



ANNUAL REPORT 2021





NT Christian Schools

ABN 65 060 686 305

Annual Report 2021

A review of the activities of NT Christian Schools that occurred throughout 2021.
Copies of this report are available on our website.

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NT Christian Schools is a Public Company Limited by Guarantee under the Corporations Act. We have been incorporated as a special purpose Public Company since 1 January 2013, and are registered as a charity with the Australian Charities and Not-for-Profits Commission (ACNC). NT Christian Schools also has Deductible Gift Recipient status approved for our School Building Fund.

The names of all our schools and functional entities are listed as trading and business names under our Company. A copy of our full Company information may be found on the Australian Business Register (www.abr.business.gov.au). Prior to 2013 NT Christian Schools operated as an Association incorporated under the NT Associations Act, named Northern Territory Christian Schools Association (NTCSA).



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Our Vision & Mission

To be Christian communities, learning together to live life as God intended, offering hope for the world.

NT Christian Schools seeks to provide education, training and care in faithful response to the Gospel of Christ by:

Partnering with Christian parents to help them fulfil their mandate of educating their children in Christ;

Supporting all parents who choose Christian education for their children;

Developing, building and maintaining Christian Schools;

Assisting every school community to provide the highest quality education from a biblical perspective, so that students are educated within a Christian worldview;

Promoting Christian education in the Territory and beyond;

Providing opportunities for vocational training, both through the organisation's own entities and in collaboration with other organisations;

Developing a wide range of partnerships that support the achievement of the vision and mission.

Where there is no guidance,
a people falls, but in an
abundance of counselors
there is safety.

Proverbs 11:14 (ESV)

2021 Board Chair Report

We serve a great and faithful God! His sustaining power has again been with us during 2021. NT Christian Schools, like all of us, has faced many challenges through the year. The pandemic rolled on and interstate border closures interrupted many of our plans, as happened in 2020. Vaccine mandates threatened to impact staffing levels to such an extent that we may not have been able to continue to teach at certain campuses. In God's mercy, and with thanks to our dedicated staff, learning was largely unaffected by the limitations imposed by the vaccine mandates.

Principals have done a sterling job holding their schools together and pushing forward. Please pray for all our staff who have been under strain during this year.

The plans to extend most of our schools to offer classes all the way up to Year 12 are moving ahead. Palmerston Christian College began Year 11 classes in 2021, moving to the first Year 12 graduating class in 2022. Our prayer is that our other schools will soon follow. This change provides confidence for parents enrolling their children in early years at one of the NT Christian Schools campuses, that their child would have the opportunity to complete their education with us.

NT Christian Schools remained in a financially healthy state during 2021. Operating surpluses over the past few years are being used for an ambitious set of capital works plans. We have already seen new buildings and renovations open at a number of campuses. Future plans will continue to renew and revitalise our facilities. This will ensure that generations of students to come have access to high quality, safe and comfortable amenities at each of our schools.

A focus during 2021 has been the clarification of the role of school councils. It is our hope that 2022 will be a year where school councils again flourish in our organisation and contribute significantly to school culture and partnership with parents. A new handbook outlining the function and role of school councils has been developed this year.

The board has continued to keep an eye on development around freedom of religion. The ability for NT Christian Schools to maintain a stance of only employing Christian staff is integral to our identity as an organisation seeking to teach through a Christian worldview. This capacity to restrict our hiring practices is being challenged by certain sectors of society. We will continue to stay abreast of the issue and communicate with politicians in regard to it.

There were a number of changes to the members of your board during 2021. John Lyndon, who served us faithfully for a number of years finished his term as Director at our Annual General Meeting, and chose not to renominate at this time. Wendy Joyce finished up her time on the board early in 2021. Darren Plumb was awarded an employed position within our organisation: Director of Training and Community Impact for the beginning of 2022. It is for this reason that he has stepped down from directorship. Kathleen Flentje and Leeanne Zamagias will commence on the board from the beginning of 2022.

We as a board continue to pray for our organisation and the furtherance of God's Kingdom through it. We continue to arrange members' prayer breakfasts during the school year and would warmly encourage you to attend to pray for our schools.

Geoff Harper
Chairman

Board of Directors



Chairman - Geoff Harper

Geoff has been a member of NT Christian Schools since May 2014 when his children were enrolled at Nhulunbuy Christian College. His family have since moved to Darwin and have two children attending Marrara Christian College. In his original membership application Geoff said that to him, being a Christian means “having received salvation from sin through belief in Jesus which makes us members of God’s people. This is achieved through Christ’s death and resurrection.” He joined to support the organisation, and intends to fulfil the duties of a Director with integrity. Geoff is married to Hannah, and his family fellowship at St Peter’s Anglican Church Nightcliff. Geoff was appointed to a casual vacancy in September 2017.



Director - Darran Plumb

During 2021 Darran was self-employed after spending a number of years working as an Operations Manager with an NT Government Department. He has one remaining child at NT Christian College. Darran has previous involvement in the governance of Grace Christian School in WA and has been involved with NT Christian Schools since 2015. Darran sees Christian education as a vital and imperative part of the church’s involvement in mission here on earth, consistent with the great commission (Matt 28).

Darran and his wife Erin fellowship at Zion church where they are involved in Connect Groups. He hopes to contribute wisdom, experience and strategic thinking to the Board. Darran previously served on the Marrara Christian College School Council and was elected to the Board in 2017.



Director - Jolanda Watson

Jo was elected to the Board in 2019. Prior to this Jo served as Council Chair for Sattler Christian College. Jo is passionate about and has extensive experience in school governance and Christian education. Jo and her family attend Darwin Baptist Church, where Jo also works in children’s ministry.



Director - Michael Budden

Michael Budden has been involved in the education sector for over 40 years, 30 of which he has served as a principal at four Christian schools around Australia. His education philosophy stems from a God-centred view of all of life and he believes that Christian education should prepare students to go out into the world as ‘Kingdom Ambassadors.’ Michael has a long standing history with NT Christian Schools, having served at Marrara Christian College. Michael has had 35 years’ experience on various boards and desires to continue to serve Christian education in the Northern Territory. Michael and his wife Glenda fellowship at Maitland Baptist Church in the Hunter Valley of NSW.



Director - Richard Riley

Richard has been involved in Christian ministry for his whole life, but in more deliberate roles since 2002 when he began work with Youth for Christ NT. He has since worked in parish ministry in rural NSW and returned to Darwin in 2017, initially as the Director of Scripture Union and now as the Pastor at Darwin Presbyterian Church. He brings his passion for all people to hear about the love of God shown in the life, death and resurrection of Jesus and for them to grow as healthy disciples of Him. He joined the board as he was keen to see and be a part of a continued focus on Christian education and to ensure that this remains at the core of NT Christian Schools mission and values. Richard is married to Jenny and their 4 children are attending Marrara and NT Christian College.



Director - John Lyndon

John has been a long serving Member of NT Christian Schools since 1984. He’s been involved in Christian education for over 20 years in QLD, and currently is Director at CCM (Christian Community Ministries). John and his wife Jillian, fellowship at Mueller Community Church.

John believes in not only educating for eternity, but also to equip for life; that Christian education should not only support Christian parents, but it is an enormously evangelistic tool. John’s hope is to bring nearly 40 years of commitment to Christian schooling, governance and management to help strengthen the foundations of Christian education in the NT.



When you pass through the waters, I will be with you; and when you pass through the rivers, they will not sweep over you. When you walk through the fire, you will not be burned; the flames will not set you ablaze.

(Isaiah 43:2)

Message from the CEO

Phoebe van Bentum



2021 was another amazing year of God's kindness and provision. As I reflect upon it, what occurs to me first and foremost is the phenomenal privilege it is to be able to lead an organisation such as NT Christian Schools during challenging times such as the ones we are living through at the moment.

The resilience and dedication of our staff remains a continuous cause for reflection and thankfulness to God. In 2021 we saw our teaching staff continue to develop their practice through their Professional Learning Communities and develop their formational learning practice further. The unseen work of our teaching staff to hone their craft and professional practice through collaboration and support for one another is one of the many strengths of NT Christian Schools. In 2021 we saw staff and leadership step up in new ways to support one another and fill the very large gap we had after the departure of Kathleen Flentje the Teaching and Learning coordinator, as we recruited for the role.

The Senior Leadership Team of Principals and Executive across the organisation have also developed into a unified collaborative team, each person advocating heavily for their own area of responsibility, but also very genuinely living out

the biblical principles of not just looking to their own interests but also the interests of others with generosity and vision. We are extremely blessed with the leaders we have across NT Christian Schools, and I want to commend to you the incredible work they do, often at great personal cost. I thank God for the blessing of working with such exceptional people and professionals.

During 2021 we spent significant time seeking the Lord's wisdom about how to support the work that occurs across NT Christian Schools with staff and organisational structure. The System Office needed to be resourced more effectively to ensure we met all requirements and supported schools and programs with a level of sustainability. Work was done to identify the gaps and recruit to a new structure – we are thankful for the Lord's provision in the new leadership support provided in the areas of Operations; Teaching & Learning; and Training & Community Impact to begin the 2022 year. Work was also completed over 2021 to define the incredibly important role of School Councils more clearly to ensure we can re-develop a robust School Council across each of our College campuses. It is exciting to look at how this can be developed in 2022.



Over 2021 we have enjoyed plenty of opportunities to work closely with NT Government and Independent Schools sector. We are thankful for the strategic and operational work that has resulted from this, and draw your attention particularly to the Education Engagement Strategy developed through the Department of Education, which NT Christian Schools played a role in the development of. We have appreciated the many opportunities for collaboration, support and information sharing as well in the navigation of the ongoing response to COVID-19.

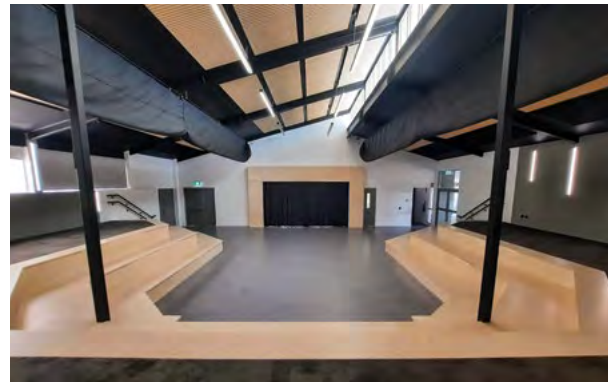
The Strategic Framework focus for 2021 across NT Christian Schools was Stewardship Matters, creating wonderful opportunity to reflect as an organisation on all the different ways we are called to steward and care for the many resources we are entrusted with. We were able to explore with students what environmental stewardship looked like particularly, which provided for rich learning opportunities and engagement with God's beautiful world.

As staff we were able to all come together for our Over the Top Conference again in 2021! It was such a blessing to be able to do so, after many years where we had not had opportunity to. It was good to come away from the time with such a strong collective chorus that we are indeed better and stronger together. The theme of our conference was gifted to us by our incredible team at Gäwa and reflected our strategic framework focus, of caretaking – Djägamirr.

It was not lost on us that in a year where we were reflecting on how critical good stewardship is, we were given opportunity to really reinvigorate so many of our buildings. We thank God for His incredible provision of grants and financial resources to be able to invest into the facilities we have been entrusted with, to ensure an inviting and safe working and learning environment for staff and students. We have included in this annual report details of some of the beautiful work that has been completed across NT Christian Schools this year.

Thanks for your ongoing partnership with NT Christian Schools. As a Christian community, learning together to live life as God intended, offering hope for the world we recognise deeply that the flourishing of this organisation occurs when His people come together. I appreciate you being a part of the audacious and exciting work that we have the privilege to be a part of.

In His service,
Phoebe van Bentum



Facilities – Celebrating God's Goodness

Throughout 2021 a number of Block Grant Authority (BGA) and capital works projects were completed across each campus. We have been blessed to be able to upgrade our current facilities with some minor renovations, showing value to staff and students and caring for what God has already provided. Major underground works became necessary at Palmerston as equipment reached capacity and end of life. A handful of larger renovations resulted in some beautiful specialist classrooms, providing quality to the delivery of the Australian Curriculum. The provision of brand-new buildings, classrooms and bathroom were much needed in our ever-growing communities. Thanks be to God.

Araluen Christian College. New signage throughout the property has helped mark Araluen on the Alice Springs map and has had a huge impact on culture. Renovations of Food Technology and Woodwork rooms has valued and honoured these curriculum areas. The development of the outdoor learning area has had endless learning opportunities for the primary students as they are encouraged to explore their environment.

Family Group Homes. A clean up, refresh and overhaul of three homes has encouraged a beautiful strength in the culture of the program. Students can see, feel and know they are valued. These are not simply houses, they are homes where families gather and relationships are built.

Gäwa Christian School. The renovation of an old rundown building has provided the Gäwa staff and community with a functioning kitchen to help prepare for daily meals, a classroom for the junior students and a beautiful outdoor shaded area to gather and share meals. Plans were developed for the renovation of the original toilet block that will be undertaken later in 2022.

Marrara Christian College. Basic renovation of a toilet block over forty years old has shown our senior students that they are loved and valued. The renovation of the old library to become a Performing Arts Centre provides limitless opportunities for staff, students and wider community to gather; the addition of this specialist facility brings a deep richness to the curriculum. Four primary classrooms received a beautiful refresh of paint and carpet that has made an incredible impact to learning.

Nhulunbuy Christian College. A renovation of the administration building including front office was well overdue and has provided staff with much needed space to work and meet together, and with parents privately. The simple refresh of carpet and paint in two classrooms also saw the addition of some brilliant new storage solutions. More works are scheduled for NCC after the master plan is finalised.

Palmerston Christian College. With demolition of the original demountables, PCC has been blessed with eight new rooms for their ever-growing needs. Six individual classrooms received a simple refresh of carpet and paint, seeing them look like new and teachers are enjoying working from them. The replacement and upgrade of the absorption tanks and pump station throughout the property become crucial as the system had reached end of life.

Sattler Christian College. The Food Technology renovation has provided Sattler with their second specialist classroom and highlights our value of this field as students now have the opportunity to explore a wider range of employment options. An additional toilet block has provided Middle and Senior students with a separate facility allowing separation from the Primary students.



Faith Hope Love.

Principal: Rosie Lindsey • Location: Alice Springs • Established: 1990

Araluen Christian College is nestled at the foot of the MacDonnell Ranges, amongst God's unique desert creation. This stunning scenery reminds us continually that our help as a college comes from the maker of heaven and earth, as we daily partner with parents to guide their child's learning journey not only academically but also for life as God intended. We desire the knowledge students acquire through their time at the college to impact their life choices, service for others and care of God's world.

The launch of the new college logo at the end of 2020 started us on a journey in 2021 to rebrand the college and share our mission and values throughout the college environment. A new main college sign along with value totems were placed out the front of the property. The College Vision and Mission Statement was installed in the college office and our values in the library.

Formational Learning continued to be a focus throughout the College. Staff collaborated with others across our organisation to complete PD in this area.

A new spelling programme 'Smart Spelling' was introduced across the primary school to help our students better achieve in this area. Staff also worked on a school wide approach to teaching handwriting and how to implement 'Casey the Caterpillar' across the primary school to enhance the student outcomes in this area.

The college developed three new speciality rooms to assist student's learning throughout 2021. A Food Tech, Woodwork and Art room were developed, and students started to enjoy learning in these spaces.

Teachers were involved in professional development throughout the year (Department of Education PD on 'Catering for Diverse Learners' with teacher observations and coaching to develop skills and SMART Spelling). Professional Learning Communities continued with a focus on Formational Learning.

Staffing within the primary school saw a change in the middle of the year. Middle school staffing throughout 2021 stayed the same.

I am continually thankful for God's grace, provision and enabling for the college throughout 2021.

Rosie Lindsey
Principal



Know And Learn The Truth

Principal: Rachel Herweynen • Location: Elcho Island • Established: 2004

This was a year focusing on Stewardship. We looked at this in its fullest sense: taking care of ALL that God has given us. The Lord in His goodness gave us four foundational relationships: with Himself, with others, with ourselves and with creation.

In 2021, we delved into God's heart of compassion, his desire for us to repent and to draw near to Him. "Galkithirr Limurr Garrawal" (Drawing Close to God Together) was a song our students wrote as well as the theme of our school trip to Darwin.

Participating in different training also drew us closer to each other and strengthened our skills. Ninety percent of our regular staff members enjoyed and completed a Provide First Aid + CPR training onsite in Gäwa, thanks to St. John Ambulance NT. One of our senior students also got his qualification. Another highlight was several staff (6) and senior students (6) attending a Learner Driver's Session in Galiwin'ku. Everyone was over the moon when they received their L plates and licences.

Our unique calling in Gäwa includes the preservation of Warramiri knowledge and the gifts of the wider Yolŋu culture. We were able to steward this well in celebrating "Adopted in Love", a book written in Gäwa, in both English and Warramiri. At our Over the Top Conference, our staff members Sarah Gurruwiwi and Yäŋay Bukulatjipi gave a glimpse of this. The women staff members also led a small group in a Milkarri workshop. Milkarri (literally 'tears') refers to the traditional role of women in Yolŋu culture to lament. This call to lament is affirmed in God's Word.

Looking at caretaking the earth, we welcomed a renovation project that has lifted the Gäwa landscape. We now have an updated kitchen, a larger community shop and a new classroom for our T-3 students - all in one building. If you were present at the opening ceremony as our CFO Mark Elkington was, you would describe the revelation of each new space as "waves of excitement". As the foundational relationships are all inter-related, stewarding one inevitably uplifts the rest. This welcoming space saw many smiles and squeals and lots of prayer and dancing in praise of our Triune God: Father, Son and Spirit.

Rhythms are significant in stewardship. As staff, we have continued to learn together every week in a time carved out intentionally. Together, we have wrestled through teaching from a biblical perspective through the Creation-Fall-Redemption-Renewal Framework. We have learnt about common health concerns in our community, we have prayed together and encouraged one another. As a school, we have seen the rhythm of Friday Assemblies and Picnic Days become a favourite of our students. Annual events such as the Passover Feast, Easter and ANZAC Day also hold special weight as they point to the kindness of our Sacrificing Saviour King Jesus.

We look at 2021 and through its valleys and peaks, we have seen God's light.

Through Christ Alone,
Rachel Herweynen



Live in Truth, Grow in Wisdom.

Principal: Joel van Bentum • Location: Marrara • Established: 1979

2021 was an enjoyable year at Marrara Christian College. It was a year in which we began to see some shoots of new growth across several areas of the college.

The first of these areas was facilities development. We opened 2021 with a refurbished C-Block. This refurbishment transformed these primary learning spaces and have given them a new lease of life. They are calming spaces that are much improved for teaching and learning. In September we opened the new Performing Arts Centre. This involved repurposing the old Library and has provided a beautiful new space for Performing Arts, Dance and Drama. These markers provide a view of the ongoing facilities renewal plan in action.

In 2021 we introduced a new leadership structure for college. This structure aimed to provide focus for staff in our key areas and to align to our key college anchors. We introduced a people and culture coordinator and a teaching and learning coordinator to allow each of these roles to focus on our depth of practice in these areas. We also added some coordinators to our primary team to distribute leadership and prepare for the future. This shift saw the college take bigger steps forward in a range of areas, particularly in our teaching and learning goals.

2021 saw the college continue to focus on crafted formational learning and coaching across our teaching and learning. In our professional learning communities staff worked on developing student oriented professional learning goals that allowed them to focus on developing their professional skills in a way that would benefit student learning. Staff embraced this process and there was ongoing growth.

To close the year we celebrated the awesome work of our staff and students. A highlight of the final term was the primary school production of Shakespeare's "A Midsummer Night's Dream" held in the new Performing Arts Centre. This was a wonderful production and the culmination of lots of hard work not only from the production team but also college leadership that held a vision for the Performing Arts Centre and a desire to see performances like this or a long time. It was a beautiful moment of seeing God's enduring faithfulness in action.

Joel van Bentum
Principal



Live, Love & Learn in Christ

Principal: Tanya Van Seters • Location: Nhulunbuy • Established: 1999

“But God...” was the common saying throughout the 2021 school year as we weaved our way through a second year of the COVID-19 pandemic with a deep dependency and faith in Christ. We saw God provide for the college, students and families in remarkable ways, and it was exciting to celebrate the “But God...” moments in the trials and triumphs of the year.

We welcomed outstanding new teaching and support staff, as well as embracing the experience and passion of our existing team. Our college’s leadership was particularly strengthened by the added expertise of Danielle Steendam as she stepped into the new role of Literacy Learning Coordinator. Staff, students and families embraced this role as we worked together to critically review the college’s teaching and learning programs, with a particular focus on Literacy. This brought about key improvements for the college.

Professional Learning Communities and collaborative staff planning opportunities continued to be the vehicle for exploring the college’s Christian Education practice using the ‘Transformation by Design: Crafting Formational Learning’ model. This was a welcome time for staff to dive deeper into Christian formational learning and the implementation of this in the classroom using high impact pedagogy. It was a joy to hear ongoing stories of students’ lives being impacted by the truth of the Gospel.

It was exciting to see the students transformed by outstanding formational learning opportunities. A great example of this was the Transition and Year 5 Buddy Program, which provided an opportunity for our youngest students to be welcomed and cared for by their “big buddy”.

As our enrolment numbers grew and with the expansion to Year 10, students continued to be inclusive of new families joining the college. The care and commitment of staff as well as the provision of a wholistic learning environment meant that students not only grew academically but also in their understanding of God and who He has created each one to be.

The School Council, Parents and Friends Committee, parents and volunteers continued to play an integral part in the life of the college. This was witnessed through community events, carnivals, parent workshops, camps, celebration days and evenings. They were also integral in perpetuating the vision and mission of NT Christian Schools and our College, as well as supporting students and staff in additional learning and wellbeing opportunities. This partnership is an important one, and we are thankful for their ongoing support.

As we prayerfully look to the future of the college, we fix our eyes on God and seek Him for His ongoing vision and direction. With the ongoing expansion of the Junior, Middle and Senior School, as well as facilities upgrades and renovations, 2022 is going to be an exciting year. Even in the uncertainty, may we continue to trust God and His sovereignty across all areas of the college. May Nhulunbuy Christian College’s next chapter be filled with many “But God...” moments as we continue to look to Him.

Yours in Christ,
Tanya Van Seters



Innovation, Communication, Collaboration.

Principal: Joel van Bentum • Established: 2013

2021 was an exciting year in the development of NT Christian College. We are thankful to God for the opportunity to grow the college, providing high quality Christian senior education across more NT Christian School campuses.

In 2021 we welcomed back Year 10's to our Nhulunbuy Christian College Campus and we welcomed our first Year 11's to the Palmerston Christian College campus. This was part of our strategic intention to see Year 12 offered across all NT Christian School Campuses. We celebrate with these campuses.

In preparation for this growth, we introduced a new strategic leadership team and a new operations team to see this long held vision fulfilled. The new strategic leadership team is led by the NT Christian College Principal and is comprised of all the campus principals that have NT Christian College operating. The new operations team is comprised of the Assistant Principal of NT Christian College, Digital Learning and Development Coordinator and Cross Campus Communicator. This group work with the Principal of NT Christian College to undertake the daily operations of the multi-campus mode.

2021 also saw the submission of the Application to have Registration for Year 11 and 12 on the Araluen, Nhulunbuy, and Sattler campuses. We look forward to the outcome of this application and the leadership team is planning in anticipation of this approval.

We also celebrated some remarkable results from our students in 2021. At the heart of what NT Christian College seeks to do is to help all students find the next step on their path so that they can confidently step into their future. We hope that, and work intentionally toward our students meeting our graduate profile as; Redemptive Change Agents, Life-long Learners, Community Minded, Grounded in their identity, Purposeful, Resilient, Joyful, Risk Takers, Passionate Christian Believers.

This Year we saw students receiving awards in Art at the annual student 'Exit Art' showcase. All the students of the Research Project class received a High Distinction of Advanced Standing at Charles Darwin University. Students were awarded apprenticeships in the industries of their choice and received A+ with merit awards in their NTCET subjects. These are just a few outcomes and evidence of NT Christian College students.

Joel van Bentum
Principal



Serving, Nurturing, Educating

Principal: Ken McAllister • Location: Marlow Lagoon • Established: 1988

The year started with the demolition of the original school buildings. These buildings had served the school since 1988 and symbolised the history and memories of Palmerston Christian College. This demolition created space to begin construction of 8 new purpose built classrooms. A construction site in the middle of the campus ensured a year of disruption and inconvenience. The completion of the facilities will be a wonderful new addition to the school facilities. I wish to thank all the teachers and children who were directly or indirectly affected by the yearlong construction process. Your sacrifice and flexibility is valued and appreciated.

It was exciting to start the year with the first ever Year 11 students of NTCC based on the PCC campus. This is the fulfilment of a long held community goal. There were 4 boys enrolled in this pioneering year group. This cohort will be the first students to graduate from the Palmerston Christian College campus. The total enrolment of Palmerston Christian College increased by 24 students and is expected to continue to increase as the secondary programs of Palmerston Christian College mature.

The COVID-19 pandemic remains an ongoing and significant impact on the school community. PCC was able to press ahead with school camps and sports carnivals bringing a normality to the calendar, which was lost in 2020. Only our grade 7 camp did not progress as planned due to COVID-19 restrictions and impact. The NT Government announced a critical incident when locking down

the Darwin region. This necessitated a middle of school day closure of school. This unusual critical event, was masterfully managed by the PCC team, who again went above and beyond in terms of student care and wellbeing. PCC lost seven staff in total to the NT Government COVID-19 mandates. Whilst we managed to have sufficient replacements for front line staff, we finished the year understaffed and this placed a strain on personnel resources and affected classes where staff change at the end of the year was required. Recruiting good Christian staff to serve in the PCC ministry remains a prayer item moving forward.

Palmerston Christian College has thrived in 2021 despite the impact of construction and COVID-19. As principal I believe this is because we have kept our focus and reliance firstly on Christ; secondly caring for each other's wellbeing and thirdly ensuring a focus on the educational priorities of student learning.

2021 was a year of building towards the next phase of Palmerston Christian College. We are building new classes; starting new senior school programs; creating new pathways for students; as we continue to unfold the story that is Palmerston Christian College. I look forward to what 2022 holds in store for this thriving community.

In Christ
Ken McAllister



Growing In Wisdom, Learning To Love.

Principal: Michael Tooler • Location: Bees Creek • Established: 1996

2021 saw more families join Sattler Christian College throughout the year, so much so that 2021 ended with our highest enrolment numbers since our inception. This has led to staffing growth too with a host of wonderful staff joining our school community.

One of the notable highlights we had was the Mulan High School Production, where under the leadership of Madia Schatz, our students and staff hosted a wonderful multiday production at Cornerstone Church for our community. It was very exciting to see our students coming together with different roles to produce such a lighthearted and audience participatory fun loving production.

Through the Mulan production we saw the essence of **Romans 12:3-5** outworked through students and staff engaging in front of house and back of house roles that enabled the message to shine to all:

For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you. For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others.

Being excellent stewards of God's resources saw continued work in our strategic master planning and facilities wise, we saw a Food Technology Room established by repurposing an existing classroom. The Food Technology space will eagerly be used by every class weekly and for hosting community events moving forward. It has enabled classes to engage their creative side in another way which is exciting.

In stewarding of our physical and human resourcing, we undertook essential professional development and resource acquisition for targeted foundational and formational learning which positions us well to be a lead school in this space moving into 2022.

It has been such a joyous adventure to be a part of this wonderful community and my sincere appreciation for allowing me to serve you as a part of it. We are collectively passionate in seeking to change lives for the glory of God, in all things, and at all times, for all of our community.

May Christ bless you all.
Michael Tooler



Manager: Malcolm Galbraith • Established: 2003

Programs:

Baby FAST - (0-3 year olds and families),
Kids FAST - (4-11 year olds and families),
FASTWORKS - Strong Fathers Strong Kids, Youth Mentorship and Life skills program, Craft and Care, Strong Young Parents Coaching and Mentoring Program and YPMP.

year include our FAST indigenous workers facilitating a workshop during the Over The Top conference, over 40 young fathers under the age of 25 attending our Strong Fathers Strong Kids Galiwin'ku program and four young parents getting employments through our Strong Young Parents Coaching and Mentoring Program.

In 2021, FAST continued to work with families in the five operational regions in the NT: - Alice Springs, Darwin & Palmerston, East Arnhem (Umbakumba, Angurugu, Gapuwiyak, Yirrkala, Milingimbi, Galiwin'ku and Ramingining), Tiwi and Katherine (Ngukurr, Mataranka, Jilkminggan and Katherine Town). The year started with a team huddle held at Marrara training office, which focused on spiritual refreshment, strategic planning and capacity building of key staff members. We continue thanking the Lord for His provision of funding and partnerships that have enabled us to continue strengthening families and building capacity of parents in the Territory.

In this period, a new program - 'Youth Mentorship and Life Skills Program' was initiated. This program has great potential of involving young people in the bigger NT Christian Schools community in mentoring their peers in the community - a great opportunity to become salt and light in our community.

- In the period FAST collaborated with various agencies in delivery of the program including
- ASYASS Ampe Kweke House
 - Mataranka, Jilkminggan, Gulumun (Ngukurr) and Palmerston Child and Family Centres
 - Galiwin'ku and Katherine FAFT
 - Shepherdson College, Moulden, Yirrkala and Ramingining School
 - YMCA Moulden
 - Connected Beginning Galiwin'ku
 - Red Cross Tiwi

FAST continues to explore new strategies in strengthening families and building capacity of local indigenous people. Participation as FAST team members is opening doors for many Aboriginal people to access employment. Top highlights of the

A summary of our program outputs:

Region	Communities	Families reached	Children reached	Adults reached	Local team members trained
East Arnhem	Galiwin'ku, Gapuwiyak, Yirrkala, Umbakumba, Milingimbi, Ramingining	164	264	188	48
Alice Springs	Alice Springs Town	16	19	20	12
Katherine	Ngukurr, Jilkminggan & Mataranka & Katherine Town	52	108	97	39
Palmerston	Palmerston CFC, YPMP, Moulden School & YMCA	43	85	43	16
Tiwi	Wurrumiyanga	34	40	57	12
Total		309	516	405	127



Principal: Joel van Bentum • Established: 2002

2021 was full of challenges for Transforming Training, yet we finished the year full of hope for what God may yet have in store.

The team at Transforming Training do remarkable work in a challenging space. As a Registered Training Organisation (RTO) there are significant compliance obligations as we seek to prepare people, young and old, for the workplace. Transforming Training has a reputation for supporting students really well through this process and we have a small but committed and professional group of trainers that continue to seek to put students at the heart of the process.

However, God continues to be faithful, and we finished the year full of hope.

For the last 5 years I have been Principal of Transforming Training and during that period I have been custodian of a kernel of vision for what Transforming Training might be able to be. The vision was for a much tighter alignment with FAST NT, our community development arm. It's working title was the Training arm. We have worked over the years in the background on what this might look like and during the last quarter of 2021 some big pieces began to move into place. The seed that was planted began to grow.

The work the team has done with our VET for secondary school program is excellent. Students enjoy training with the team and employers recognise that Transforming Training really prepares students for the rigours of their relevant industries. We are currently doing this work for students across Community Services, Education Support, Early Childhood Education and Care, Construction and Engineering. The team facilitate an incredibly high completion rate for students. It is among the highest across the region.

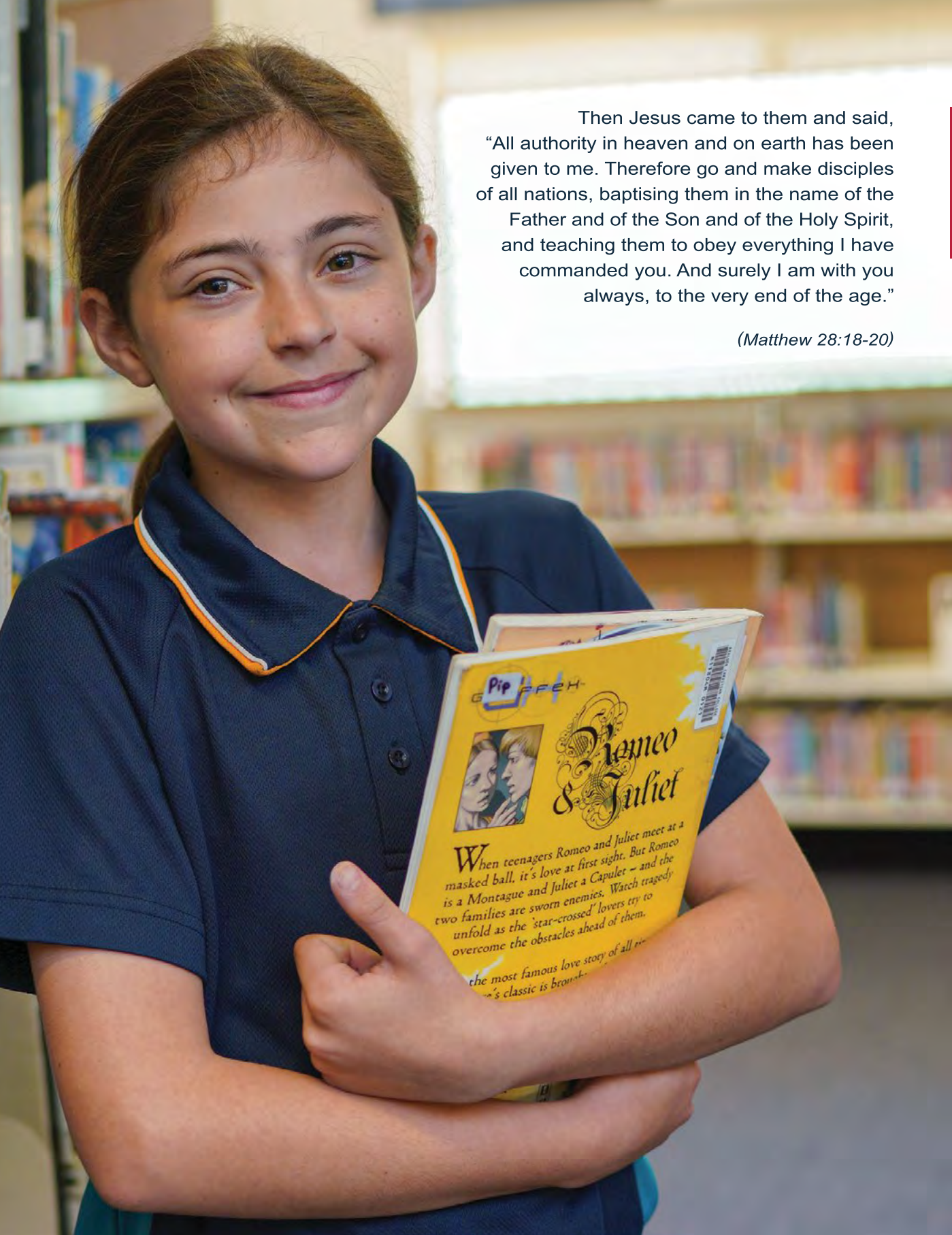
We welcome to Transforming Training a new leader in Darran Plumb, the Director of Training and Community Impact. This marks a new season for Transforming Training and the Training arm and we look forward to seeing how God will make it grow.

It has been a privilege to steward Transforming Training the past 5 Years and it is a privilege to see it handed on and move into the future with renewed purpose and opportunity.

The broad impact of COVID-19 on the economy also had an impact on Transforming Training as it was really difficult to secure apprenticeships for students as businesses were reluctant to take individuals on in the uncertain environment. This created ongoing pressure on budgets and finance. COVID-19 also created other challenges for students and staff alike.

Joel van Bentum
Principal



A young girl with brown hair, wearing a dark blue school polo shirt with orange and white trim, is smiling and holding a yellow book titled 'Romeo & Juliet'. The book cover features a small illustration of Romeo and Juliet and the text: 'When teenagers Romeo and Juliet meet at a masked ball, it's love at first sight. But Romeo is a Montague and Juliet a Capulet - and the two families are sworn enemies. Watch tragedy unfold as the 'star-crossed' lovers try to overcome the obstacles ahead of them. The most famous love story of all time - Shakespeare's classic is brought to life.' The background is a blurred library with bookshelves.

Then Jesus came to them and said,
“All authority in heaven and on earth has been
given to me. Therefore go and make disciples
of all nations, baptising them in the name of the
Father and of the Son and of the Holy Spirit,
and teaching them to obey everything I have
commanded you. And surely I am with you
always, to the very end of the age.”

(Matthew 28:18-20)

Message from the CFO

Mark Elkington



I sometimes wonder if all Christian churches and organisations should simply adopt the Great Commission as their mission statement and get on with it. It would be a time-saver and help with biblical alignment and priorities. On the other hand, it would leave out vision and mission distinctives of purpose, place and time: in our case, Christian education in the NT in 2021. In any case, it may be illuminating to consider the work of NT Christian Schools in view of Matthew 28:18-20:

Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

This familiar passage is bookended with assurances of Jesus’ absolute authority and unbroken presence with his disciples. This a great comfort in our time and any time. The society in which we live is very different from 40 years ago. Back then, a large majority of our families regularly attended church. In 2021, the inverse is the case. Australian society is now described as post-Christian, secular, with ignorance of the gospel the norm, and with growing suspicion and hostility towards Christianity and the truth of God’s word. More than ever, may Jesus’ words transform how we perceive our situation: he who is for us has been given all authority in heaven and on earth, and he will be with us *always*. At times, his authority and his presence has and will lead us to political involvement and public dialogue—to be done in keeping with other biblical instruction to appropriately submit to ruling authorities and to

engage with grace and respect. But primarily, Jesus’ assurances equip us for the spiritual battle for hearts and minds. To respond to the command to *go* and to *make disciples* - not in our own strength and wisdom, but with his power and him with us.

The passage even contains the word “teaching”: *teaching them to obey everything I have commanded you*. For us, this is not a superficial wordplay, but touches on a vision for holistic Christian education which recognises our creator God and his world, our being made in his image, and his holiness, love, power, sovereign purposes and plan of redemption for his own eternal glory.

The NT Christian Schools’ vision is this: “To be Christian communities, learning together to live life as God intended, offering hope for the world”. Read alongside Matthew 28:18-20, it resonates and provides a glimpse of the Great Commission *lived* in our context. May his word and promises in Mathew’s gospel remind us of our *why* and our ultimate how. And may we rejoice together, mourn together, love one another and persevere together for the saving of many for his glory. Amen.

A comment on our theme for 2021 from the Strategic Framework, which was *Finance and Resources—Stewardship Matters*. A constant priority and focus for the senior leadership of the organisation (Board, Executive, Principals) is to seek to steward well the *opportunity* entrusted to us all, namely, through Christian education in the Northern Territory, to *go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything Jesus has commanded us*.



This stewardship also involves doing our best to care for people, and enabling and equipping staff for the work to which God has called them. It also involves funding activities, training, services, resources, facilities and equipment. The way we organise our schools, staffing, classes, programs and facilities calls for wisdom: please pray for this. Much energy and attention is given to trying to get this balance right. In 2021 we have been blessed with an operating “surplus” of nearly \$6 million dollars (this result is unusually high due to capital income from previous years only being finalised and included in 2021; compare with 2020 result). The term “surplus” is somewhat misleading: it is not surplus to requirement, but allows adequate reinvestment in facilities, equipment and initiatives, which is essential for long term sustainability and thriving.

A personal note to finish. My wife Roz and I plan to return to Sydney mid-2022 after 9 years in the Territory, most of this time with NT Christian Schools for us both. It has been an incredible calling, adventure and privilege to serve with you. I leave with a strong sense of NT Christian Schools entering a new season and God making abundant provision for this. We each get to carry the baton as God wills, passed to us from others and passed on to others—imperfectly, humbly, but in the joy of the Lord. Thank you for your partnership in the gospel in 2021 and previous years: for your love, support, grace, forgiveness, fellowship, encouragement, prayers and faith. May Jesus continue to call many to himself to through this work. To him be the glory—great things he has done and is doing.

In Christ,
Mark Elkington

Brief overview of financial performance

Consolidated Operating Result	2021	2020
Operating Result (before capital grants)	4,395,238	4,036,051
Capital Grants	1,488,134	319,887
Operating Result after Capital Grants	5,883,372	4,355,938
Non-operational adjustments (primarily non-cash)	0	-877,691
Net Result (including non-cash)	5,957,459	3,478,247
EBIDA % ¹	17.9%	19.2%

1. Earnings Before Interest, Depreciation and Amortisation over Income; a measure of financial sustainability; minimum 13%.



Auditor's Statement

Independent auditor's report to the members of NT Christian Schools

Opinion

We have audited the accompanying financial report, being a special purpose financial report of NT Christian Schools (the 'Company'), which comprises the statement of financial position as at 31 December 2021, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion the financial report of NT Christian Schools has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a) giving a true and fair view of the Company's financial position as at 31 December 2021 and of its financial performance for the year then ended; and
- b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Company in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants* (the 'Code') that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Company's financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

The Responsibility of Management and the Directors for the Financial Report

Management are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the needs of the members. Management's responsibility also includes such internal control as Management determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, Management are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless Management either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

The Directors are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

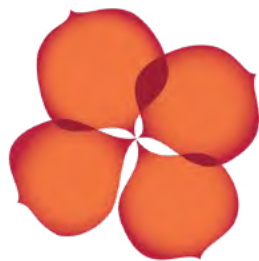
- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Conclude on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


Merit Partners


Matthew Kennon
Partner

Darwin
Date: 3 May 2022



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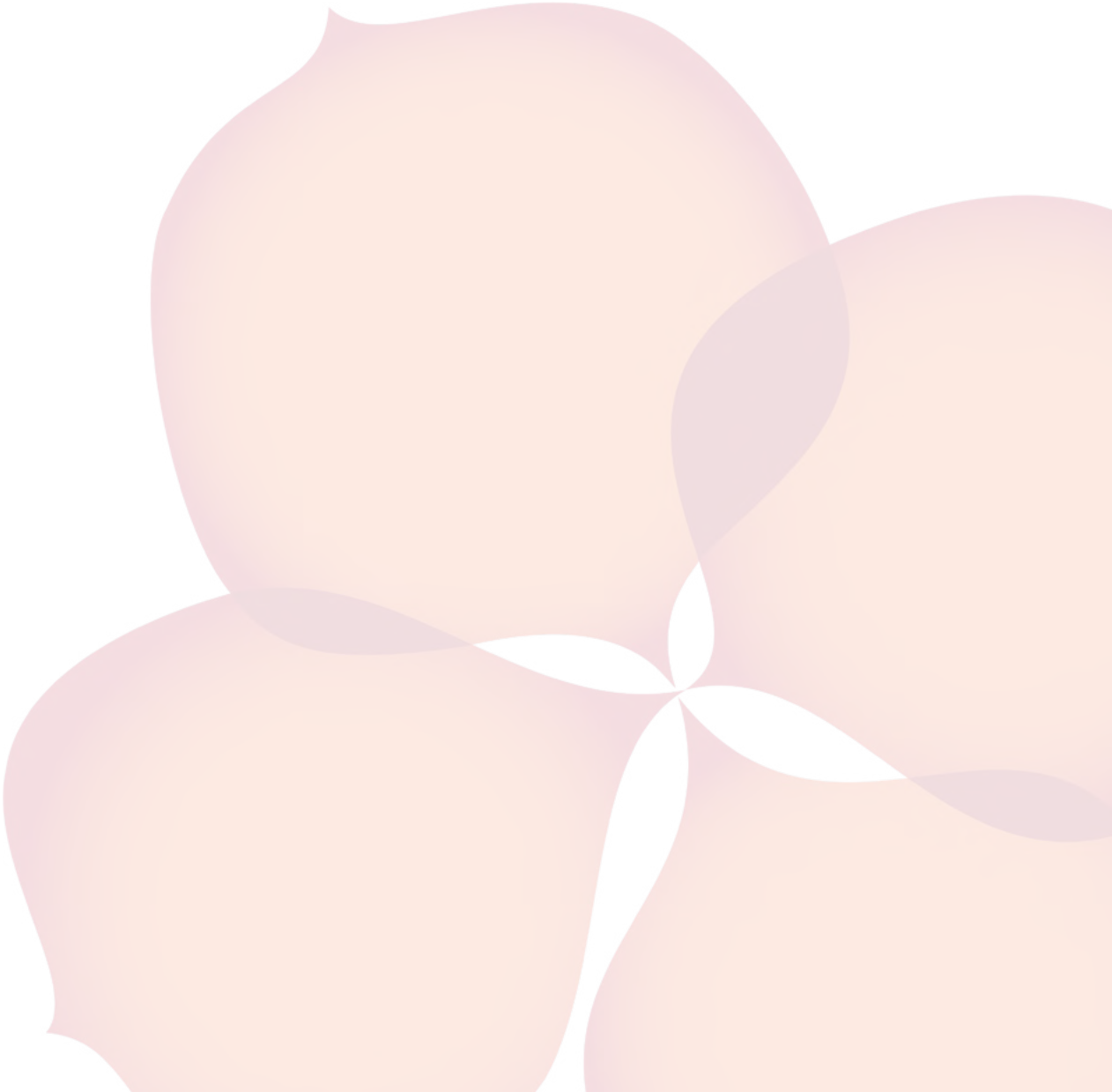
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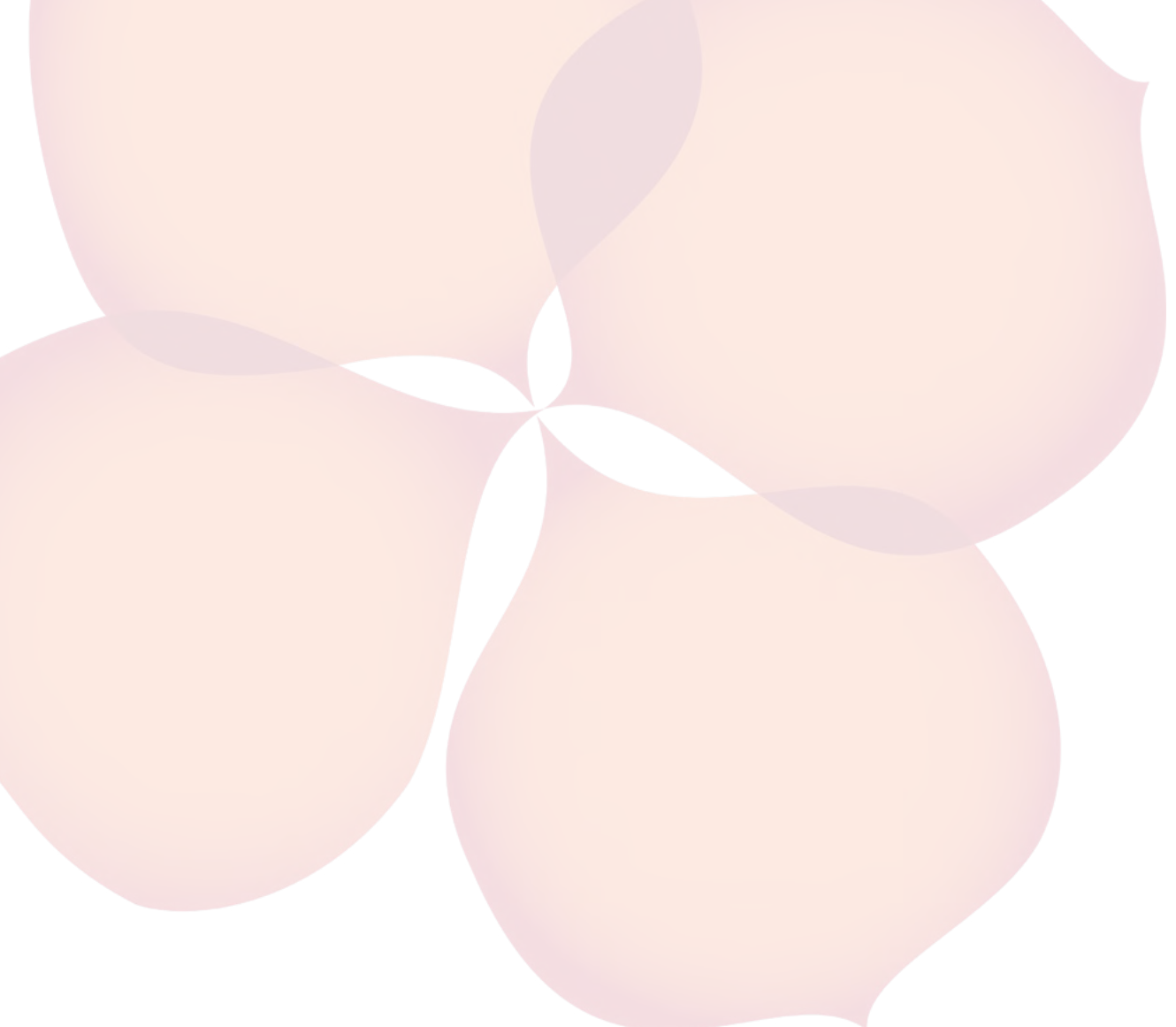
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Campuses - Araluen Christian College • Gäwa Christian College • Marrara Christian College
• Nhulunbuy Christian College • NT Christian College • Palmerston Christian College • Sattler Christian College

Entities - Families and Schools Together (FAST) NT • Transforming Training