

ENCOUNTER
LUTHERAN COLLEGE



2021 Annual Report

Looks like school, feels like home...

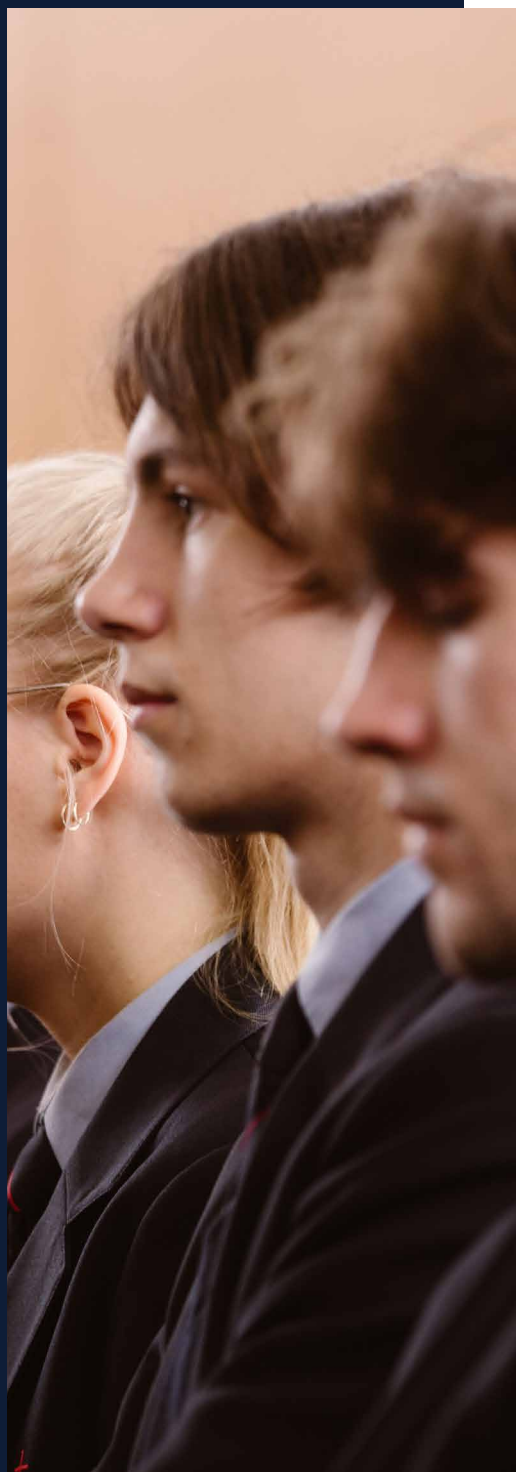


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 **ENCOUNTER**
LUTHERAN COLLEGE ■

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Principal's Welcome

As we entered 2021 there was a collective desire to look to the horizon and see a short and medium-term that did not have a pandemic front and centre of conversations and decisions. This was true at Encounter and also evident in our community. Even though many of these thoughts were nothing more than wishful thinking, stoicism, perhaps partially developed in the year prior, they enabled the Encounter community to move forward and thrive despite the challenging circumstances.

A significant, strategic Board decision made earlier in the year was to proceed to a model of triple-streaming from Year 7. This was done partly to attract a further 90-95 enrolments in our Middle & Senior School and to provide an additional level of financial security for Encounter in the longer term. This decision was affirmed by the Board but also welcomed by Lutheran Education SA, NT, WA.

By making available a second entry point to the College (especially given our College population had almost reached capacity), families of the South Coast will now have access to significant enrolment opportunities at Early Learning and also as students exit primary school and seek broad secondary options. At the early stages of announcing and implementing this third stream of Year 7 students, families have voted with their feet by attempting to secure a place for their children, up to six years in advance. This is an extremely pleasing early indication of community confidence in our College. Along with our ongoing and growing popularity in Early Learning and our intention to build a dedicated Early Learning Centre in the medium term, Encounter is being proactive in establishing a robust foundation on which to build a vibrant and viable future.

As 2021 drew to a close, a number of strategic staffing appointments were made in the administrative area of the College (HR/ Compliance/ Community Relations/ Finance). While some of these appointments were direct replacements for outgoing staff, we were also able to secure staff with experience, expertise and a best-fit for Encounter. Although we have experienced some growing pains throughout what has been a period of extraordinary growth and change, we are now able to plan with more consideration and purpose to consolidate our systems, practices and policies across the College.

Although 2022 may well provide an environment where there is ongoing complexity, we are also hopeful we will continue to thrive, to lean into each other, to live and breathe as a team and to be grateful for the mercies we have. Encounter is a precious, unique place to serve and it is with this sentiment that I invite you to engage in this year's Annual Report.



Kelvin Grivell
Principal

A handwritten signature in black ink, appearing to read 'Kelvin Grivell', written in a cursive style.

Kelvin

Message from our Board

2021 was a busy and exciting year at Encounter Lutheran College. We saw our College community continue to grow and we welcomed many new families. Enrolments grew significantly from 580 to 623. The College continued to practice responsible financial management, ensuring that we remain in a strong financial position, whilst keeping College fee increases to a minimum.

In terms of College development, the strategic decision was made this year to triple stream Year 7 starting in 2022. This decision not only opens the doors of our wonderful College to more families but will also benefit the College financially into the future.

This year a significant financial investment was made into an ICT Review of the College's technology and connectivity issues. . The College also saw sustainable investment in revamping of older amenities with the old uniform shop being refurbished to house YMCA after school and before school care and the music room also being revamped. New carpet was laid in the Forum and the upper level of the Kondole as well as new shade structures installed around the College.

The College was blessed to receive various grants throughout the year which enabled the College to commence earthworks for the Senior School Oval and install security fencing around the perimeter of the College. The College is conscious of the many risks and challenges it faces. As such, the College continues to use Complispace, an Australian company, that supports us with the governance, risk, compliance and policy management.

2021 saw another year of exceptional student achievement in Year 12 results and we wish our graduating students the very best for their futures. These things are only possible because of the fantastic teaching staff we have at Encounter and I would like to thank every staff member for their commitment and enthusiasm in what has been a challenging working environment over the last 12 months due to COVID. I would also like to thank the leadership and financial teams for their dedication and great leadership in a constantly changing environment. This is also a good opportunity to thank Vic Walter who is a retiring Board member, for the time, energy and commitment he has given to the College Board. A big thank you also to the Parents and Friends Committee for all their fundraising efforts throughout the year.

Finally on behalf of the College Board, I would like to acknowledge and thank the entire Encounter Lutheran College community for your continued support of the College.



Sarah



Sarah Milosevic
Board Chair



Mission, Vision and Values

Mission

Encounter exists to:
Share the peace of
Jesus, make a real
impact on the lives
and learning of
students and nurture
dynamic partnerships.

Vision

To be a connected
community where
innovative teaching
inspires action and where
God's love is shared and
celebrated.

Core Values

+ STUDENT CENTRED BY

Creating an environment where students
have a passion to explore and analyse their
world and to take positive action in their
community as lifelong learners.

+ SPIRIT SENSITIVE BY

Encouraging students to express their
spirituality and be open to the work of
the Holy Spirit and the gift of God's grace
through Jesus Christ.

+ COMMUNITY ORIENTATED BY

Authentically connecting and serving with
and for each other, our local and global
communities.

College Actions

Encounter Lutheran College strives to act:

WITH HEART BY:

Caring for the social, emotional and spiritual well-
being of students and staff so that each individual can
be connected, at peace and be their best.

WITH CREATIVITY BY:

Exposing students to opportunities and experiences
that engage their sense of innovation and personal
expression.

WITH A STORY BY:

Celebrating our personal identity as it relates to our
local, Australian, global and Lutheran heritage and
history.

Fast Facts

Student numbers

53%

Primary F - 6

47%

Secondary 7-12

664.2

2021

623.2

2020

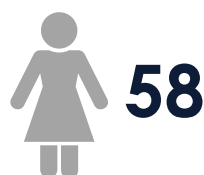
580.5

2019

533

2018

Staff



69.19

FTE

23.08

OFFICE BASED

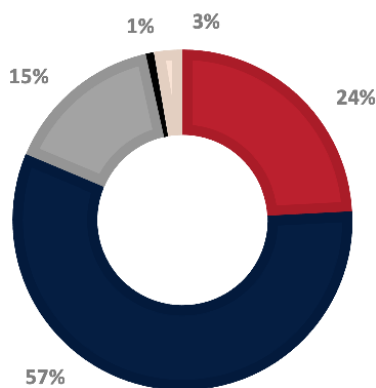
46.11

TEACHER BASED

93.83%

STAFF RETENTION RATE

Finances



Commonwealth	\$7,210,067
Tuition	\$3,049,913
State	\$1,997,269
Capital	\$337,371
Other	\$95,406

Total **\$12,615,167**



Governance

Encounter Lutheran College Incorporated is an educational institution of the Lutheran Church of Australia, South Australia District Incorporated (LCA, SA/NT District).

The College Board is responsible for conducting the affairs of the College. The College Board consists of twelve members of whom nine were voting members, with five members being appointed from our LCA, SA District, Victor Harbor Congregation and two representatives from our parent community, along with two nonvoting executive staff.

Membership and Meetings 2021

College Board met on 10 occasions with all meetings being reported.

Members:

Ms Sarah Milosevic
(Chairperson)
Mr Tim Prance (Vice
Chairperson)
Mr Chris Doon
Mrs Heidi Yelland
Mr Vic Walter
Ms Trish Walker

Executive Staff

Mr Kelvin Grivell
(Principal)
Mrs Tyna Newman
(Business Manager)

Pastor

Mr Nigel Rosenzweig

Secretary

Mrs Narelle Camm

Achievements for 2021

In 2021 the Board made the decision in May to approve triple streaming in Year 7, to commence in 2022. The projected enrolment growth as a result of this decision will be approximately 90 students from 2022-2026. This will further consolidate our financial position and our longer term viability as a College.

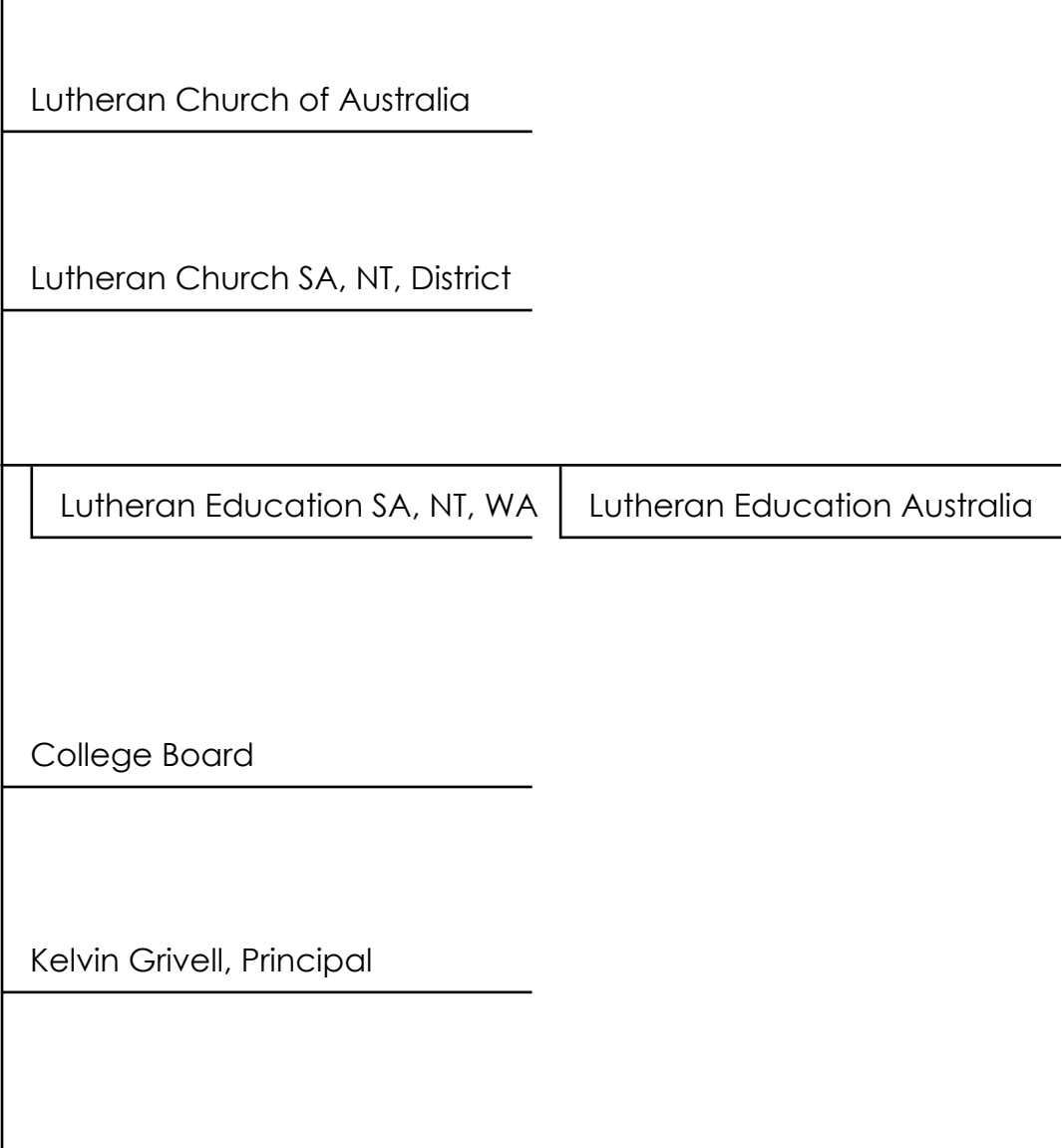
In terms of grounds developments, we laid carpet in the downstairs forum area of our Middle & Senior School learning centre, as well as upstairs in the Kondole. We continued to make progress on our oval development in the Block and we also refurbished our old uniform shop to help facilitate an upgrade of our OSHC (YMCA) facilities. In 2021 we also installed a significant solar system, completed a music room refurbishment (to accommodate instrumental tuition, ensemble rehearsals and music lessons), erected shade structures in the Junior School and Middle & Senior School and dedicated a new budget line for Marten Jak to create a plastic recycling machine. IT upgrades also included an improved firewall and the lease and purchase of iPads to accommodate a 1 to 1 approach in the Junior School. On reflection, our improvements and achievements in 2021 were significant and have already had an impact across many aspects of the College. We look forward to implementing further changes as we approach a new year ahead.





Operations

ORGANISATIONAL STRUCTURE



Tyna Newman Business Manager	Tori Weiss, Head of Junior School	Penny McKenzie Head of Middle/Senior School
Admin	JS Coordinators	MS/SS Coordinators
Finance	JS Teaching Staff	MS/SS Teaching Staff
Marketing	College Counsellor	College Counsellor
IT	Co-Educators	Co-Educators
Property		
Trading Entities		

Staff

Encounter Lutheran College values the dedication, stability and experience of its teaching, ancillary staff and grounds staff.

Encounter Lutheran College values the dedication, stability and experience of its teaching, ancillary staff and grounds staff. In 2021, Encounter Lutheran College has a total staff of 86 of which 54 are teachers. Of the teaching staff, the balance of gender is 65% female and 35% male. To endeavour to assist students to reach their full potential, Encounter has a number of staff with particular specialist training. The College will maintain and enhance this strength through the employment of well qualified staff with a recognised Christian background and who will actively support the Christian ethos of the College. The College will continuously develop the professional and personal growth opportunities for all staff and for members of the College Board.

No staff members identify as Aboriginal or Torres Strait Islander.

Staff Statistics

46.11

Full Time Equivalent Teachers

23.08

FTE Non Teaching Staff

69.19

Total FTE

86

Total Staff

Retention/Appointments

10

New staff appointed

1

Transferred to different position

2

Resignation/ Moved

2

Contracts Completed

Staff Qualifications

11

Diploma

54

Degrees

9

Masters

It is important that the staffing of a College is relatively stable, however in a growing College it is likely there is movement and it is also healthy to have some staff turnover at the end of each year.

Staff Leave (days)	Teaching Staff	Support Staff
Personal	261	109
Compassionate	3	3
Maternity/Paternity	70	-
Leave without pay	33	26
Special Leave with pay	14	2
Short Leave	7	9
Long Service Leave	160	23
Time off in lieu	16	3
Worker's Compensation	2	1
Total Days Absence	565	175



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Professional Development

Professional learning is defined as a formal activity designed to develop the skills and understandings of personnel currently teaching in and/or leading schools which are funded from sources specifically identified for that purpose.

In 2021 all staff engaged in professional development activities. Examples of Professional Learning Activities at Encounter Lutheran College included:

- School-based professional learning teams by year level, learning area or cross-curricula;
- External workshops/conferences;
- Mentoring / coaching
- Practicums/school visits;
- External consultants/facilitators;
- Online learning;
- Accredited courses;
- Personal professional reading;
- Assessment and moderation activities;
- International Baccalaureate professional learning;
- Structured professional reading;
- SACE subject specific seminars;
- Peer observation;
- SACE moderation panels;
- In-College programs;
- Inclusive Education review;
- Differentiation workshop.

Costs

\$63,517

Costs incurred for Courses, Seminars & Workshops

\$3,628

Costs incurred for IB Courses, Seminars & Workshops

\$11,367

Relief teacher costs for teachers attending training



Teaching & Learning

Enrolments

2021 as at August Census Encounter had 665 students, with 353 in Foundation to Year 6 and 171 in Years 7-9 and 141 in Years 10-12. The below numbers show Encounter's continued growth as we continue to develop our Senior College.

Primary F-6

353	338	336.5
2021	2020	2019

Middle 7-9

171	162	141
2021	2020	2019

Senior 10-12

141	123.2	103
2021	2020	2019

Student Attendance %

The average attendance rate is quoted as a percentage and is calculated from the number of absentees against the days that students would have been expected to be at school. It excludes absences.

88%	93%	90%
Foundation	Year 1	Year 2

92%	89%	91%
Year 3	Year 4	Year 5

87%	89%	86%
Year 6	Year 7	Year 8

84%	82%	85%
Year 9	Year 10	Year 11

83%
Year 12



Student Results

NAPLAN

This is an annual Federal Government requirement. Students at Encounter in Years 3, 5, 7 & 9 completed five assessments. NAPLAN is only one indicator of a student's progress and should not be used in isolation. NAPLAN Stats Report is also available on the My School website.

	Reading	Writing	Spelling	Grammar	Numeracy	
3	Year 3	430	415	382	405	391
	All Schools	438	425	421	433	403
	Similar Schools	435	424	412	425	399
5	Year 5	530	464	483	513	485
	All Schools	511	480	504	503	495
	Similar Schools	522	485	507	511	501
7	Year 7	537	527	535	539	529
	All Schools	542	522	548	533	550
	Similar Schools	541	525	546	533	547
9	Year 9	591	575	583	582	588
	All Schools	577	551	580	573	588
	Similar Schools	591	568	589	587	598

Senior Secondary Outcomes

The following information relates to students who completed SACE Stage 2 subjects in December 2021. It is important to note that all eligible students who applied for university courses were offered their first or second preference.

43

Number of Students

43

Number of students achieving SACE

38

Number of students receiving an Australian Tertiary Admissions

13

Number of students in Year 8-11 who undertook at least 1 Stage 2 subject

30

Number of students receiving 1st round offers to University

1

Number of Merit Certificates issues (subject scores of '20')

32.4%

Percentage of subject grades which were rated 'A'

46.6%

Percentage of subject grades which were rated 'B' (state ave 30.4%)

18%

Number of students with a ATAR above 90

17

Number of students completing at least one unit of competency related to VET (Stage 2 subjects only)



The Class of 2021 graduated with a 100% SACE completion rate. All students who were eligible for an ATAR were successful. 100% of students who applied for university received either their first or second preference. It is pleasing to see that the College was well represented in the higher grade bands, achieving over the state average in the A & B range, and well below state averages in the C- E- band. (Encounter had no grades below a C-).

Vocational Educational & Training

In 2021, Encounter Lutheran College students were enrolled in the following, externally offered, courses:

Certificate II in Kitchen Operations

Certificate II in Auto Servicing Technologies

Certificate II in Electrotechnology

Certificate III in Individual Support (Ageing)

Certificate III in Retail

Certificate III in Fitness

Certificate III Early Childhood Education & Care

Certificate III in Health Services Assistance

Certificate III in Animal Studies

Stage II Womens Studies

Stage II Children Studies

Stage II Earth & Environmental Science

Workplace Practices: Elite Athlete

Cert III in Christian Ministry

Provide First Aid (All Year 8 students)

Australian Business Week (All Year 10 students)



Parent, Student and Teacher Satisfaction with the College

As was the case in the previous year, our focus was drawn to helping our community navigate through a changing landscape with ever-changing restrictions relating to the pandemic. Rather than seek feedback that seemed misplaced, mistimed or patronising in the circumstances, most of our communications were very targeted to student learning and assisting families to best support their children throughout the year.

One area of parent and student input we sought was regarding our uniform review, where feedback was gathered via an online survey (parents) and in face-to-face lunchtime sessions with the principal. All of the questions and comments relating to our previous uniform and proposed uniform concepts helped to inform the decisions which have ultimately provided us with a new uniform we'll transition into from 2022-2024.

Community & Value Adding

As expected, the ongoing impact of COVID made it more difficult than usual to connect with families via community events. However, in between lockdowns and other restrictions that limited our capacity to engage with families, we were still able to hold various events.

Sports Day, Night on the Green and our annual Shrove Tuesday breakfast were popular with the Encounter community, along with the performing arts festival, Wakakirri, which was able to proceed at the Adelaide Entertainment Centre as restrictions were temporarily eased in August.

Throughout the year, parent information sessions presented by both staff and external speakers helped to enrich our community and provide intentional support to families.



Finance

Income by source

Encounter Lutheran College derives income from Tuition Fees (25%), Government Grants (74%) and others sources (1%). This is in line with 2020. 2021 Tuition Income increased 8% and Government Grants increased 14% from 2020 reflecting higher student enrolments.

INCOME

Tuition Fees

\$3,049,912

2021

\$2,816,904

2020

Commonwealth Government Grants

\$7,210,067

2021

\$6,382,741

2020

State Government Grants

\$1,997,269

2021

\$1,719,292

2020

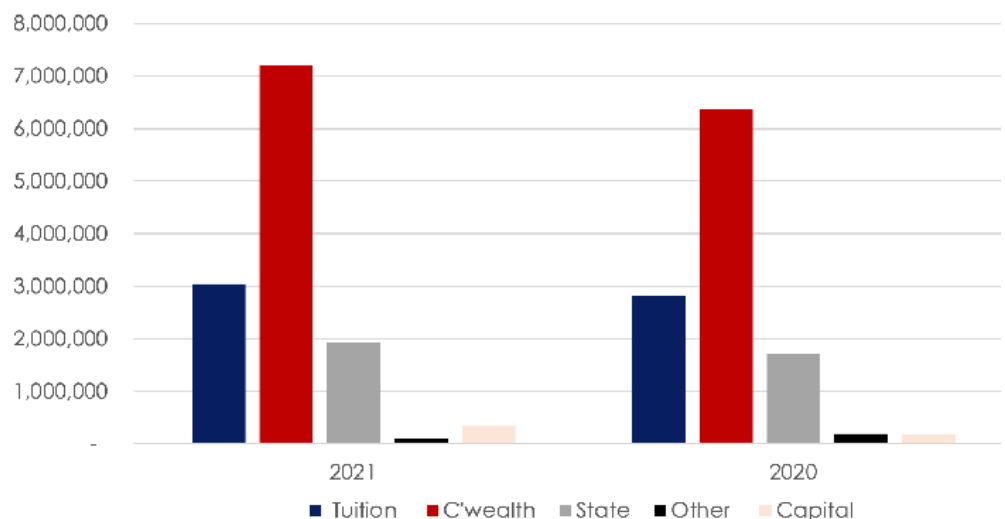
Other Income

\$80,423

2021

\$179,522

2020





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Ngarrindjeri Country

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