon to engage in lessons and provide high-level support to their child's learning. We also relied on the strong relationship between staff as they supported, encouraged, and equipped one another as they learned to teach online and remotely.

I want to thank you, parents, for standing with us in supporting your child's learning and wellbeing; for complying with and remaining positive regardless of the restrictions applied to our school. Your encouragement throughout the year, your acceptance in disappointment and your tenacity to hold firm has contributed significantly to the healthy way we came through this year.

Likewise, our teachers and education support staff are to be commended. They say our true character shows in the face of adversity: the character of our team is outstanding. Our staff demonstrated their genuine love and dedication for their calling to our students: They showed an incredible capacity to adapt and learn a whole new way of educating. They supported and enabled each other to bring their very best. They trusted God in every circumstance, and they allowed challenging times to produce new growth in them.

The 'normal' school year is peppered with a range of activities that enable the students to express their talents, explore creatively and have fun. Events such as sporting competitions, sausage sizzles, exhibitions, assembly, special presentations, excursions and camps are highlights that we all love and the

Principal's Report 2020 Continued...

disappointment was evident. But, it didn't become the defining mindset of our students; as the year progressed, we were impressed with the resilience, persistence and hope that emerged.

Throughout the year, we learned just how vital our embedded strength-based approach to wellbeing and learning is to our students and staff. Having such a framework in place doesn't prevent stress or anxiety, but, as we have seen countless times, students have been able to deal with negative emotions effectively and help one another. In our weekly online staff meetings, our staff continued to share Golden Moments. We heard many stories of students showing courage, independence, kindness, persistence, honour – all of the characteristics we value and nurture. We truly have a wonderful group of students at Red Rock. We all applaud the way you navigated the disruption and disappointments of 2020.

As a school, we are confident of God's good intentions, and we are convinced of His wisdom, strength and solutions.

2021 will hold many new joys and challenges. We, as a community, will embrace it with hope, high expectations and confidence that God works all things together for the good of those that love Him and are called according to His purpose.

Yours in Christ,

Karen McCoy

Principal

School Performance Data 2020

The College in Review

2020 was marked by the extensive response to the Coronavirus pandemic. The College was kept well informed by regular updates from Independent Schools Victoria. Their guidance helped inform our decisions and ensure we complied with the most up-to-date requirements specified by the Minister for Health and the Chief Medical Officer.

The initial response to the pandemic included limiting visitors to the school, practising social distancing requirements, increase hygiene across the College and supplying each classroom with a COVID-19 hygiene kit. The College operated remotely and online for two extended periods, encompassing much of term 2, 3 and term 4. All students were back from October 12 for the final stretch of the year. But the return to school included students over 12 years of age wearing masks, a restriction in our physical education and music programs, the cancellation of assembly and strict limits on visitors. Camps and significant events such as Year 6 Graduation and Presentation Evening were extensively modified, and most disappointingly, could not be shared in person with parents.

The College Board recognised that the pandemic could potentially have significant impact on the financial position of our families in addition to other stresses. The Board strove to support all families with a 50% Subsidy to term 3 fees, and to provide additional support to families in financial need throughout the remainder of the year.

During remote learning, staff were rostered to provide supervision for students eligible to attend school while teachers conducted their classes from home. The College implemented TEAMS as part of the Office 365 suite and conducted online sessions using ZOOM.

The delivery of teaching online posed many challenges for students and staff. The College significantly adjusted the primary program to accommodate the specific limitation imposed by the delivery mode. The primary teachers focused on Maths, English and Science/Humanities based investigations. Weekly physical education classes were uploaded to TEAMS, and instrumental music classes were offered. The secondary program continued with modifications made to the timetable.

Our Year 6 Graduation took place over lunch in the Community Room. Parents attended the formal proceedings via ZOOM. On our last day of term, we missed celebrating the year with our families but had the opportunity to share via video insights presented by students, staff, the Board Chair and the principal.

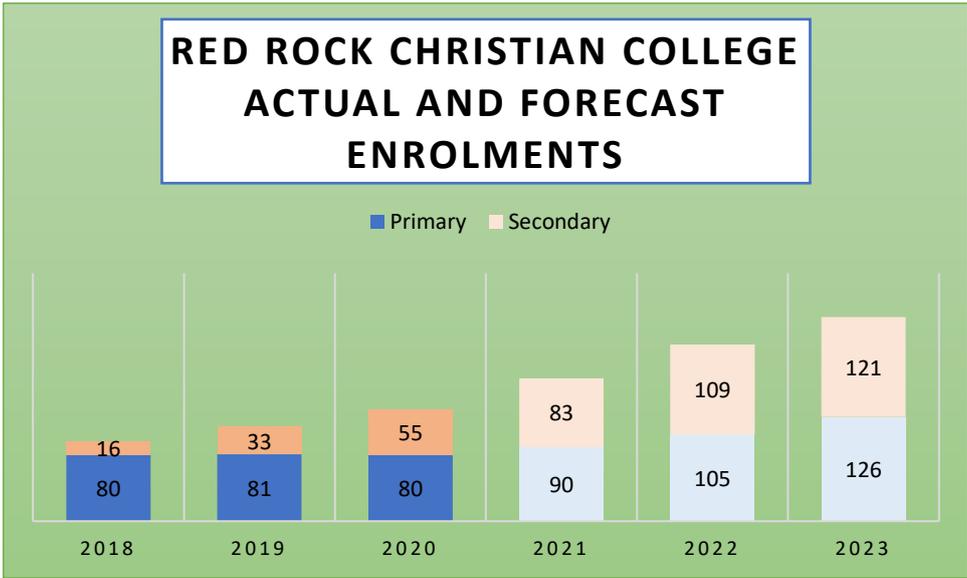
2020 Student Enrolments

In 2020, the College continued to expand with the addition of Year 10 and the first VCE subject on offer.

2020 Enrolment Numbers

Prep	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr7	Yr 8	Yr 9	Yr 10
11	11	9	11	9	11	18	23	12	8	12

School Performance Data 2020 Continued...



School Performance Data

1. Staff Composition

In 2020 we welcomed three new staff members, Miss Petrina Woodthorpe, Year 6 teacher; Mr Joshua Traum, Music Teacher and Mrs Toni Wells, Education Support.

The Full-time equivalent staff: 15.76

Leadership:	1.6
Area Leaders:	.06
Primary Teachers:	5.9
Secondary Teachers:	4
Administration:	1.81
Wellbeing and Learning Support:	2.02
Curriculum/Resource Services:	.3

2. Staff Qualifications

All teachers employed to teach hold appropriate qualifications and are currently registered with the Victorian Institute of Teaching and comply with any conditions or limitations of that registration.

3. Professional Development

Red Rock Christian College is committed to supporting staff to continue their professional growth. COVID-19 disrupted our professional development program for staff. However, some staff were able to access their planned PD via zoom.



School Performance Data 2020 Continued...

4. Professional Development

Red Rock Christian College is committed to supporting staff to continue their professional growth. COVID-19 disrupted our professional development program for staff. However, some staff were able to access their planned PD via zoom.

5. Student Attendance Rate for 2020

R RCC is committed to providing a safe, secure and stimulating learning environment. Students can reach their full educational potential only when they are happy, healthy and safe, and when there is a positive school culture to engage and support them in their learning. Student wellbeing and student learning outcomes are inextricably linked, as is student attendance and student learning outcomes.

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
93.43%	96.13%	96.75%	86.6%	91.35%	93.83%
Year 7	Year 8	Year 9	Year 10		
95.77%	91.56%	90.82%	88.59%		

Overall attendance rate of 92.89%

6. NAPLAN

Education Ministers across the country decided to cancel NAPLAN for 2020 to allow schools and teachers to focus on the continuity of learning and the wellbeing of their students.

Finance Report 2020

The following financial summary is indicative of an ongoing healthy organisation, ready for the next phase of growth under careful watch by the College Executive and Board.

We completed a major food technology and two general learning classrooms for the commencement of Term 1 2021.

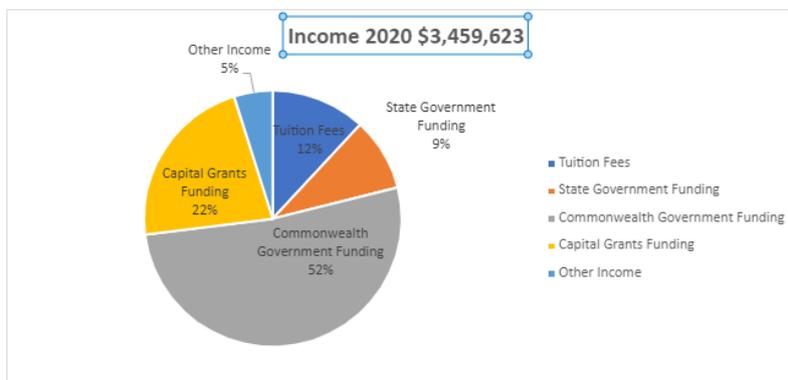
We have reviewed the next 5 years' finance model to ensure we are able to meet all our obligations, based on the projected growth of secondary levels and total student intake.

Government funding is within the acceptable ratios and is ongoing based on the number of students at the college.

The 2020 accounts have been audited by Saward Dawson, Chartered Accountants and signed copies are available at the AGM.

INCOME

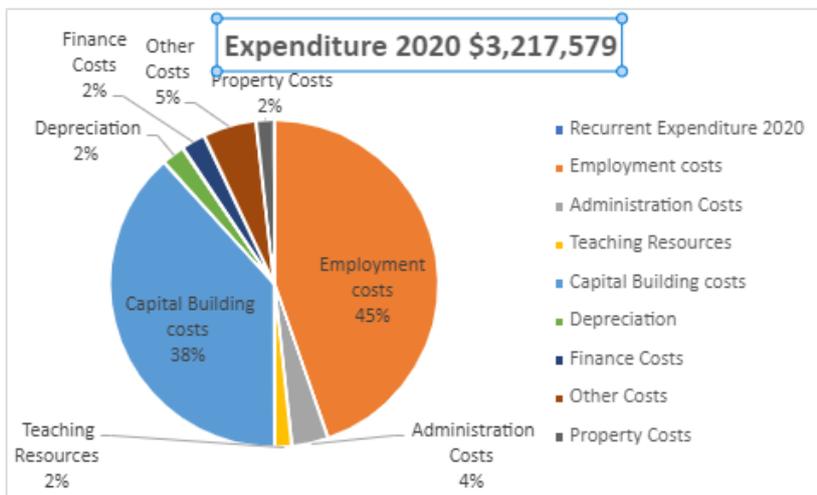
INCOME 2020	
Tuition Fees	\$411,137.00
State Government Funding	\$317,265.00
Commonwealth Government Funding	\$1,797,623.00
Capital Grants Funding	\$765,000.00
Other Income	\$168,598.00
Total	\$3,459,623.00



EXPENDITURE

EXPENDITURE 2020	
Employment costs	\$1,437,848.00
Administration Costs	\$115,946.00
Teaching Resources	\$53,862.00
Capital Building costs	\$1,233,950.00
Depreciation	\$73,251.00
Finance Costs	\$76,597.00
Other Costs	\$169,140.00
Property Costs	\$56,985.00
Total	\$3,217,579.00

Finance Report 2020



Capital Income Budget for 2021	
Cash & Investment holdings in 2020	\$1,340,645.00
Commonwealth Government grant last 10% from 2020 application	\$85,000.00
Commonwealth Government Capital Grant for Prep and Year 1 class	\$1,838,360.00 *yet to be approved
Total Income	\$3,264,005.00
Capital Expenditure Budget for 2021	
New Car Park	\$150,000.00
Sportfield	\$550,000.00
Prep & Year 1 New Buildings	\$2,297,950.00
Total Expenditure	\$2,997,950.00

As we continue to trust and seek God’s guidance in all aspects of the College, we are grateful for His many blessings for His children to grow and develop for their future.

Suzanne Adams
 Business Manager
 Red Rock Christian College Inc.



Parent's and Friends Association Report 2020

The purpose of the Parent and Friends Association (PFA) is to undertake activities relating to fundraising for the school as well as fund the occasional social activity to bring the school community together.

Wow! What a year 2020 turned out to be.

We were fortunate to squeeze in two activities in February 2020. Our inaugural pancake family breakfast fundraiser was popular, despite a few technical difficulties on the day we raised just under \$500. We also held our annual Family Pool Night at Gisborne swimming pool, and this was our largest one yet.

Then we had COVID restrictions and the joys of online learning. We were unable to undertake any further fundraising activities like Mother's and Father's Days stalls, Pie Drive and Bunnings BBQ in 2020 due to; parents' commitments with working from home, online learning and the planning and financial outlay that goes into preparing and running these activities – not to mention the movement restrictions imposed upon us all.

All was not lost work was able to continue with our vision of creating an identity for PFA and work on our logo was undertaken we hope to launch this early 2021.

Thank you to PFA members for their hard work during the year Belinda Farrugia, Jody Campbell, Veronica Slavik, Cathy Betts, and Debra Keane.

As I have mentioned in past reports it is exciting that our school is expanding, I envisage the role of the PFA will continue to grow. This growth will in turn require more of the extra things to be funded in the coming years as school developments allow. It would be wonderful to do this for the benefit our children, the teaching staff and leave a lasting legacy for the school in years to come.

Moving Forward and the Vision

In addition to developing a more structured approach with PFA the work continues the drafting of guidelines for how it will operate.

PFA has looked carefully at what tasks would be more beneficial to undertake to take advantage of our members limited time and hopefully providing a return that matches the time and effort involved.

One thing identified during the Covid restrictions was the need to move to an online platform to run our activities; work will commence on developing a website for this purpose. This will allow for better communication between PFA and parents as well as make our fundraising activities more streamline and remove the need for paper-based forms and cash payments. We also hope to include a business directory for parents to promote their own businesses within our school community. PFA will also be moving forward look at using local small businesses when undertaking fundraising activities.

PFA would also like to run a parent social event each term where parents can come along and meet other parents over a morning tea or dinner at a local venue.

The PFA committee will also look at how meetings are held as meeting face to face is not always an option, likewise meetings during business hours vs after hours and if Zoom could be option to attract more people.

Parent's and Friends Association Report 2020 Continued...

As always, we would also like to attract more parents to assist not necessarily committing to becoming part of the PFA committee but perhaps taking on a fundraising task which they could co-ordinate and run. We would also like to draw on any skills that parents or even grandparents may have that we could call on to assist.

As at 31/12/2020 the PFA had \$6151.17 available.

A full statement of PFA income and expenses for 2020 year has been provided to the board and is available upon request.

Samantha Forrest
PFA Co-ordinator

RRCC PFA Statement of Income and Expenses for 2020

	Date	Item	Debits	Credits
Opening Balance	23/01/2020	Cheque Account with NAB		\$ 6,513.58
Direct Deposits	18 - 26/02/2020	Pancake Orders Direct Deposit Total		\$ 485.00
Pay Anyone	6/03/2020	Pool Night - Sausages & Bread D.Keane	\$117.45	
Pay Anyone	6/03/2020	Pancake Breakfast - Pancake Mix, CoffeeVan S.Forrest	\$204.90	
Pay Anyone	6/03/2020	Pancake Breakfast - Fruit Juices J.Campbell	\$11.55	
Pay Anyone	6/03/2020	Pancake Breakfast - Toppings B.Farrugia	\$52.61	
Pay Anyone	6/03/2020	Pool Night - Water & Ice B. Farrugia	\$11.71	
Cash Deposit	6/03/2020	Pancake Orders Cash payments		\$273.00
NAB Interest	31/03/2020	Bank Interest		\$0.16
Pay Anyone	1/05/2020	RRCC for the Pool Night on 15/2/2020	\$722.80	
NAB Interest	30/06/2020	Bank Interest		\$0.15
NAB Interest	30/09/2020	Bank Interest		\$0.15
NAB Interest	31/12/2020	Bank Interest		\$0.15
			<u>\$ 1,121.02</u>	<u>\$ 7,272.19</u>

As at Statement End 31 December 2020, PFA Record and Bank Statement Balanced with Balance of \$6151.17