



2023 Annual Report

Encounter Lutheran College

Looks like school, feels like home...



ENCOUNTER
LUTHERAN COLLEGE ■

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 thrive
connect
belong

Principal's Welcome

In 2023 Stage 11-12 took centre stage from a capital works perspective. Stage 11, a Middle & Senior School learning centre in Wurur Ruwi (Block 69), has been named the Wilderness Centre. Our Stage 12 project has been identified as Lighthouse Early Learning, a centre with capacity for 60 pre-school aged children. Both of these buildings are quite distinctive and have drawn comments and curiosity from many in our College and the broader community. I am confident both will serve to assist Encounter in being sustainable for the longer term given their scope for attracting enrolments and their ability to transform the future of learning.

In addition to this, in late 2023 Encounter acquired the services of Oxigen, a landscape architect who specialises in beautifying areas with a focus on creativity, sustainability, and functionality. We are confident our collaboration with Oxigen will tie together all elements of the Encounter campus to enhance our significant development phase over the past decade.

Two major staffing appointments were made in 2023, with Jon Gear stepping into the Head of Middle & Senior School role. This was left vacant by Penny McKenzie who departed after ten years of service to our College. Vanessa Harvie was also appointed in late 2023 as our Early Learning Director. She has the pleasure of leading our new service as it prepares to open in Term 2, 2024.

The reflections and summary of this report once again remind us to give thanks for another year in which we have been blessed to serve and lead the Encounter community. I continue to be grateful for God's wisdom and strength as we embrace challenges and enjoy the privilege of enriching the lives of young people.

Sincerely,



Kelvin Grivell
Principal



Message from our Board

2023 was a busy and exciting year at Encounter Lutheran College. Enrolment numbers remained strong as we welcomed many new families into our College Community.

I think everyone can agree that one of the most exciting things of the year was seeing the start of construction on Stages 11 and 12. Stage 11 being a wonderful new Early Learning Centre that will provide a sustainable foundation for our College for years to come and Stage 12 which will be an innovative learning space on the Block that will be utilised by our middle school students.

Around the school, a new playground was designed and built by Climbing Tree for our Junior School, seating was installed around the College for our students and staff and the new College oval was completed which enabled the college to hold sports day on school grounds for the very first time.

Students achievements extended well past academic accomplishments and saw exceptional performances of Drama productions, Music and Dance both at the College and the Town Hall. Our open girls and boys basketball teams returned to compete in the Australian Schools Championship on the Gold Coast after not attending the championships due to COVID in previous years.

The College also resumed its school trips to Ntaria in the Northern Territory, New Zealand for the Ski Trip and Japan after being put on hold for a number of years also due to COVID.



Message from our Board (cont...)

2023 saw another year of exceptional student achievement in Year 12 results. We wish our graduating students every success in their future endeavours, academic and otherwise, and our hope for them is that they never stop learning.

These things are only possible because of the outstanding and exceptional teaching staff we have at Encounter and I would like to thank every staff member for their commitment, enthusiasm and love of learning that inspires our children. I would also like to thank the Leadership and Financial teams for their vision and dedication.

We farewelled Penny McKenzie, the head of Middle School at the end of 2023 and appointed Jon Gear to the position for 2024. We thank Penny so much for her valuable contribution to the College and Students and wish her well in her new role.

This is also a good opportunity to thank our two retiring Board members, Heidi Yelland and Chris Doon for the time, energy and commitment they have given the College Board. Also a big thankyou 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 thank the entire Encounter Lutheran College community for your continued support of this amazing college.



Sarah Milosevic
Encounter Lutheran College Board Chairperson



Mission, Vision and Values

MISSION STATEMENT

The Encounter Lutheran Community exists to:

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

VISION STATEMENT

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

COLLEGE VALUES

Encounter Lutheran College strives to be student centred, spirit sensitive and community- oriented.

Student Centred, by creating an environment where students have a passion to explore and analyse their world and take positive action in their community as lifelong learners.

Spirit Sensitive, by encouraging students to express their spirituality through asking questions and being willing to engage with the work of the Holy Spirit and the **gift of God's** grace through Jesus Christ.

Community Orientated, by authentically connecting with and serving each other, in 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

50%
Primary F-6

50%
Secondary 7-12



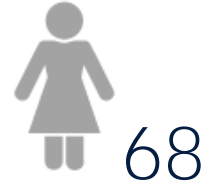
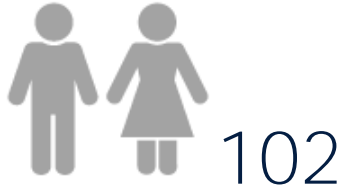
695
2023

685
2022

664.2
2021

623.2
2020

Staff



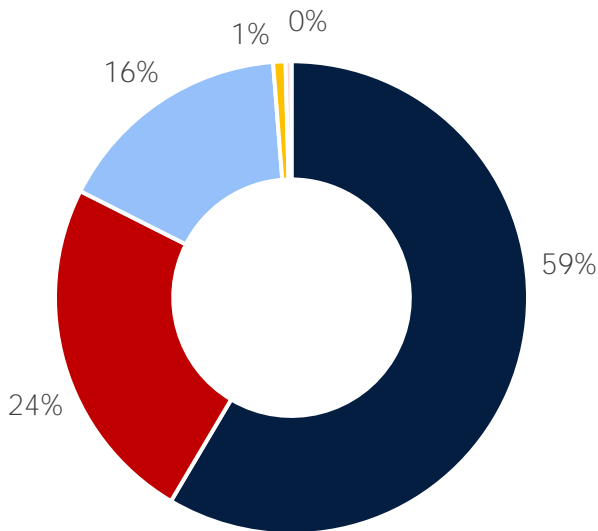
77.13
FTE

29
Office Based

48.13
Teacher Based

86.5%
Staff Retention Rate

Finances



■ Tuition	\$	3,620,856
■ C'wealth	\$	8,853,994
■ State	\$	2,468,833
■ Capital	\$	127,528
■ Other	\$	60,815
	\$	15,132,026

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 elected voting membership of the Board comprises of a maximum of eight Board members, of whom at least five are voting members of the supporting congregation or other member congregations of the Church. Up to three are practicing Christian parents from the College or wider community.

The ex-Officio attendees are the Principal, the Business Manager and the Pastor of the supporting congregation.

Membership and Meetings 2023

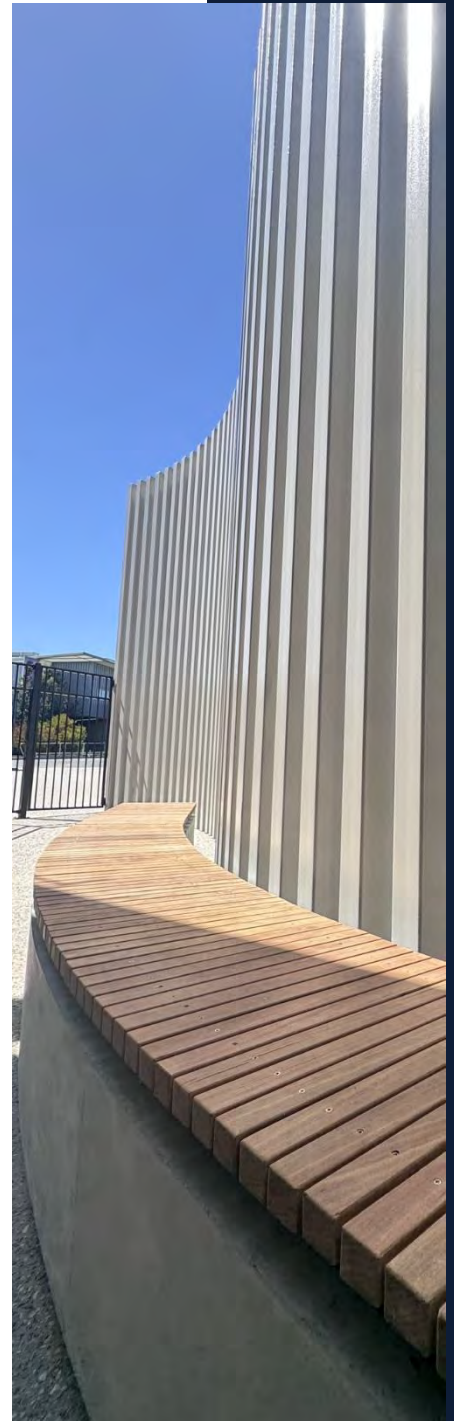
College Board met on eight occasions with all meetings being reported.

Elected Members:

Sarah Milosevic	Chairperson
Tim Prance	Vice Chairperson
Trish Walker	Congregation Representative
Matthew Hutchinson	Congregation Representative
Chris Doon	College Community Representative
Heidi Yelland	College Community Representative

Ex Officio Members:

Kelvin Grivell	College Principal
Tyna Newman	College Business Manager
Pastor Nigel Rosenzweig	Victor Harbor Lutheran Church
Leona Reid	Secretary



Achievements for 2023

Capital Works

- Lighthouse Early Learning
- Wilderness Centre
- New Middle & Senior School Locker Shelter
- New Junior School playground by Climbing Tree
- Construction of the new road through Wurar Ruwi

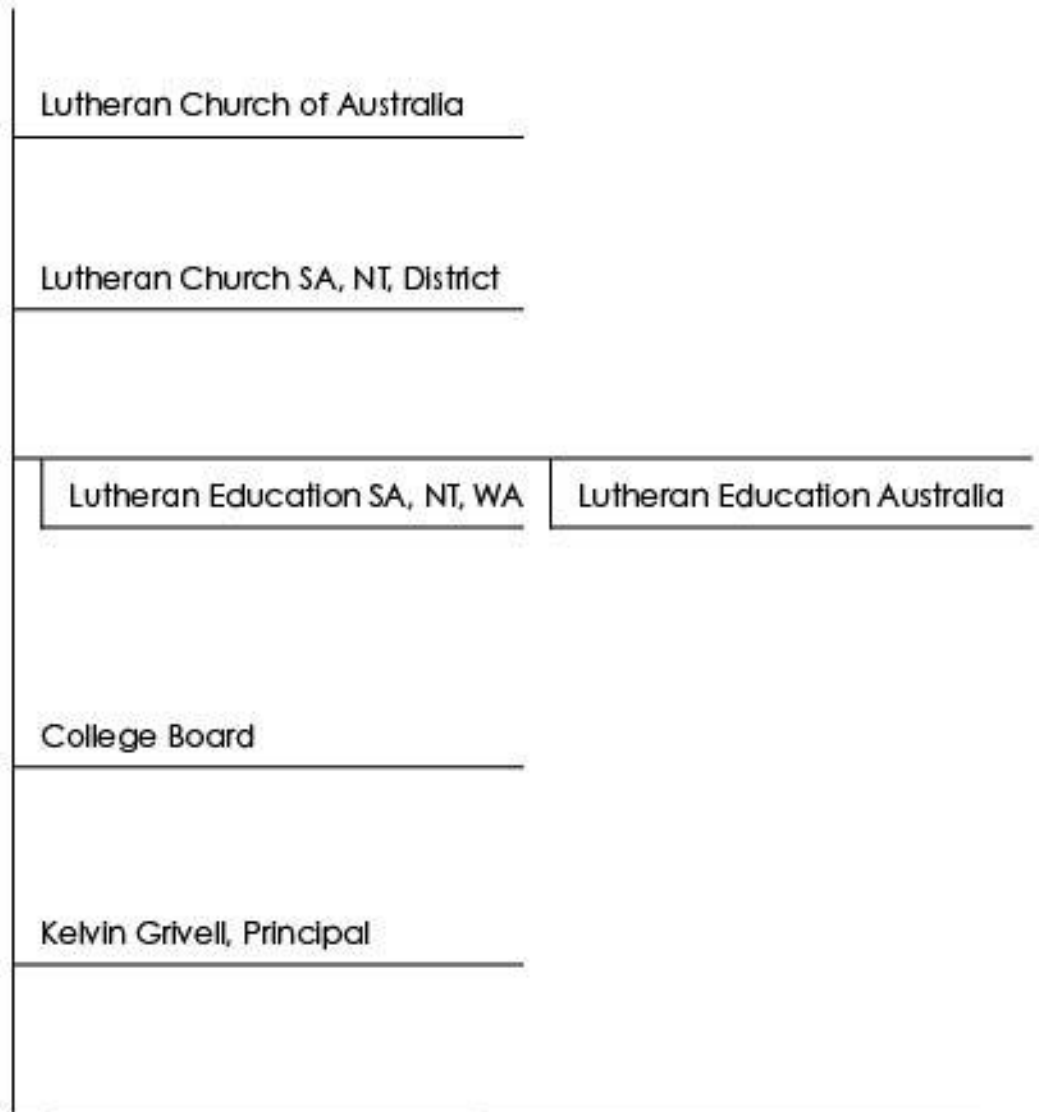
Other Highlights

- Appointment of Landscape Architects Oxigen to assist with grounds master planning
- Official naming of Wurar Ruwi (formerly Block 69)
- Senior staff appointments:
 - Head of Middle & Senior School – Jon Gear
 - Director of Teaching & Learning – Melissa O'Donnell
 - Director of Early Learning – Vanessa Harvie
- New staff appointments:
 - 7 Administration
 - 2 Co-educators
 - 10 Teachers





Operations



Tyna Newman Business Manager	Tori Weiss, Head of Junior School	Jon Grear 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		



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Staff

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

In 2023, Encounter Lutheran College has a total staff of 102 of which 60 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

48.13
FTE Teachers

29
FTE Non-teaching
staff

77.13
Total FTE

102
Total Staff

Retention/Appointments

19
New staff
appointed

3
Retired

9
Resignation/
moved

1
Contracts
completed

Staff Qualifications

6
Diploma

58
Degrees

13
Masters



Staff (cont...)

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)	Teachings Staff	Support Staff
Personal	413	214
Compassionate	4	9
Leave without pay	4	48
Special Leave with pay	23	3
Short Leave	11	6
Long Service Leave	296	159
Time off in lieu	4	4
Study leave	13	10
Total Days Absence	767	454



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 2023, 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;
- Mentoring / coaching
- External consultants/facilitators;
- Accredited courses;
- Assessment and moderation activities;
- Structured professional reading;
- Peer observation;
- In-College programs;
- External workshops/conferences;
- Practicums/school visits;
- Online learning;
- Personal professional reading;
- International Baccalaureate professional learning;
- SACE subject specific seminars;
- SACE moderation panels;
- Inclusive Education review;
- Assessment & Feedback workshop.

Costs

\$130,935

Costs incurred for Courses, Seminars & Workshops

\$9,108

Costs incurred for IB Courses, Seminars and Workshops

\$5,610

Relief teacher costs for teachers attending training





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Teaching & Learning

Enrolments

In 2023, as at August Census, Encounter had 695 students with 350 in Foundation to Year 6 and 205 in Years 7-9 and 140 in Years 10-12. The below numbers show Encounter's continued growth as we continue to develop our Senior College.

Primary F-6

350	362	353
2023	2022	2021

Middle 7-9

205	179	171
2023	2022	2021

Senior 10-12

140	144	140.2
2023	2022	2021



Teaching and Learning (cont...)

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.

An absentee database is maintained recording date and reason for non-attendance. This is updated daily and continuously during the day. If the College has not been notified by parent/caregiver of a student's absence, the parent/caregiver is contacted. Repeated non-attendance is reported to the relevant Head of School, who will follow up with the parent/caregiver. The number of days of non-attendance is report on each term's student report.

87.8%

Foundation

87.7%

Year 1

88.8%

Year 2

90.1%

Year 3

88.5%

Year 4

90.3%

Year 5

89.4%

Year 6

88.6%

Year 7

88.3%

Year 8

88.0%

Year 9

86.2%

Year 10

88.0%

Year 11

84.7%

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	431	403	384	418	412
	All Schools	405	416	404	411	407
	Similar Schools	423	425	409	423	419
5	Year 5	477	436	449	457	463
	All Schools	405	425	489	495	488
	Similar Schools	497	482	484	495	487
7	Year 7	552	511	517	534	530
	All Schools	536	534	539	539	538
	Similar Schools	545	537	541	545	544
9	Year 9	573	589	576	558	561
	All Schools	564	567	568	557	568
	Similar Schools	569	576	571	560	569



Student Results

Senior Secondary Outcomes

The following information relates to students who completed SACE Stage 2 subjects in December 2023. It is important to note that all eligible students who applied for university courses were offered their first or second preference.

43	43	39	40	66%
Number of students	Number of students achieving SACE	Number of students receiving an Australian Tertiary Admission	Number of students in Years 8-11 who undertook at least 1 Stage 2 subjects	Number of students receiving 1 st round offers to University
1	31.93%	48.74%	9.3%	7
Number of Merit Certificates issued (subject scores of '20')	Percentage of subject grades in the 'A' grade band (State average 32.16%)	Percentage of subject grades in the 'B' grade band (State average 42.4%)	Number of students with an ATAR above 90%	Number of students completing at least one unit of competency related to VET (Stage 2 subjects only)

The Class of 2023 graduated with a 100% SACE completion rate. All students who were eligible for an ATAR were successful. 78% 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 B range, and well below state averages in the C to E bands. (Encounter had only one grade below a C-).



Student Results (cont...)

Vocational Educational & Training

In 2023, Encounter Lutheran College students were enrolled in the following, externally offered, courses:

Australian Business Week (ABW)

First Aid (all year 8 students)

Stage 1 Biology

Stage 1 Child Studies

Stage 1 Digital Communication Solutions

Stage 1 Earth and Environmental Science

Stage 1 History

Stage 1 Japanese Continuers

Stage 1 Legal Studies

Stage 1 Psychology

Stage 2 Workplace Practices - Elite Athlete

Certificate II in Construction Pathways

Certificate II in Food Processing

Certificate III in Dance

Certificate III in Early Childhood Education and Care

Certificate III in Sport and Recreation

Certificate III in Electrotechnology

Certificate III in Business

Certificate III in Christian Ministry and Theology

Certificate IV in Real Estate Practice



Parent, Student and Teacher Satisfaction with the College

At the beginning of 2023, Encounter sought feedback through a tool developed by LESNW. Using the Growing Deep vocational practices (Lutheran Identity, Excellence in Learning, Ongoing Improvement and Innovation, Community Building, Organisation, and Management) as a framework, the survey invited responses from the Board, staff, students, and families.

There is consistency across the vocational practices with one standout area being Organisation and Management, which received the strongest response, particularly amongst the students, and parents. Lutheran Identity garnered the highest score of the vocational practices from the teaching staff, yet it elicited the softest response overall. The governing body, parents, and teaching staff responded more positively, followed by the primary students and secondary students. The abundance of comments **underscores the community's strong commitment to the College**, demonstrating their sense of ownership. Overall, the survey responses from the College community have exceeded the combined average of schools that have participated in the survey thus far, except for the primary students, whose responses matched the average.

Five key areas of interest:

- Enhanced opportunity for exploring, growing, and understanding faith.
- Engagement and involvement of students in Christian Studies.
- Potential for greater student agency and exploration of personalised learning.
- Reflection and review are improving outcomes, guiding staff development, and enhancing student learning.
- Exploring learning collaborations and partnerships with other Lutheran schools and external organisations.

As with all feedback, this data will be used to inform the revision of all relevant practices at the College, in line with our strategic actions.



Community & Value Adding

In the past year, our valued College events have continued. These include but are not limited to:

- Night on the Green
- Sports Day
- Year 6 Exhibition
- Year 9 Community Project
- Grandparents Day
- Year 12 Formal
- Gratitude Dinner

These are wonderful opportunities to build and reinforce community and to share and value student learning.

With increased confidence following COVID disruptions from 2020-2022, we were thrilled to be able to invite Senior School students to engage in the additional cultural experiences of visiting Central Australia, Japan, and New Zealand.

From a performing arts perspective, 2023 was a year for our Middle & Senior School students to enjoy their biennial musical experience. Students in Years 7-12 took part in High School Musical, held at the Victor Harbor Town Hall across three performances. For Junior School students, Wakakirri was the highlight, with a cast of approximately 70 students enjoying the rehearsals, connections, skills and joy leading up to them stepping onto stage at the Norwood Town Hall in August.

For the first time in 2023 Encounter had an annual theme which flavoured Shine services, staff devotion and two significant student art competitions. With 'Hope' as the focus for our community, the College also introduced prayer breakfasts, with parents, local Christian ministers and other Christians across our community invited to join in a termly time of prayer in our Staff Lounge.

Finally, in 2023 Encounter strengthened its connections with the local Ngarrindjeri community, with this culminating in the naming ceremony of Wurar Ruwi, land of the red gum. Formerly and colloquially known as Block 69, the naming of the land acknowledged First Nations significance, but also the role of Lutheran Missionaries who helped record local language 180 years ago.



Finance

Income by source

Encounter Lutheran College derives income from Tuition Fees (24%) and Government Grants (75%) and other sources (1%).

Tuition income increased 10% in 2023 reflecting two overseas trips (Japan and New Zealand Ski Trip) as a post-Covid catch-up, as well as increased student enrolments.

Government Grants increased 14% from 2022 reflecting the increased enrolments and a one-off Student Well-being Boost of \$30k.

Other Income reduced in 2023 due to a one-off Systems Development Assistance package of \$162k in 2022 and increased special needs staffing costs in the Early Learning Centre in 2023.

Tuition Fees

\$3,620,856	\$3,292,874
2023	2022

Commonwealth Government Grants

\$8,853,994	\$7,742,915
2023	2022

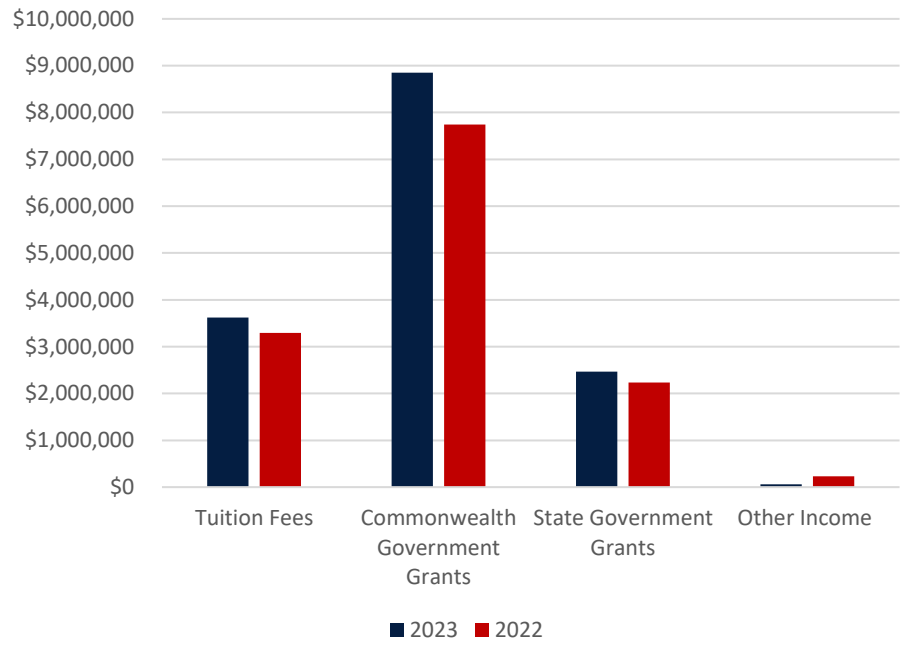
State Government Grants

\$2,468,833	\$2,189,663
2023	2022

Other Income

\$60,815	\$325,075
2023	2022

Finance





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