



CHRISTIAN SCHOOLS TASMANIA

# Annual Report

# 2022





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‘And now these three remain: FAITH, HOPE and LOVE. But the greatest of these is LOVE.’

– 1 Corinthians 13:13

**If one were to attribute the ‘success’ of an organisation that owns and operates schools to student enrolment, then 2022 would have been one of the most successful years in the history of our Association.**

With enrolments across our four schools climbing over the 1,100 mark for the first time ever, we currently have the highest number of students since Calvin was founded in 1962. However, as a Christian organisation, although we acknowledge that enrolment growth is important, we know that our success cannot simply be measured by the number of students we have in our schools.

For us, success should not be linked to how many students we have in our schools or even how well our schools are tracking financially or academically. Our

success ought to be rooted in our underlying purpose or rationale for existence. It is crucial to have a distinct comprehension of our schools’ purpose, as it is only by understanding our purpose that we can gauge our success in terms of whether or not we are fulfilling it.

The purpose and Mission of Christian Schools Tasmania is to deliver the highest quality Christ-centred education that prepares and equips students for life. Our Mission is underpinned by our overarching Vision of becoming a transformational Christian learning community. In 2022, I believe we have continued to be faithful to our calling and we have maintained our Christian distinctive with a wholly-committed Christian staff cohort. This foundational belief has ensured that our schools have continued to operate as a distinctively Christian learning environment. This hasn’t been

an easy task and we are thankful for God’s provision of dedicated Christian staff, often at just the right moment.

2022 also saw us close out our previous five-year Strategic Plan, making way for a new season with a revised Strategic Plan. This gave me pause to reflect on not just the past year but my five years as Board Chair and nine years serving on the Board as a Director. Reading back over our plans formulated five years ago, I was struck by God’s incredible grace towards us, which has seen several years of sustained growth and transformation in our schools.

When we set our previous Strategic Plan in place, no one could have predicted the effects of a global pandemic. We navigated our way through this with great resilience on a trajectory of continual growth. This is again a testament to God’s

grace and goodness. Together with our CEO David Gillman, I am grateful to each of our school leadership teams who guided us through this challenging period.

As noted above, enrolment growth across all our schools has continued, with enrolments increasing more than 30% over the past five years, including a doubling of the number of students at Channel! This has meant we have been able to operate on a sustainable footing while ensuring our facilities are fit for purpose, accommodate a growing number of students, and at the same time being able to plan for the future. More importantly, another 180 families are now able to access a truly excellent Christian education. Throughout this, we have maintained an attainable fee structure for parents that ensures any Christian family who desires and values a Christian education for their child does not miss out.

But it's not just numerical growth that has occurred across our organisation. I am thankful for the advances our schools have made in the training of our teachers with the implementation and integration of new teaching and information systems. These now more accurately measure student academic growth and have significantly improved how this is reported to parents.

This year particularly, the 'Teachers Together' training event was a

huge success, with all CST teachers coming together for a collaborative planning day under the guidance of our Head of Curriculum and Pedagogy, Dr Chris Rayner. Sessions included leadership training with a view to developing leaders from within our organisation and continuing to help our teachers build a curriculum that is distinctively Christian. I am confident that each of our schools are equipped to deliver learning and teaching programs that enable every student to achieve at their optimum.

Over the last few years, we've seen improvements to the standard of our communications with regular communication to not just our parent body but the wider school community. This has included formal publications that have ensured the reputational brand and visibility of each of our schools has continued to grow in the community.

Our schools have been responsible for holding some amazing community events, including the Light Festival at Northern, the Walking in the Light at Calvin and the Channel Lantern Walk around the streets of Margate. These have helped us to (literally) be a light in the darkness to our communities. We have continued to build our Association membership and have launched our giving and engagement initiatives.

Finally, as I have reflected before, all our schools now share common Vision, Mission and Values. These have served to further unify our schools, enhance their cooperative partnership, and maintain our firm focus, providing students with the highest quality Christ-centered education.

And we're not finished yet! As I step down as Board Chair it's my prayer that we maintain our commitment to building a bright future for the students we have the privilege of nurturing and educating each day, that we continue to be faithful to our calling, and that we remain open to be used by God to transform the communities in which we live.

'And now these three remain: faith, hope and love. But the greatest of these is love.' — 1 Corinthians 13:13

**Scott Parnham**

Christian Schools Tasmania  
Board Chair



'I look forward with hope and in faith, for a brighter future for each student and family who call our schools home.'

Reflecting on 2022, I am once again reminded of what a faithful and good God we serve. Not that I am at all surprised, as there are dozens of passages and stories in the Bible where God shows His faithfulness and goodness to His people.

We know that His faithfulness has nothing to do with our faith, as the writer of Timothy tells us "if we are faithless, He remains faithful, for He cannot disown himself" (2 Timothy 2:13).

The faithfulness and goodness that I am specifically referring to is the way in which God continues to bless our schools, not only with increased enrolments from wonderful and supportive families who value Christian education but amazing staff as well. Staff who go above and beyond; staff who feel called to Christian education;

staff who value each child in our schools as a special and unique creation of God; staff who live out our values of faith, hope and love each and every day.

Despite the ongoing challenges posed by the COVID-19 pandemic, we welcomed a new year of opportunities to encounter God, trust Him, worship Him, and serve Him with our talents and gifts. In 2022, we had the privilege of impacting the lives of over 1,100 students across our four schools.

In 2022 at Census (August), CST had consolidated enrolments across all four schools of 1,150 students. This is an increase of nearly 6% from the prior year, when we had 1,088 students in total during the same period and an increase of 32% over the past five years! Whilst I would see all of our schools being success stories, the big success story is Channel,

where enrolments over the past five years (2017 to 2022) have nearly doubled, with Channel starting the year in 2017 with 79 students and finishing 2022 with 151 students! All the glory obviously goes to God, for whom nothing is impossible (Luke 1:37; Matthew 19:26; Luke 18:27). However, I do need to acknowledge Margaret Louw and her team for their unwavering commitment to the school in the face of adversity and for their contribution to bringing about such a dramatic turnaround.

In 2022, we were able to continue exciting capital works projects that began in 2021, including the opening of the new carpark for Calvin Primary, the commencement of work on the new Channel hall (with many in the community surprisingly lamenting the demolition of the old 'Gym Shed!'), refurbishments of Northern and Calvin's administration blocks,



and redevelopment of the Calvin Primary sports courts. Additionally, plans for four new classrooms at Calvin Primary are being developed for approval by the Board, and we received an extremely generous donation from Calvin's Community Engagement Committee (formerly the Calvin School Council) to install play equipment on the Primary and Senior campuses.

In 2022, God continued to bless the organisation with talented and committed staff. At this year's New Staff Orientation, we had 30 staff in attendance! Some were staff who joined us at the end of 2021, but many were new staff (teachers and teacher aides) who joined us this year. As with a number of events we planned to run in January, the format of our New Staff Orientation required some modification, resulting in us running this session online. Due to our commitment to minimising large group gatherings

at this time, we made the decision to cancel our combined schools Dedication Event that was scheduled for late January and also made the decision to run the CEN Tasmanian State Conference (which CST hosted in Hobart) as an online event. We are hoping to be able to host this event again in 2023 in person.

I would like to take the opportunity of thanking the CST Board for all that they do to provide sound governance to the organisation, and in particular, thank Scott Parnham, who will be stepping down as Board Chair at the 2023 Annual General Meeting. Scott has served the Board with diligence and distinction for the past nine years, serving as a Board Director, the Chair of the Finance Committee and for the past five years as the Board Chair. Scott has brought much wisdom to the Board and has been a wonderful

support to me in my role as CEO. Scott has a clear passion for Christian education, and all three of his children attended Calvin Christian School. Scott has brought a background of strong governance acumen, commercial skills and corporate experiences to the Board and I know he will be missed when he retires.

God bless you as you continue to support and partner with our schools.

**David Gillman**  
Christian Schools Tasmania  
CEO

# The Board

20  
22



**Scott Parnham**  
Chair



**Rik Van Der Kley**  
Director



**Dermot Cottuli**  
Director



**Trevor de Kievit**  
Director



**William Downie**  
Director



**Neesha-Marie Hartog**  
Director



**Anthony Laning**  
Director



**Jeremy Kuipers**  
Director



**Kristy Bourne**  
Director



## Our Vision, Mission and Values

### OUR VISION

*To be a transformational Christian learning community.*

### OUR MISSION

*To provide the highest quality Christ-centred education that prepares and equips students for life.*

### OUR CORE VALUES

*FAITH, HOPE and LOVE. But the greatest of these is LOVE.  
– 1 Corinthians 13:13*

Our prayer is that these statements will be lived out in our school communities and have a deep and significant impact on our culture and the way we deliver teaching and learning programs to our students.

Most importantly, it is our prayer that we allow God to continue the transformational work He is doing in each of our lives so that we might have the mind, heart and life of Christ and be used by Him according to our skills, gifting and abilities for the benefit of others.



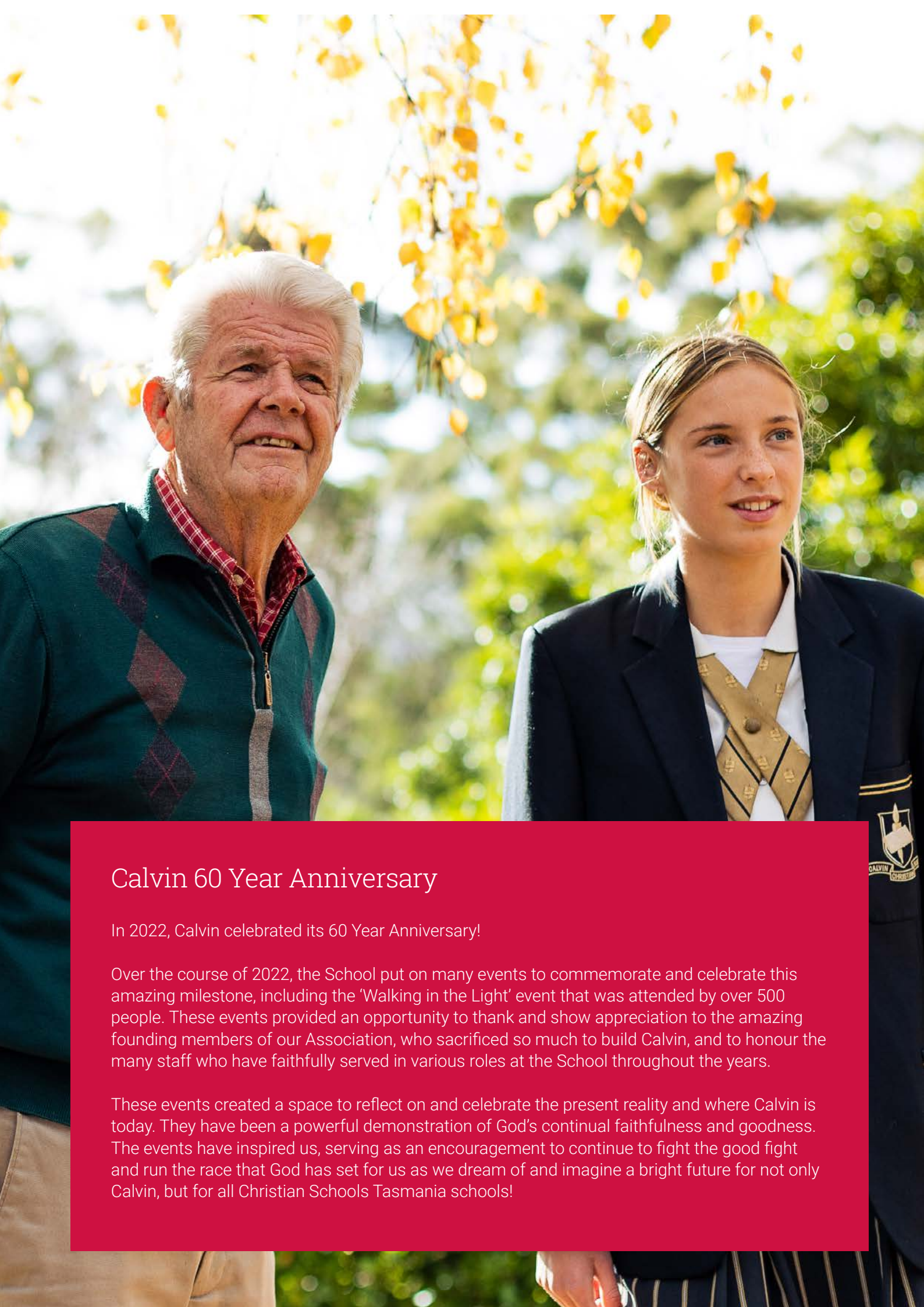
## Appointment of New Principal

God has not only been faithful in providing amazing teaching and support staff to fill roles across the organisation, but He continues to be faithful in sending the right people to fill key leadership positions within our schools.

As a Christian organisation, it should never surprise us that God often has an answer to our prayers before we even know what to pray for. Following Scott Winkler's resignation as the Principal of Emmanuel in March, the Board began a recruitment drive to identify a suitable replacement for Scott. After evaluating a number of prospective candidates from both Australia and overseas, it became apparent that God had already provided a replacement for Scott before we even knew we would be needing a new Principal! Dr Lifeas Kapofu, who moved with his family from South Africa to Hobart in 2020 and was already working at Emmanuel as a Science Teacher, was appointed as the new Principal of Emmanuel in August.

Since his appointment, Lifeas has proven to be a valuable addition to the Executive Team and there is much excitement about the ways God will work through him as Emmanuel focuses on being a transformational Christian learning community.





## Calvin 60 Year Anniversary

In 2022, Calvin celebrated its 60 Year Anniversary!

Over the course of 2022, the School put on many events to commemorate and celebrate this amazing milestone, including the 'Walking in the Light' event that was attended by over 500 people. These events provided an opportunity to thank and show appreciation to the amazing founding members of our Association, who sacrificed so much to build Calvin, and to honour the many staff who have faithfully served in various roles at the School throughout the years.

These events created a space to reflect on and celebrate the present reality and where Calvin is today. They have been a powerful demonstration of God's continual faithfulness and goodness. The events have inspired us, serving as an encouragement to continue to fight the good fight and run the race that God has set for us as we dream of and imagine a bright future for not only Calvin, but for all Christian Schools Tasmania schools!

*Excellence in Christian education through committed, Christian teachers is at the heart of what we do. One of the challenges we have been facing in recent years, however, is finding Christian teachers to fill key teaching roles across our schools.*  
— David Gillman CEO



2023 | Teacher Trainees

## Addressing the problem

During Term 4, our CEO attended a Round Table meeting with Minister Jason Clare in Canberra to discuss a number of issues facing the independent schooling sector. One of the main issues that was discussed was a crisis across all education sectors of teacher shortages.

With this in mind, we announced to our communities in Term 4 2022 that in 2023 we would launch the Tasmanian Teaching Hub through which Teacher Trainees will prepare for a career in teaching while making a difference in our Christian schools now.

## The Program

Being part of the Teaching Hub means that Teacher Trainees will:

- study together in a Christ-centred environment, building strong Biblical foundations for learning and teaching;
- be immersed in the school context throughout their course, authentically connecting theory and practice; and
- receive ongoing support and mentoring, in preparation for employment as a teacher on course completion.

Christian Schools Tasmania (CST) will also ensure consistent opportunities for work as a Teacher Aide for Teacher Trainees throughout their course and pay 50% of course fees (HECS). If you would like to talk with CST about how you can partner and support this program financially, please contact the CST office.





'Praise be to the God and Father of our Lord Jesus Christ! In His great mercy He has given us new birth into a living hope through the resurrection of Jesus Christ from the dead...'

— 1 Peter 1:3

2022 has been a significant year in the life of Calvin. This year marked our 60 Year Anniversary. 60 years since our first classes opened in 1962 and 60 years of partnering with parents in the nurture and education of generations of children.

Over that period of time, thousands of students and their families have been part of our community and have been influenced by the work of faithful teachers and parents. We have had the privilege of hearing a number of those stories this year.

Emerging from COVID-19 restrictions earlier in the year, we have been delighted to be able to bring our community together in celebration, and what a year of celebration it has been. Whether you joined us at our 'Walking in the Light' night, Multipurpose Hall opening, Gold Members' 60 Year

Anniversary Lunch, Oliebollen Festival, Heritage Day events, carnivals or simply taken the time to watch one of our anniversary films, you have been part of our celebrations.

Whilst enjoying the stories of faithful sacrifice and commitment from the past, we have been reminded of the exciting things happening in our present and the promise of the future as our school continues to grow. Our school is growing and 2022 has been a year of ongoing development of our facilities to meet the demands of an expanding student body. Success in our academic growth has been measured by student stories of growth and awards at national and state levels. This includes the National History Challenge, our strong NAPLAN results and the high standards reached by our graduating Year 12 students.

Our sporting success is evidenced by increasing participation rates in our teams, selection for state and national competitions, and growing school sports opportunities.

Enrolling parents often tell me about the range of opportunities open to students as a motivator for their move. They regularly talk about our strong academic reputation and the positive conversations about our school in the community. At the centre of our community remains a heart of faith as we celebrate with the words of 1 Peter 1:3. Thank you for being part of our story in 2022!

God bless,

**Scott Ambrose**  
Principal





‘The LORD was going before them by day in a pillar of cloud to lead them along the way, and in a pillar of fire by night to give them light, so that they could travel by day and by night.’

– Exodus 13:21

**As we come to the end and reflect on 2022 we are in awe of God’s goodness and how much He is with us at Emmanuel.**

Emmanuel now has new leadership in place and we are confident of Emmanuel: ‘God is with us’. God’s word reassures us that He is on this journey with us and His presence is with us day and night.

We have been blessed with excellent infrastructure, and we continue to exercise good stewardship over it through continuous development. Our efforts this year have been on greening our environment as part of our sustainability strategy.

Our traffic circle and other interior spaces have been populated with several species of perennials, and with the bated breath, we anticipate their blossoming.

We congratulate our successful participants in the Science and Maths Competitions, the STEM challenge, Bush Kinder, and the myriad learning opportunities that have been availed to them. We saw our students thrive during the Adventure days, the successful Sports Carnival, the book review initiative, and gymnastics.

In pursuit of our Vision, we have continued to embed Transformation by Design as our core pedagogical model and enhanced the quality of our delivery by adopting more enrichment initiatives, inclusive of passion projects and our flagship success in the National History Challenge. The Move Well Eat Well initiative has gained traction, and the Breakfast Club has proven popular. We are moved by the positive impact of these engagements.

We have witnessed continued community engagement in our school programs in school life. It was a blessing to see the grandparents back to cheer on the little ones. It has always been refreshing to have the parents come in for Little Learners during our Super Tuesdays. It was awesome to have the multitudes coming for Discover Emmanuel; the event was a testament to our growing brand. As we forge into 2023, we know Whom we have believed, and we are persuaded that He is able to keep that which we have committed unto Him as we travel day and night.

God bless,

**Lifeas Kapofu**  
Principal







'Faith, Hope  
and Love, but the  
greatest of these  
is Love.'

– 1 Corinthians 13:13

**God is in our story – Faith Hope and Love. Who is writing our story, and in what story do we choose to live? Channel Christian School chooses to live in a story filled with 'Faith, Hope and Love, but the greatest of these is Love.'**

– 1 Corinthians 13:13

Why this story? I would like to draw your attention to the verse before this one, 1 Corinthians 13:12: 'For now we see only a reflection as in a mirror; then we shall see face to face. Now I know in part; then I shall know fully, even as I am fully known.'

What great security it is to know that we are fully known. God has already written the story of Channel Christian School before we even know what it may include, who will be part of our community and before we make any decisions.

He promises that He will have His hand on us as individuals throughout our lives (Psalm 139). He loves us in the good, bad and ugly. God is there working to show His presence in us and through us. As a community of people seeking to provide Christian education, we know that God is in the details of the story of Channel Christian School. He promises to bring healing and hope, peace and joy.

This has been evidenced in 2022. It has been another year filled with blessings from God, received by our community with thankfulness. We have seen children grow in their academic ability as well as character. We have laughed and cried together as staff, celebrating the joy of new life as well as the real tough times of illness and the passing of a loved one.

We have welcomed many new people into our community, families

and staff and farewelled others for whom the journey has taken a different direction. We are eagerly anticipating the completion of a new hall as well as two new classrooms to be built.

But in all of this, one constant remained - a loving creator God. As we reflect on 2022 and look forward to another year in 2023, my prayer is that we can clearly see God in our story and look to Him for guidance and direction. Let us hold onto God's promises.

God bless,

**Margaret Louw**  
Principal





'You are the light of the world... In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.'

– Matthew 5:14a & 16

**Our theme for 2022 was based on this verse and formed our school's direction and identity. Yes, as a school, we want to be known to excel in academics, sports and the arts. But most importantly, we want to honour and shine for Jesus in everything we do.**

We have focused on how we can intentionally foster 'Service' in our school, which was closely tied to our theme for the year. We have strategically ensured that 'Service' was not an add-on subject; instead, we have seen students inspired to have responsible and thoughtful, heartfelt actions and responses to how they can serve others.

I am thankful for the many examples of students in service, such as helping to spread mulch on the Kinder playground. I am thankful for our older students

patiently guiding younger students with their robotics, opening doors for others, setting and packing up for assembly without being asked, and the list goes on...

2022 was a year of new initiatives: a whole school approach to recycling, the 'Garden to Plate' gardening program, a student Rock Band and our STEM Program. These innovative initiatives have given students an exceptional range of new learning opportunities where they have grown in leadership and collaboration with their peers. It has been a blessing to see their God-given gifts and interests nurtured.

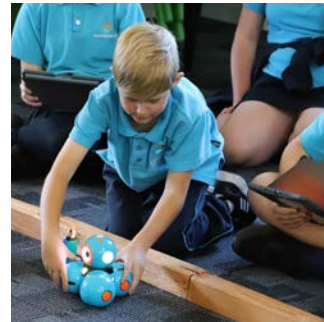
This year, we launched our school values of Respect, Kindness and Resilience. It has been a joy to see students and staff encouraging each other by modelling and celebrating these values.

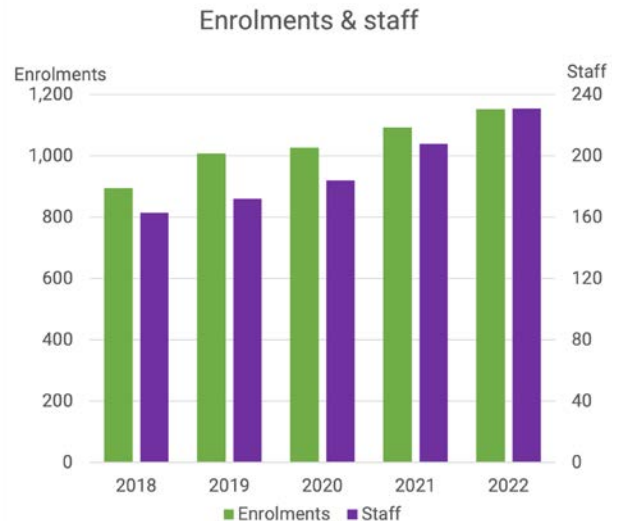
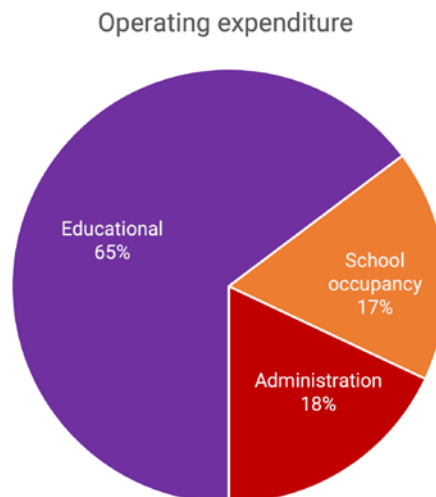
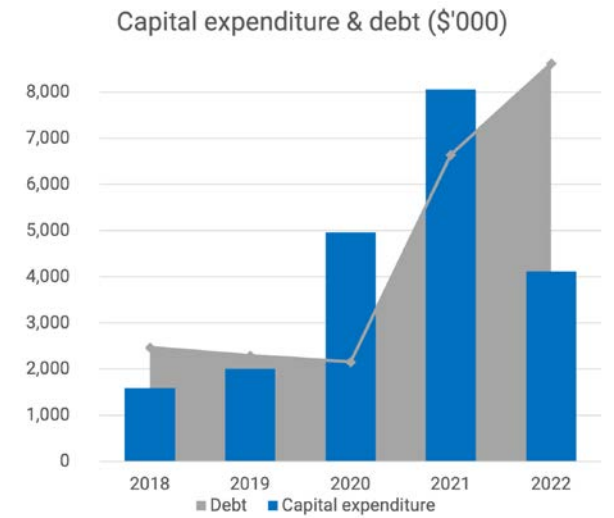
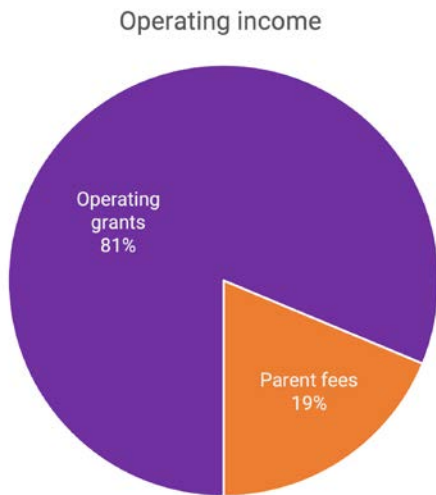
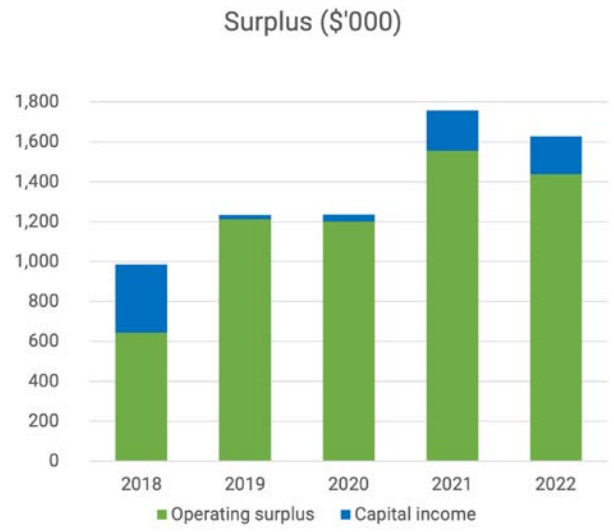
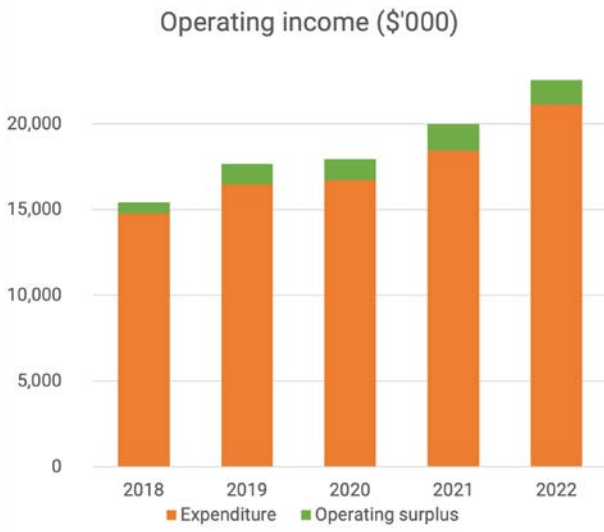
Building good culture in a school is hard work, and it is not something that happens overnight. I can confidently say that our school values are being lived out daily at Northern and have a profound and significant impact on our culture and how we deliver our teaching and learning daily.

Parent partnership continues to thrive at Northern. We have been overwhelmed by the level of parent support this year, with families giving sacrificially of their time, cooking, expertise and generosity. I can honestly say that the success of the events this year, notably our inaugural Light Festival and the Peter Pan Musical, was due to the immense support from parents. I thank God for the vital role of our school community, which encourages and inspires us all.

God bless,

**Bethany Armstrong**  
Principal





*Faith  
Hope  
Love*





2022

299 Macquarie Street, Hobart  
Tasmania 7000  
+61 3 6224 8300

[admin@cst.tas.edu.au](mailto:admin@cst.tas.edu.au)  
[cst.tas.edu.au](http://cst.tas.edu.au)  
ABN 53 009 481 485



*Transformational Christian Learning Communities*