



River City Christian College

Annual Report 2023

Helping Students Thrive

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From the Board Chairman

Dear RCCC Community, As we look back over the last year we thank and praise God for His incredible blessing and provision at River City Christian College (RCCC) through providing all our needs and even more than we could expect.

Mr. Kevin Sourgen, our principal, has ably led our staff team through this year, seeking improvements in everything we do and targeted the three main areas of academics, social and spiritual. God has brought Kevin to the school for this time and his professional, diligent and wise approach has seen the school have a very successful year.

We thank God for the wonderful staff we have at RCCC as they live out their faith and encourage the students not only academically but also spiritually. It was great to welcome Ben Butler to the school this year to teach the PE classes and we are sad to see him finish up, but his bee business is calling. In August we welcomed Emmy McLindon to RCCC and we are thankful to have her in reception as the first person people meet when they arrive at school. We were also sad to see Mrs Helen Coughlin finish at the end of term 3 and we pray for God's blessing over her family in the future. God is truly amazing as we have been blessed with Cameron Davey's return to the school to fill the gap after a 13-year departure.

Even though we began this year with no new preps we have been blessed to have many new students join our school throughout the year at all different year levels. One of the

challenges that RCCC has had over the years was missing out on new enrolments and losing students earlier than preferred as we didn't have year 11 and 12. The RCCC Board were also receiving feedback from current families that parents and students would like to be able to complete their schooling at RCCC and not need to change to another school. We were also aware of other Christian College's re-evaluating their education offering to provide the best possible provision for their students. Previously there have been many discussions with Christian schools in our broader area seeking ways to work together more closely but there were no solutions becoming obvious.

In 2022 Mr. Sourgen created a RCCC school improvement team made up of staff and the college board and in January 2023 we met for a strategic planning day to pray and discuss opportunities for the future. From this meeting we felt led by God to investigate all options for RCCC to increase our offering to year 11 and 12 whilst maintaining our number one nonnegotiable of being a Biblically based Christian school. To keep it brief, after investigating many options the Board found that Christian Education Ministries (CEM) based at Erina in NSW was the standout alternative to operating as we had done in the past, managing all own affairs. CEM currently manage 12 schools across five states and most importantly their vision is to support and promote Christian education. The CEM Statement of Faith is in line with what we have in place at RCCC currently and we are likeminded in our objects for why we exist.



After much further research into CEM through visiting two of their schools (Benalla and Singleton in NSW both joined in 2012) and speaking with Board members of other schools with CEM the RCCC Board unanimously voted to recommend to members that we join Christian Education Ministries. CEM could provide the following support for our school- Business and Finance, ICT, Building Services, Marketing, Governance, Curriculum, Automations, Bulk Discounts, Learning Cloud, Capital, Grow Offering through Year 11 & 12 and online subjects.

In July this year we communicated with members through emails, phone calls and in person discussions about the option of RCCC joining CEM and we held meetings in early August including a presentation explaining what CEM are about. If members supported this option, it would be quite a change for the governance of the school as the RCCC Inc Association had been in operation since 1995. If we were to join CEM we would be winding up the Incorporated Association and joining Christian Education Ministries which operates as a company limited by guarantee. The CEM Board oversee Australian Christian College – Victoria LTD which has a Board to operate the two CEM schools in Victoria- ACC Hume (Benalla) and ACC Casey (in Skye south of Melbourne) and RCCC would join CEM under this company structure if agreed to by 75% majority vote at a Special General Meeting. On 5th October members met at RCCC and decided with a 97% majority vote to join Christian Education Ministries. We thank God for His leading and enabling RCCC to join a group of Christian schools that are successfully growing Christian colleges across Australia allowing more children to hear the gospel and receive excellence in education and support for each individual child.

At this time, I would like to acknowledge the many people that God has worked through over the years to make RCCC the school it is today. Faithful people have served God over the years at the school which has seen many students receive the blessings of this labour. We thank God for His provision of workers at RCCC and appreciate every person previously and currently involved with the school.

On behalf of the Board and Members I would like to thank all the staff for their commitment to Christian education and showing God's love to each child. I especially thank Kevin for his leadership of the school and his hard work in supporting students, families, staff, and school Board.

I am grateful for all the volunteers that support the school in varied areas which we are blessed to have you and thank you for your service to the children and to God.

Most importantly I thank God for His blessing over the school through the last year and I continue to be humbled by how He works through people and guides us as we seek Him. Please pray for God's continued blessing and protection over the school and that more families hear about RCCC and the great things that are happening here.

Yours Sincerely,
Peter Costello Chairman
River City Christian College Inc.

Our Context

Education is a basic right for every child, but every child needs the right education.

At River City Christian College we endeavor, through relational teaching, to help each student identify their God-given potential and purpose. Tucked away on the banks of the Campaspe River, our beautifully manicured and expansive grounds lead up to modern well-equipped buildings and classrooms.

Throughout the day, guided by their teachers, students learn, grow and explore. We offer a robust Victorian curriculum and extend students through a variety of additional programs and electives, all designed to assist your child to grow in confidence and ability, all while developing a personal Christian worldview.

Underpinned by our values of Wisdom, Integrity and Compassion we hold onto the truth that 'every child matters'. Students matter enough to be heard and understood, they matter enough to be held accountable, they matter enough to be extended emotionally, academically and spiritually.

The report that follows is a brief review of just some aspects of the College's life and operation. River City Christian College is more fully described by the holistic development of our students as we encourage them academically, spiritually, socially and physically. At the same time, we are developing as a staff team and as a learning community, in gratitude to our creator God.



From our Principal

LEGACY

Vision for a Christian school in Echuca	Olivet Christian School Echuca Campus opens	Registration approved for Years 7-8	30th Anniversary	40th Anniversary	RCCC Association votes to join Christian Education Ministries
1980	1981	1996	2011	2020	2023

Legacy – The long-lasting impact of events, actions, or decisions on an organization. As I sit and reflect on 2023 and the history of River City Christian College, there is a clear legacy that is evident. This legacy could be attributed to the many individuals, families, and support groups who have worked tirelessly to ensure the birth and continuation of River City. Ultimately, God is the one who has established, sustained, and blessed this college over the years. The legacy of His faithfulness, as expressed through the commitment of many, continues as we look forward to a new chapter in the annals of River City Christian College.

At this time, I would like to thank and acknowledge the Board members I have had the privilege of serving under for the past two years:

Glenn Mackenzie - 2001-2023 - 22 years

Christine Smith - 2002-2023 - 21 years

Peter Costello - 2003-2023 - 20 years

Greg Jasper - 1995-1999, 2017-2023 - 10 years

Ruth Broad - 2014-2023 - 9 years

Their unwavering commitment to ensure the vision and mission of River City Christian College remains at the forefront of all decisions has been inspirational. Their prayerful courage in pursuing and seeing through the process of joining Christian Education Ministries will stand as a testament to their faith and now forms part of the legacy of RCCC. Special mention to Mr. Peter Costello as Board Chairman who worked many hours behind the scenes to ensure due process was followed. Thank you,

Peter, your support, prayers, and friendship have been much appreciated.

While the investigation and processes into the future of RCCC were moving along in the background, the college enjoyed another flourishing year. Student numbers increased, a real sense of community pervaded the school, a renewed desire for academic rigor was exhibited by the students as they responded to the encouragement of staff to raise their standards.

Camps were enjoyed; sports participation was strengthened as we joined the local Campaspe School Sports; grounds and buildings improved and were painted; and staff improved their teaching practices through professional development.

Staff celebrated the birth of two babies to Mr. Matt Smith and his wife Priscilla and Mr. Ben Butler and his wife Bree. Miss Emma Jackel married Hudson, and we welcomed her back after her honeymoon as Mrs. Jasper. Miss Curnow continued to conquer the world of lawn bowls and returned from Tasmania as a national champion! Sadly, we said goodbye to Mrs. Helen Coughlin, and we thank her for her valuable input into the lives of the students and the college.

This report would not be complete without a huge thank you to the entire staff team at River City Christian College. Each and every one of the staff has worked as if for the Lord, and their support for not only myself but the students, the parents, and the wider community is greatly appreciated. Thank you!

I pray for God's richest blessings over all, and we look forward to an exciting 2024.

Student outcomes in standardised national literacy and numeracy testing

We were very pleased with the improved NAPLAN results and the 99% participation rate from our students. Due to the small cohort sizes in small classes we refrain from printing our results in this format but all our results are available on the [MySchool website](#). Students in Year 7-10 continued with their weekly cyclical tests which saw an improvement in their classroom participation, retention and application of knowledge and supported them in their full examination program. In addition, students participated in Maths and English Online assessments, OnDemand assessments twice a year as well as formative and summative assessments in the classroom setting.

Our graduating class of Year 10s have taken up positions at Kyabram P-12 College and apprentice positions.



Staff

ACC Echuca is privileged to have an outstanding team of educators who have a diverse set of skills that they flexibly apply through their service.

The teachers are wonderfully supported by our administration team, maintenance and facilities team, learning support teachers and bus drivers.

Full Registration Teaching Staff

Kevin Sourgen	B. Ed (English, History, Biology Senior and FET) National Dip. IT
Debbie Bish	M. Ed, B. Ed (Humanities) B.A
Choy Leung	Dip Ed.
Ling Schuller	B. Sc (Maths) Post Grad Dip. Ed.
Emma Jasper	B. Ed (Primary/Secondary)
Sarah Kelly	B. Ed (Primary)
Emily McConnell	B. Ed (Primary)
Ben Butler	B.Ed (Outdoor Education)
Helen Coughlin	B. Ed (Primary)

Provisional VIT Registration Teaching Staff

Cameron Davey	B. Ed (Primary)
Karina Bruffell	M. Ed (Primary)
Vera-Lee Curnow	B.ASc PE Teaching P-12

Level of Accreditation

Number of Teachers Conditional	0
Provisional	3
Proficient Teacher	9
Highly accomplished Teacher	0

Class Support Staff

Jennifer Miller

Dianne Smith

Matthew Smith

Administration Staff

Vera-Lee Curnow

Emmaline McLindon

Helen Jakobi

Grounds and Maintenance Staff

Barry Milne

Our staff composition includes 0 indigenous

Staff Professional Development

The staff are committed to professional growth. Individually they have pursued training and opportunities based on their own professional learning goals. During 2023, staff attended a number of professional development sessions which included:

- CSA Vic and Tas state conference
- First Aid and CPR Refreshers
- Pulse training
- Compass student management software training
- Child Safety and Mandatory Reporting PD's
- Independent Schools Victoria Professional Development Courses
- Department of Education Professional Development Courses

Students

Our student body represent a diverse cultural and socio-economic demographic. Students travel from all parts of the Kyabram, Tongala, Rochester and Echuca/Moama regions. There is an ethos of respect and acceptance manifested within the student body and wider community.

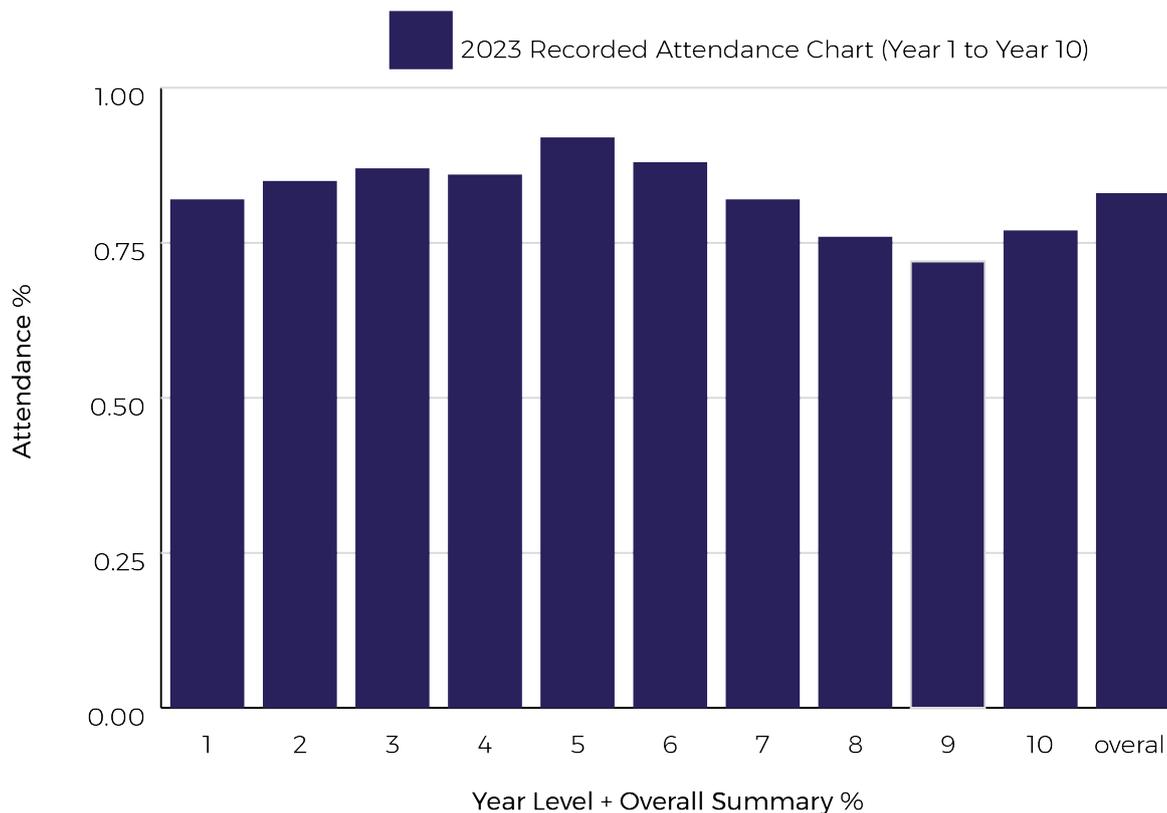
Our reputation for providing excellent education in a caring and nurturing environment grows, so does the number of students. Student numbers for 2023 (Year 1 to Year 10) were 63.

Student Attendance

Student attendance rates have been stable across the College for a number of years. The overall attendance percentage in 2023 was 83.5%. This continues to improve and we continue to implement measures to ensure student attendance is valued.

Attendance records are reported to the Australian Government twice yearly. The chart below details the attendance data for the 2023 school year.

Parents are contacted by SMS to request reasons for student absences with follow up phone calls if no response is received. A report is sent home four times each year to parents, providing them with the number of days their child has been absent or late during the Semester.



Mission and Service

Serving our community is a priority for RCCC. In 2023, the School worked hard to foster the values of wisdom, integrity and compassion. As COVID-19 restrictions were eased, students and parents were able to gather together for various occasions including the Mother's Day Afternoon tea, Fathers Day Breakfast, our first colour run fundraiser amidst other community events.

Sport

Physical activity and sport gives students the opportunity to develop lifelong physical, mental and social skills. RCCC was able to offer a variety of activities to students in 2023. Many of these were made available via partnerships with local providers and/or the support of the Australian Government's Sporting Schools program.

Students participated in SSV Cross Country events with a number of students going on to district and state level competition. Opportunities included:

- Swimming carnival
- House Athletics carnival
- Interschool Athletics carnival
- Primary cross country
- Any more?

The Arts

Creative Arts play an important role in the development of well-rounded students. Through the Arts, students are given opportunities to develop their personal story and expression of themselves.

- O Chicken of Little Faith performance
- Presentations at Assembly
- Lions Public Speaking



Excursions/Incursions

Educational excursions and incursions are important components of students' learning. They enable students to explore, enrich and apply their learning outside of the classroom. Engagement with the outside world builds confidence, promotes engagement levels and develops a greater understanding of the broader community. Activities in 2023 included:

- Primary MyDesign Chickens and their life cycle
- Fantastic Mr Fox Feast
- Lego robots
- O Chicken of Little Faith performance
- Road Safety Incursion
- Beacon events and careers expo, including mock interviews and resume writing
- Road Smart learner drivers program
- Science incursions
- Maths incursions
- National Simultaneous Storytime
- Fun day at Bendigo Pool

Camps

- 3-4 Log Cabin Ballarat Camp
- Waverley Christian College
- 5-6 Alexandra Adventure Camp
- 7-10 Portsea Camp
- 7-10 Urban Camp

MyChoice

Our Elective program continued into 2023 with an fantastic array of subjects on offer to students each semester. These included:

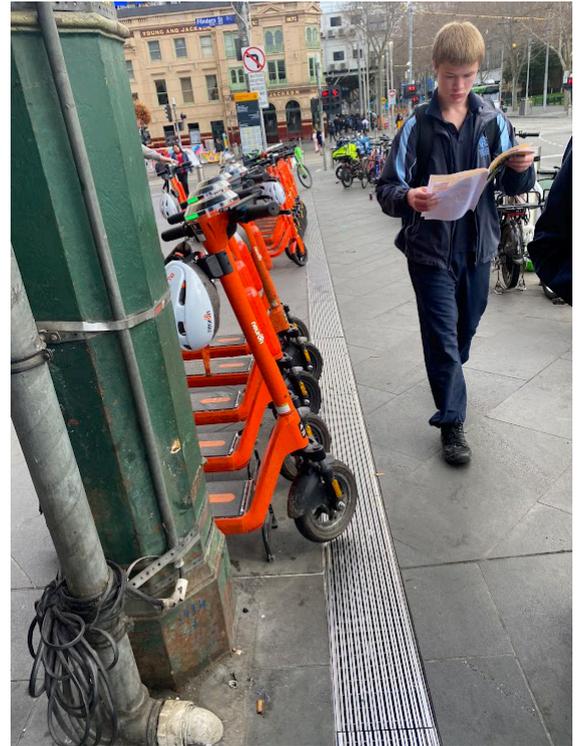
- Panel Beating,
- Fishing,
- Photography,
- Home Economics
- 3D Printing
- Extension PE



Parent Engagement

Research shows that a strong partnership between families and their student's school has a high impact on student outcomes. At RCCC, we acknowledge parents or guardians as the primary caregivers. Therefore it is vital to foster effective communication, parent/guardian voice, engagement with college programs and teamwork. In 2023, RCCC ran, amongst other events,

- Welcome Evening Carnival and Inflatable Fun
- Parent Teacher Interviews
- End of Year Award and Presentation Evening
- Senior Presentation evening
- Book week parade and gathering
- Playgroup weekly on Wednesdays
- Women's fellowship evening



Community Engagement

RCCC strives to develop a culture of community-mindedness. To be salt and light in the world there must be opportunities to engage with the wider community. Developing links and building broader relationships involves both listening to, and connecting with people outside of the school fences. Opportunities for this in 2023 included:

- Beacon Leadership events calendar
- National reconciliation week parade march
- ANZAC Day remembrance service
- Hands-on-Learning community engagement
- Samaritan's Purse event engagement

Community Survey

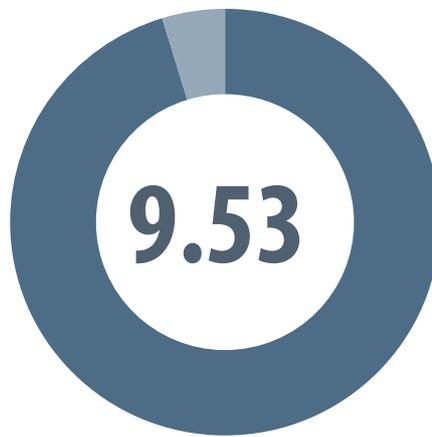
RCCC employed the services of LEAD Surveys to undertake Parent Satisfaction Survey. We were pleased with the over 90% completion rate by our parents and we are very grateful to our parents for this. Surveys are a wonderful tool to ensure we are consistently striving to improve the service we are providing to the community.

HEADLINE INDICATORS

This section provides an immediate overview of the school's current performance across a number of headline indicators. It is designed to provide school leaders with a snapshot of the school's performance on important questions.

We have taken what we consider the most important questions in this survey for school leaders and present the results as headline indicators. The dial in each figure below shows your school's average score for the question.

River City Christian College headline indicators



Overall I am satisfied with my decision to send my child to this school.



The school provides an excellent environment in which to learn.



The range of learning areas offered at this school is excellent.



The school is a safe place to learn.



Parents are made to feel welcome to visit this school.



Figure 1: River City Christian College headline indicators 2023.

Overall means per domain versus all schools and statistically similar schools

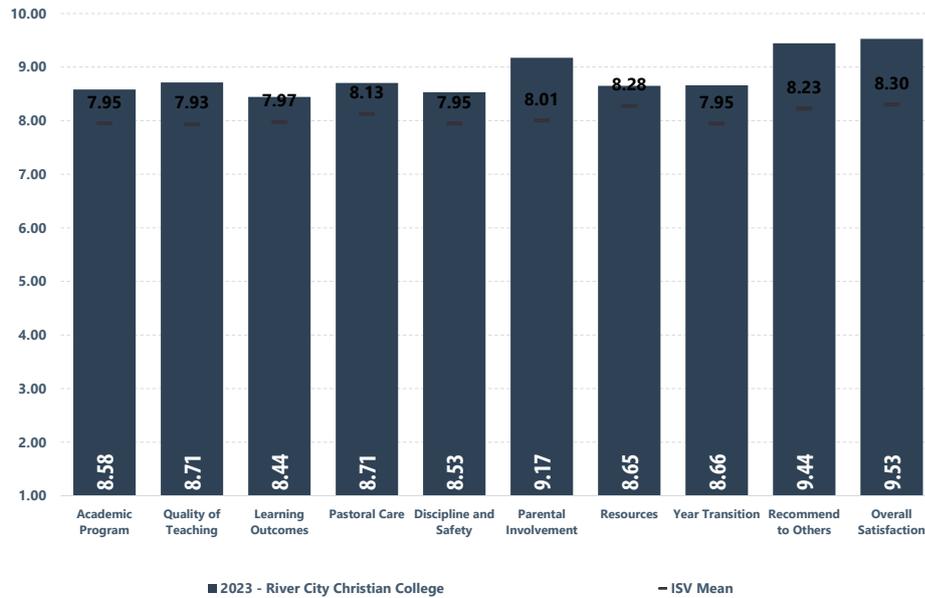


Figure 3: displays overall parent satisfaction per domain for **River City Christian College** compared to the ISV benchmark.

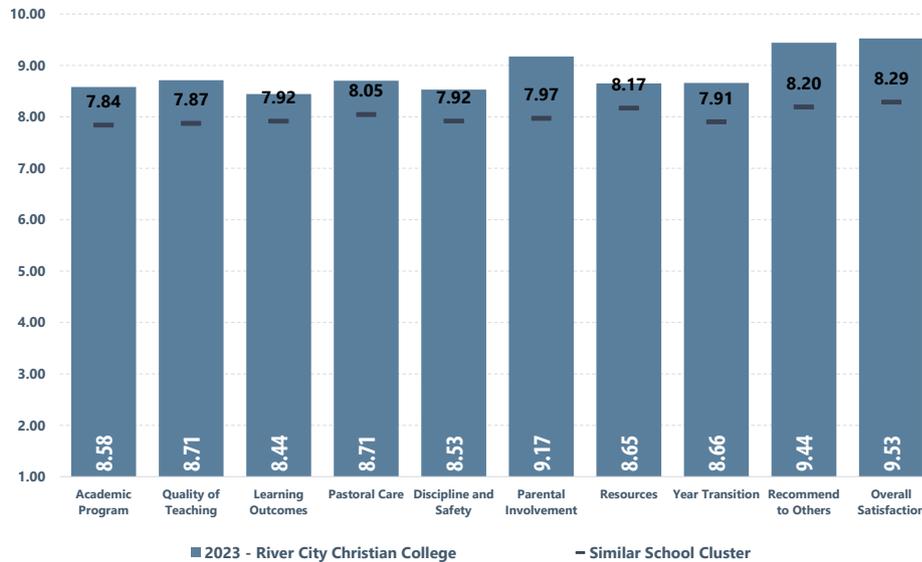


Figure 4: displays overall parent satisfaction per domain for **River City Christian College** compared to statistically similar schools. **Please note:** your statistically similar school cluster number may change year on year as data on your enrolments changes. See the appendix to determine your statistically similar school group.

Domain headline indicators

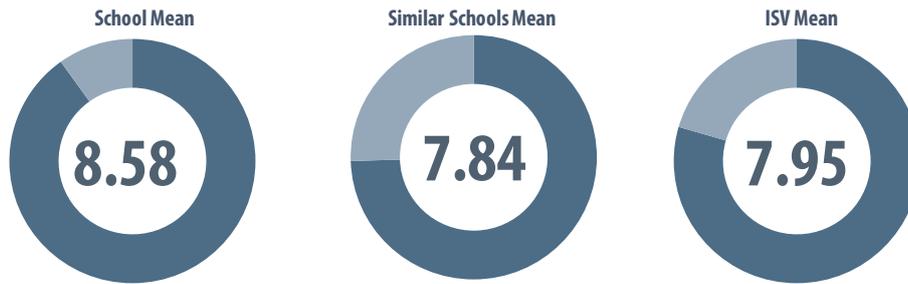


Figure 19: shows the average score for the **Academic Program** for **River City Christian College**, the ISV benchmark and statistically similar schools.

Domain breakdown

Academic Program	2023 Primary	Primary ISV Mean	2023 Secondary	Secondary ISV Mean
The range of learning areas offered at this school is excellent	8.29	8.25	8.21	8.04
The learning program offered at this school meets the needs of individual students	9.24	7.83	8.05	7.60
The standard of schoolwork expected is appropriate to age and stage of development	9.12	8.15	8.47	8.06
The school provides an excellent environment in which to learn	9.24	8.48	8.63	8.22
The school provides good support for all students with special needs	9.00	7.83	8.56	7.50
The school changes the curriculum to improve student achievement	8.36	7.74	7.69	7.49

Table 1: shows the averages for each question in this domain for **River City Christian College**. Results are shown by primary and secondary level and against the ISV benchmark. The bolded figure in each column represents the highest score with the italicised figure representing the lowest.



Domain headline indicators

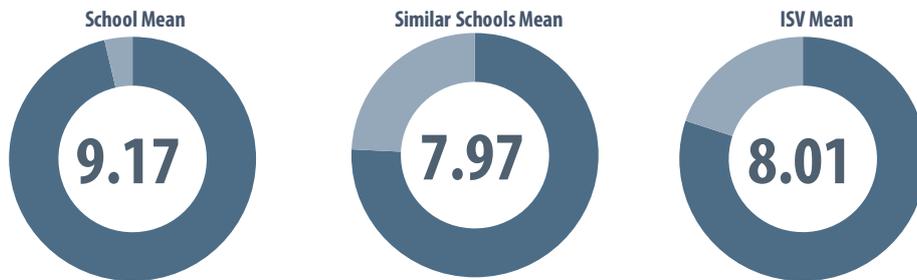


Figure 34: displays the school’s performance for the **Parental Involvement** domain for River City Christian College, the ISV benchmark and statistically similar schools.

Domain breakdown

Parental Involvement	2023 Primary	Primary ISV Mean	2023 Secondary	Secondary ISV Mean
There are excellent opportunities for contact with teachers at this school	9.65	8.30	9.26	8.15
Teachers provide useful and relevant information at parent - teacher interviews	9.59	8.15	8.84	7.85
School staff are approachable when parents want to talk about their children	9.59	8.54	9.11	8.28
Parents are made to feel welcome to visit this school	9.65	8.42	9.53	8.19
Parents are kept well informed about the learning programs undertaken by students	<i>8.94</i>	7.81	8.42	7.68
The school uses a broad range of communication types to keep parents informed	<i>8.94</i>	7.97	9.11	7.81
Parents are encouraged to be involved in a large variety of ways at this school	<i>8.94</i>	7.81	9.00	7.42

Table 6: shows the averages for each question in this domain for **River City Christian College**. Results are shown by primary and secondary level and against the ISV benchmark. The bolded figure in each column represents the highest score with the italicised figure representing the lowest.

OVERALL SATISFACTION

Overall Satisfaction is measured by asking parents to think about the school overall, and to rate their satisfaction level. High levels of

overall performance occurs when parents are very satisfied with their choice of school.

School level results

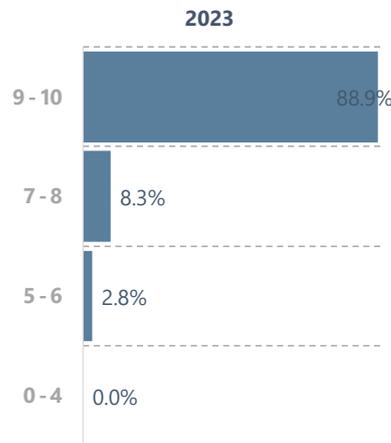


Figure 44: shows **Overall Satisfaction** of parent's at **River City Christian College**. The panel graphs in this section show the distribution of scores across the 11-point satisfaction scale, where 0 = complete disagreement and 10 = complete agreement.

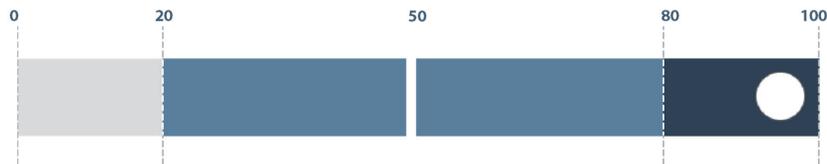
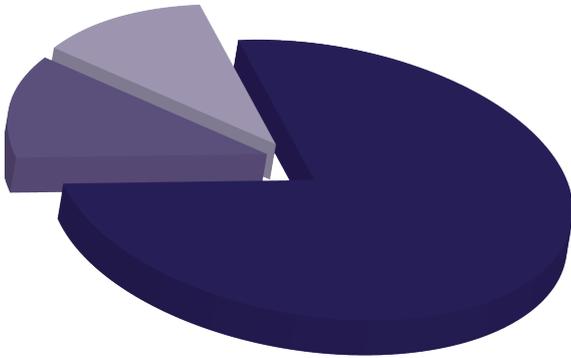


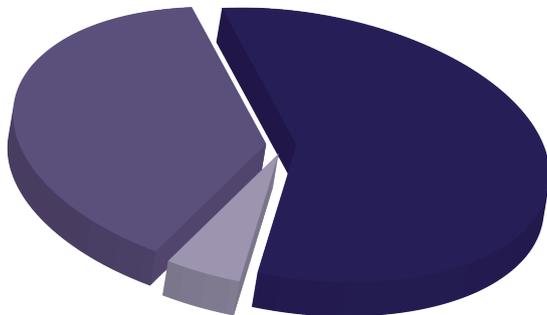
Figure 45: displays **Overall Satisfaction** against all schools. The mid coloured blue band represents the middle 60 per cent of all schools, with the light grey and dark blue on either end corresponding to the top and bottom 20 per cent. The white line represents the middle or the 50th percentile.

2023 Finances



INCOME 2023

- Commonwealth Recurrent Grants **\$1,176,639**
- Govt Capital Grants -
- State Recurrent Grants **\$196,285**
- Fees & Private Income **\$177,557**



EXPENSES 2023

- Salaries Allowances & Related Expenses **\$1,209,665**
- Non Salaries Expenses **\$798,898**
- Capital Expenditure **\$101,897**



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