



# ANNUAL REPORT

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2024

*Looks like school, feels like home...*

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# Principal's Welcome



**Once again, this Annual Report provides an opportunity for reflection and celebration. Encounter continues to thrive, to seek improvement, and to serve our students and their families with commitment and heart.**

It's also an opportunity to express how grateful I am for working alongside so many dedicated colleagues. Our College culture is strong, collaborative and one that we will continue to strengthen and enjoy.

In 2024 our student population increased from 695 to 734. We have now had 12 consecutive years of enrolment growth, which has enabled us to establish a strong reputation, continue our capital projects, and prepare for the future with confidence.

One factor assisting our ongoing enrolment growth has been our third stream of Year 7 students, a strategic decision initiated in 2022. We are currently in the privileged position of having waiting lists for 2026 and applications being submitted 3-4 years in advance of the year of admission. This certainly enables us to plan with certainty and provides a clear and natural point of entry for those families who have chosen public schooling for their children for primary school.

In 2024, we transitioned a new member of our Executive Team, Jon Gear. As our incoming Head of Middle & Senior School, Jon had the benefit of already being a member of our team and being familiar with our community. His appointment was warmly welcomed by staff, students and families.

To ensure our newly formed Executive Team focused on collaboration, trust and connection, I engaged Mike Greenslade and Robbie Cave, a husband-wife professional supervision team. I have worked with Mike for over a decade and his impact on my perspective, my wellbeing and my growth has been invaluable. I was keen for Tyna, Tori and Jon to experience some of this, so we started partnering with them in two ways. The first was for us to engage in 1 on 1 sessions with Mike or Robbie. This is a personal, private and professional conversation that is held between Mike or Robbie and whoever they are speaking to. We also commenced team discussions where we have explored sustainable leadership practices and theories, Maori cultural stories and many other impactful and rich metaphors and stories.

Finally, in 2024 our Year 12 results were once again an accurate reflection on the year of study that had been undertaken by our most senior students. 100% of our students achieved their SACE and in 2024 our Dux of the College was Lily Baxter. She received an ATAR of 93.85 while balancing her studies with her elite sport commitments.

Other Year 12 result highlights were:

- 66 A grades;
- 60% of students achieving at least one A; and,
- Over 80% of overall subject grades were in A or B bands, as well as having 3x A+ grades.

As we consider the year that has been, it is also appropriate to thank our outgoing Chair, Sarah Milosevic, for her extended service to Encounter Lutheran College as both a Board member and as Chair. Sarah served our Board in these capacities for nine years and I am grateful for her dedication and passion throughout that time.

Sincerely,



**Kelvin Grivell**  
Principal



# Message from our Board

One of our key achievements in 2024 was finalising and beginning to implement our Strategic Plan. Under the banner of three key words (People, Planet, Purpose), we identified ten goals, each with their own objectives which will be clarified and explored by relevant members of our team. They seek to capture our current identity, but also future aspirations and directions for our College.

The ten goals are:

- GOAL 1:** Align our human resources practices and documents to ensure Encounter Lutheran College remains the school of choice on the South Coast.
- GOAL 2:** Implement an array of professional learning opportunities that target growth amongst staff.
- GOAL 3:** Prioritise and promote student wellbeing and inclusive learning.
- GOAL 4:** Implement and communicate a clear, supportive student transition program for students as they move throughout and beyond the College.
- GOAL 5:** Engage, build and support a rich College community through key partnerships and events
- GOAL 6:** Enhance our physical environment to promote active engagement and learning for students, respect for our natural environment and recognition of Creation and the First Nations story.
- GOAL 7:** Lead environmental education, debate and action through the curriculum, our professional learning and our daily practices.
- GOAL 8:** Deliver a rich and meaningful learning experience for all students
- GOAL 9:** Engage our students, staff and community in meaningful experiences to enrich their understanding of Christian spirituality and life
- GOAL 10:** Implement sustainable and innovative systems and processes across all business and governance domains, including but not limited to:
- Financial Health
  - Risk Mitigation
  - Compliance
  - Administration & Student Services
  - ICT
  - Property
  - Marketing
  - People & Culture



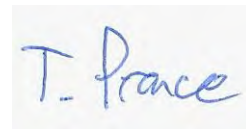
In the second half of the year it was determined that we would seek to create a new Master Plan for the College. After meeting with several architects, the decision was made to appoint DesignInc as the preferred partner. Over several months, DesignInc worked with staff and students to identify the most critical needs, which assisted to inform the final outcome. With a perspective that is more visionary than anything we've ever considered, it's quite exciting to imagine that our new Master Plan potentially casts us 15-20 years into the future. Having such a significant, long-term master plan is a gift to the Board and the College and something that will serve to excite our community well beyond what can be immediately planned for.

In late 2024, we identified an emerging need for a Block Grant Authority Commonwealth Government Grant application for what has now become our Stage 13 project. Consisting of dedicated drama and dance spaces as well as stand-alone Year 9 Home Classes, this project was handed to DesignInc as their first capital project alongside Encounter.

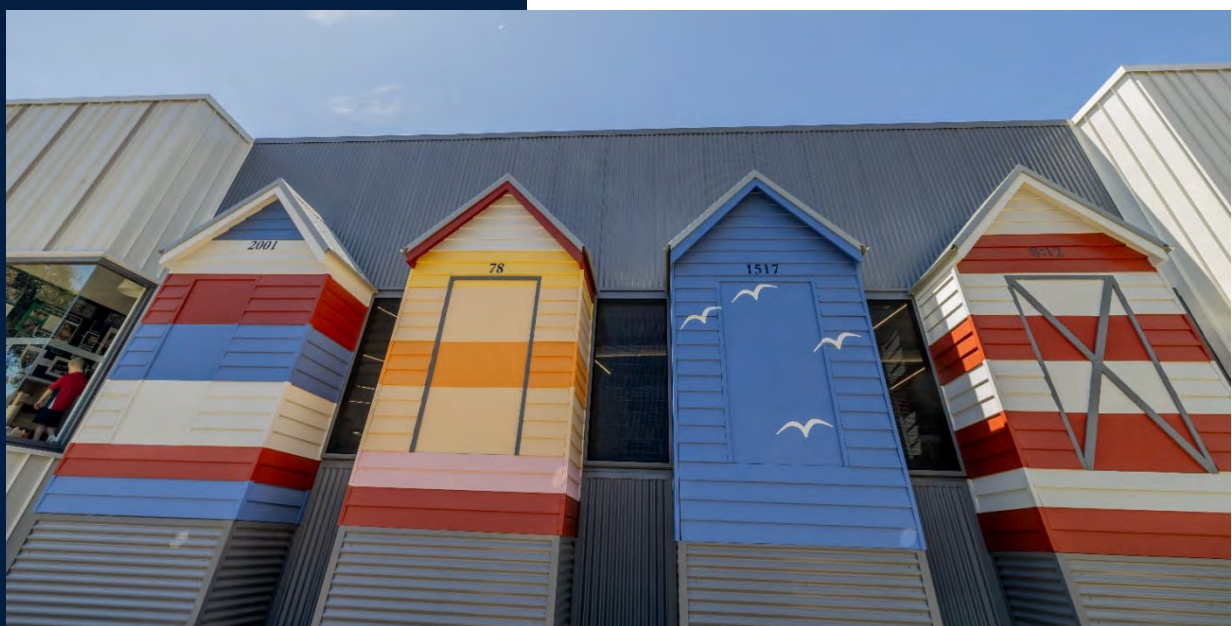
In addition to this, another major investment in 2024 was working with Oxigen, the landscape architect who worked with us to develop a grounds Master Plan. Given Encounter's rapid and ongoing capital growth over more than a decade, one emerging need has become grounds upgrades which seek to improve aesthetics, flow of foot and vehicle traffic and general functionality which enables students and staff to engage with our campus in a practical, supportive manner. We will intentionally target areas of the Oxigen Master Plan in the coming years so we begin to see drastic improvements in the 'look and feel' of our grounds.

I continue to be grateful for God's provision and guidance as we embrace challenges and enjoy the privilege of enriching the lives of young people.

Sincerely,



**Tim Prance**  
Vice Chairperson  
Encounter Lutheran College Board



# 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 **servicing 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



**734**

2024

**695**

2023

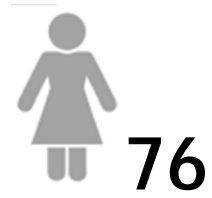
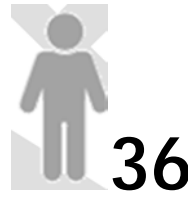
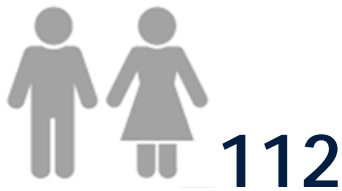
**685**

2022

**664.2**

2021

## Staff (as at December 2024, including Early Learning)



**86.0**

FTE

**33.8**

Office Based

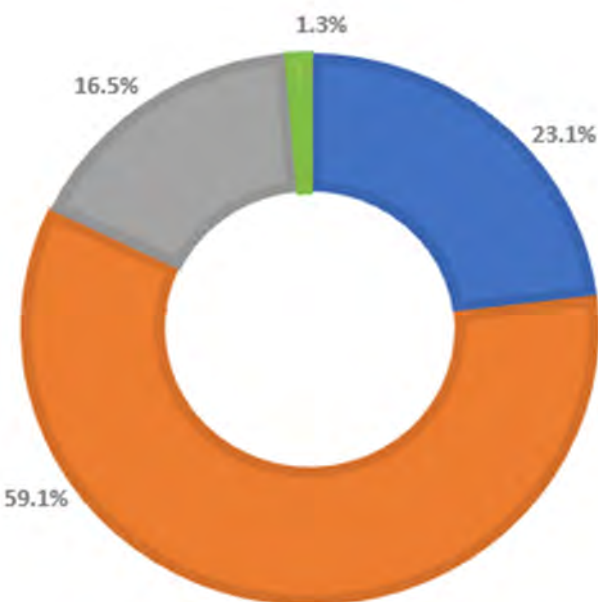
**52.2**

Teacher Based

**93.1%**

Staff Retention Rate

## Revenue



Tuition	\$ 3,804,738
Commonwealth	\$ 9,729,221
State	\$ 2,716,864
Other	\$ 5,435
<b>Ordinary Activities</b>	<b>\$ 16,256,258</b>
Capital	\$ 216,659
<b>Total Revenue</b>	<b>\$ 16,472,917</b>



# ENCOUNTER

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# 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 2024

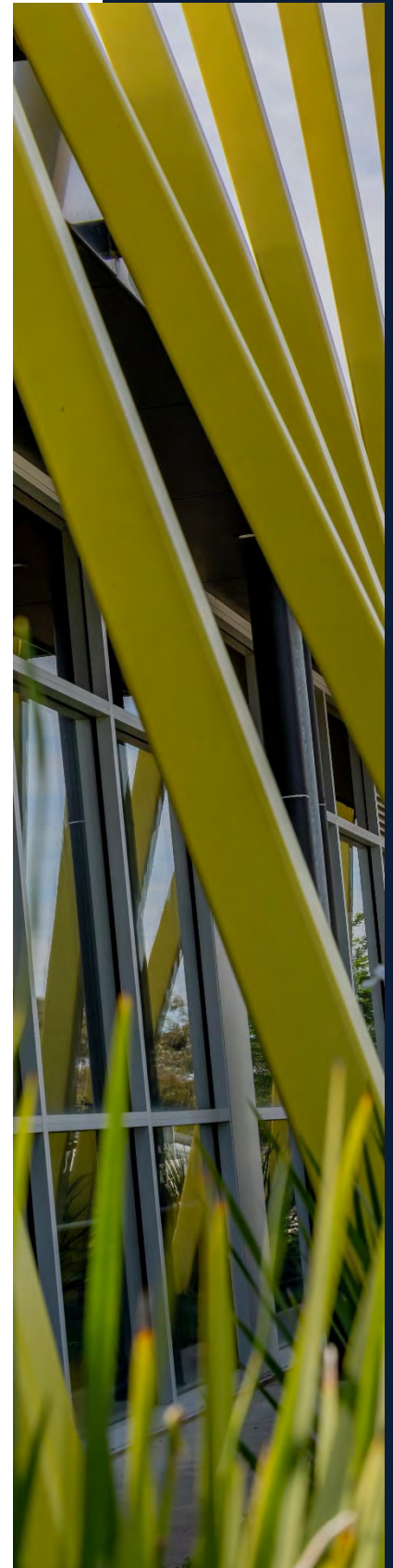
The College Board met eight times with all meetings recorded.

Elected Members:

- Sarah Milosevic—Chairperson
- Tim Prance—Vice Chairperson
- Trish Walker—Congregation Representative
- Matthew Hutchinson—Congregation Representative
- David Heintze—Congregation Representative
- Sophie Ducrou—College Community Representative
- Elise Stewart—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 2024

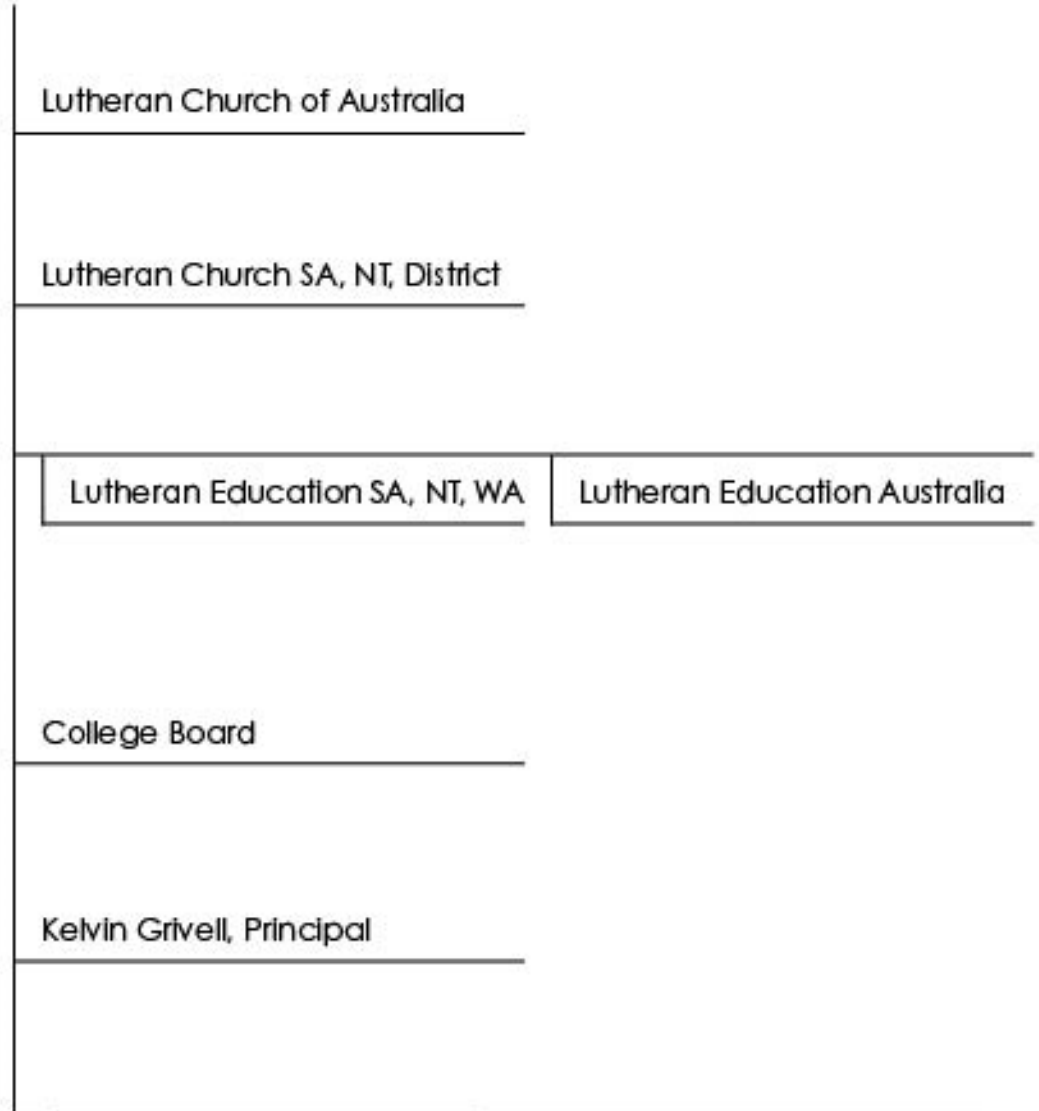
### Capital Works

- 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)
- New staff appointments
  - Jon Grear - Head of Middle & Senior School
  - Melissa O'Donnell - Director of Teaching & Learning
  - Nicola Harlow - People & Culture Manager
  - Vanessa Harvie – Director of Early Learning
  - T'Leah Barker – Teacher, Early Learning
  - Cassie Burrows – Teacher, Middle School
  - Belinda Delyster – Teacher, Middle & Senior School
  - Liz Ibbetson – Teacher, Junior School
  - Emma Jurecky – Policy Support Officer
  - Emma Kraft – Co-educator, Middle & Senior School
  - Sharon Kramer – Education Administration Officer
  - Ally Miller – Teacher, Middle & Senior School
  - Paul Parnis – Systems Administrator
  - Kylie Pitt – Library Assistant
  - Kara Toming – Finance and Administration Officer
  - Maddie Trueman – Teacher, Junior School
  - Abbey Turner – Teacher, Middle & Senior School
  - Will Weiss – Trainee Co-educator

# Operations



Tyna Newman Business Manager	Tori Weiss, Head of Junior School	Jon Gear 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 2024, Encounter Lutheran College has a total staff of 112 of which 65 are teachers. Of the teaching staff, the balance of gender is 68% female and 32% 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

**52.2**

FTE Teachers

**33.8**

FTE Non-teaching staff

**86.0**

Total FTE

**112**

Total Staff

## Retention/Appointments

**17**

New staff appointed

**0**

Retired

**5**

Resignation/moved

**2**

Contracts completed

## Staff Highest Qualification

**7**

Diploma

**72**

Degrees

**14**

Masters

# Staff

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	453	267
Compassionate	5	6
Leave without pay	117	34
Special Leave with pay	36	28
Short Leave	10	8
Long Service Leave	219	93
Time off in lieu	15	23
Study leave	17	7
Workers Compensation	10	-
<b>Total Days Absence</b>	<b>883</b>	<b>466</b>



# 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 2024 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-curricular;
- 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 moderation panels;
- Inclusive Education review;
- Assessment & Feedback workshop.

## Costs

**\$100,640**

Costs incurred for Courses, Seminars & Workshops (including Early Learning)

**\$6,248**

Costs incurred for IB Courses, Seminars and Workshops

**\$2,479**

Relief teacher costs for teachers attending training



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# Teaching & Learning

## Enrolments

In 2024, as at August Census, Encounter had 734 students with 368 in Foundation to Year 6 and 217 in Years 7-9 and 149 in Years 10-12. The below numbers show Encounter's continued growth as we continue to develop our Senior College.

### Primary F-6

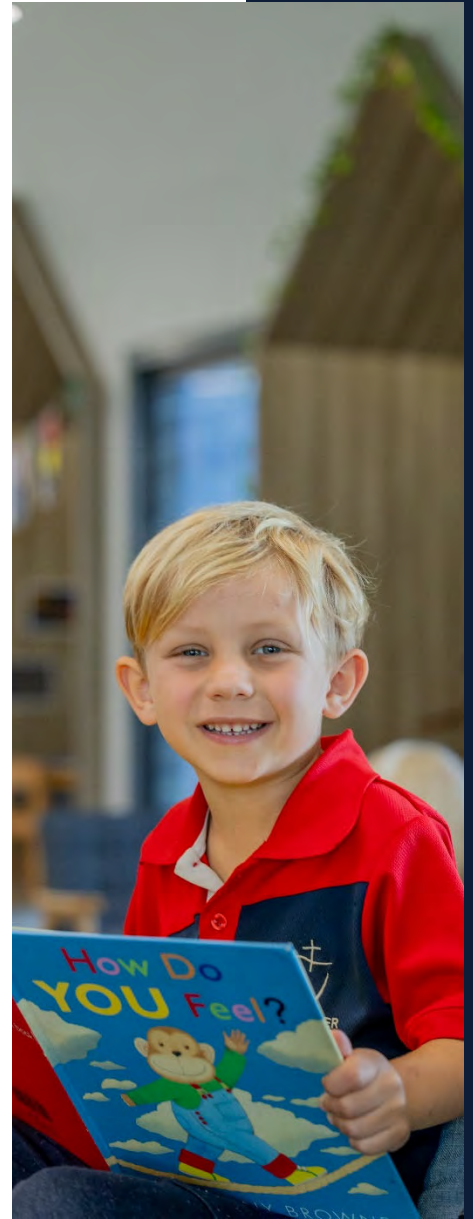
<b>368</b>	<b>350</b>	<b>362</b>
2024	2023	2022

### Middle 7-9

<b>217</b>	<b>205</b>	<b>179</b>
2024	2023	2022

### Senior 10-12

<b>149</b>	<b>140</b>	<b>144</b>
2024	2023	2022





## 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.

<b>89.1%</b> Foundation	<b>89.0%</b> Year 1	<b>90.1%</b> Year 2
<b>87.7%</b> Year 3	<b>89.8%</b> Year 4	<b>86.8%</b> Year 5
<b>89.9%</b> Year 6	<b>90.4%</b> Year 7	<b>85.9%</b> Year 8
<b>86.7%</b> Year 9	<b>89.8%</b> Year 10	<b>85.5%</b> Year 11
<b>84.3%</b> 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
<b>3</b>	Year 3	409	409	380	389	396
	All Schools	404	416	401	409	404
	Similar Schools	412	421	402	413	408
<b>5</b>	Year 5	495	466	460	492	477
	All Schools	492	485	486	498	489
	Similar Schools	499	488	485	503	492
<b>7</b>	Year 7	539	543	534	532	524
	All Schools	535	540	540	537	540
	Similar Schools	548	552	547	549	550
<b>9</b>	Year 9	568	543	558	553	542
	All Schools	565	540	567	555	565
	Similar Schools	570	583	569	561	568



# Student Results

## Senior Secondary Outcomes

The following information relates to students who completed SACE Stage 2 subjects in December 2024. It is important to note that all eligible students who applied for university courses were offered their first or second preference.

**42**

Number of students

**42**

Number of students achieving SACE

**38**

Number of students receiving an Australian Tertiary Admission

**45**

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

**96%**

Number of students receiving 1<sup>st</sup> or 2<sup>nd</sup> round offers to University

**34.4%**

Percentage of subject grades which were rated 'A' (state average 33.7%)

**45.8%**

Percentage of subject grades which were rated 'B' (state average 42.48%)

**10.5%**

Number of students with an ATAR above 90%

**21**

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

The Class of 2024 graduated with a 100% SACE completion rate. All students who were eligible for an ATAR were successful. 88% of students who applied for university received their first 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 2024, Encounter Lutheran College students were enrolled in the following, externally offered, courses:

- Certificate III in Agriculture
- Certificate III in Baking
- Certificate III in Carpentry
- Certificate III Christian Ministry and Theology
- Certificate III in Early Childhood Education and Care
- Certificate III in Electrotechnology Electrician
- Certificate III in Entrepreneurship and New Business
- Certificate III in Dance
- Certificate III in Health Services Assistance
- Certificate III in Sport and Recreation
- Certificate III in Tourism
- Certificate II in Construction Pathways
- Certificate II in Electrotechnology (Career Start)
- Certificate II in Salon Assistant



# Parent, Student and Teacher Satisfaction with the College

A recent and more formal addition to our feedback mechanisms has been a Year 12 student and family exit survey, provided to relevant families in their final weeks at Encounter. Although some Year 12 students are only with us for a short time, many families are with us for well over a decade, therefore able to provide rich, informed and valuable feedback for us to respond to.

**87%** 4.3 out of 5 **83%** 4.16 out of 5  
Overall student satisfaction score Overall parent satisfaction score

Students identified best practice areas as being:

- Leadership + Direction
- Teaching Standards
- Learning Environment
- Reporting
- Values + Culture
- Homework
- Resources + Facilities
- Student Transition
- School Communication
- Student Engagement
- Pastoral Care/Wellbeing
- Co-curriculum
- Learning + Extension
- Curriculum
- Parent Engagement

For parents, they were:

- Reporting
- Resources + Facilities
- School Communication
- Values + Culture
- Leadership + Direction
- Learning Environment
- Co-curriculum
- Parent Engagement
- Student Transition
- General
- Student Engagement
- Teaching Standards
- Curriculum

Some growth areas were identified as College grounds and Middle & Senior School drop-off area needing improvement, increased shade and shelter, a more accessible Year 12 study space, and the desire for development of curriculum offerings.

Overwhelmingly we were pleased with these results. Having data to compare from one year to the next, and over an extended period of time, will also enable us to improve practices and respond to those concerns identified by families who have been members of our community for an extended period.

# 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, 2024 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 2024, 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 2024 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 (23%) and Government Grants (76%) and other sources (1%). Tuition income increased 5% in 2024 reflecting the increased student enrolments.

Government Grants increased 9.9% from 2023 reflecting the increased enrolments, less a one-off Student Wellbeing boost of \$30k received in 2023.

Other Income decreased in 2024 due to lower debt collection charges, lower Early Learning Centre income, partially offset by higher Uniform Shop income and higher interest received. Capital Income increased due to the Capital Development Levy (increased enrolments), a Government Capital Grant for the undercover locker area and special needs staff funding in the Early Learning Centre.

### Tuition Fees

<b>\$3,804,738</b>	<b>\$3,620,856</b>
2024	2023

### Commonwealth Government Grants

<b>\$9,729,221</b>	<b>\$8,853,994</b>
2024	2023

### State Government Grants

<b>\$2,716,864</b>	<b>\$2,468,833</b>
2024	2023

### Capital and Other Income (including Trading Activities)

<b>\$222,094</b>	<b>\$188,343</b>
2024	2023





# ENCOUNTER

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[www.encounter.sa.edu.au](http://www.encounter.sa.edu.au) | 08 8552 8880

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