



GEELONG
LUTHERAN
COLLEGE

ANNUAL *Report* 2024



CONTENTS

COLLEGE PROFILE	2
OUR VISION	4
MISSION & MINISTRY	6
OUR STUDENTS	7
COLLEGE PERFORMANCE	8
COLLEGE FEEDBACK	15
FINANCE & RESOURCES	16
GOVERNANCE	17
COLLEGE DETAILS	18



COLLEGE *Profile*

At the beginning of 2024, Geelong Lutheran College (GLC) reimagined the next five years of development with the College Board engaging the broader community throughout the year to develop a Strategic Vision for 2025 – 2029.

Renewing our focus on student wellbeing and holistic approaches to learning and living in community, the College's vision identifies four core pillars in our mission:

Christian Ministry – We seek to foster an environment where the good news of Jesus Christ is shared openly. We will nurture the spiritual and intellectual growth of our College community, creating a space where faith, learning and mission intersect harmoniously.

Holistic Learning – We strive to create an environment where students flourish in all aspects of life, through academic success, personal fulfillment and a willingness to contribute positively to society, using their God-given talents.

Community Relationships – We aim to develop and maintain positive relationships with the community to mutually benefit student learning and all College stakeholders. Relationships foster a shared sense of purpose, service and God's grace.



Organisational Sustainability -

We develop a secure foundation, and maintain comprehensive structures, to support a viable learning and working environment.

Through the above strategic priorities, Geelong Lutheran College aims to fulfill its vision of being a leading, innovative, Christ-centred learning community that inspires students to be caring, confident, and creative citizens.

As a candidate school of the International Baccalaureate (Primary Years Program), the Primary campuses are delving into global perspectives, bringing further richness to their learning and engagement.

A growing Secondary cohort has allowed enriching student leadership opportunities, broad curriculum choices in both VCE and VCE Vocational Major. Dedicated staff are at the core of the heart of Geelong Lutheran College, where God's word is shared and celebrated, ensuring every community member is valued as a child of God.

OUR *Vision*

Our vision is ‘To be a leading, innovative, Christ-centered learning community that inspires students to be caring, confident and creative citizens.’

Our three core values and the measurable attributes are:

- **WISDOM – Discernment, Resilience and Curiosity**
- **HONOUR – Courage, Integrity and Respect**
- **PURPOSE – Compassion, Service and Responsibility**

Our 2025 - 2029 GLC Strategic Vision underpins our College Vision, supported by our core values.



GEELONG LUTHERAN COLLEGE

Our Vision
To be a leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens.

GLC Strategic Vision
2025 - 2029



CHRISTIAN MINISTRY

Fostering an environment where the good news of Jesus Christ is shared openly. Nurturing the spiritual and intellectual growth of our College community, creating a space where faith, learning and mission intersect harmoniously.

- CM1** Teach and learn about Christian beliefs, values, and practices.
- CM2** Live the values of Wisdom, Honour and Purpose as a College community.
- CM3** Give opportunities for students and staff to engage in communal worship, prayer and reflection, within the College and community.
- CM4** Provide spiritual support and connection opportunities for members of the College community.
- CM5** Encourage service learning and outreach engagement that reflects Christian principles, showing faith in action.



HOLISTIC LEARNING

Creating an environment where students flourish in all aspects of life, through academic success, personal fulfillment and a willingness to contribute positively to society, using their God-given talents.

- HL1** Facilitate the students' academic growth and achievement through a broad and diverse range of learning opportunities.
- HL2** Guide students to understand and regulate their emotions, build resilience, and develop healthy relationships with others.
- HL3** Provide a range of opportunities to assist students find a healthy balance of their spiritual, social, emotional and physical wellbeing.
- HL4** Encourage students to interact and collaborate positively with peers to engage with their community in meaningful ways.



COMMUNITY RELATIONSHIPS

Developing and maintaining positive relationships with the community to mutually benefit student learning and all College stakeholders. Relationships foster a shared sense of purpose, service and God's grace.

- CR1** Encourage and facilitate active participation in school life to promote opportunities for family connections and engagement.
- CR2** Build strong relationships with local organisations, businesses, and community leaders to support positive educational outcomes.
- CR3** Integrate service learning opportunities into the curriculum to develop qualities of good citizenship.
- CR4** Engage in open conversations to develop mutual benefit to both College and community needs.



ORGANISATIONAL SUSTAINABILITY

Providing a secure foundation, and maintaining comprehensive structures, to support a viable learning and working environment.

- OS1** Ensure the financial strength of the College by prudently managing resources and planning for long-term financial stability.
- OS2** Recruit, support, develop and retain quality staff for all College operations.
- OS3** Implement practices to reduce the ecological footprint and promote environmental awareness and responsibility.
- OS4** Provide contemporary, adaptable and appropriate learning programs, spaces and resources.
- OS5** Ensure robust risk management processes are reviewed and implemented.

GLC St John's Newtown Campus | K - 6
GLC Armstrong Creek Campus | P - 12
WISDOM HONOUR PURPOSE



**GEELONG
LUTHERAN
COLLEGE**

Profile of a Geelong Lutheran College Student

Develop students who extol, **Wisdom, Honour and Purpose**

The **Profile of a Geelong Lutheran College Student** is a framework which hones the opportunities for student growth from a holistic perspective, preparing each student for their post school career and life. Through this, we seek to be 'a **leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens**'. (GLC Vision Statement)

The College Motto '**Christ is All**' (Colossians 3:11) reflects that, to the believer, life is a living, intimate, everlasting relationship with God Himself. Christ is the only way to that life in which the believer is committed to follow the way of Christ's love in all aspects of living, both on earth and in heaven.



Each of our students are gifted in numerous ways. Along with a focus on academic excellence, we believe that a holistic approach to education is delivered through experiences which enhances students' social and emotional development, physical and mental wellbeing and opportunities to engage in a strong faith based pastoral care program.

GLC ST John's Newtown Prep - Year 6
St John's Lutheran Kindergarten 3 & 4 Year old
GLC Armstrong Creek Prep - Year 12



MISSION & *Ministry*

Christian education is woven into every aspect of life at the College. We are proud of our distinctly Lutheran identity.

Central to the mission and ministry of Geelong Lutheran College is the teaching and learning of Christian Studies. Students from Prep through to Year 12 develop their understandings of Christian faith through weekly Christian

Studies lessons, devotions and Chapel. The Lutheran Education Australia (LEA) Christian Studies Curriculum Framework provides the framework for Christian Studies and is presented through an inquiry process.

Our weekly chapel services continues to be a focal point for our students, staff and parents. Led by various members of our leadership, classes or Chaplain, chapel provides an opportunity for each member of the community to develop their

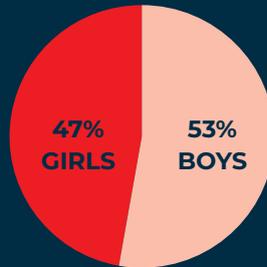
faith. This is supported by staff devotion, morning devotions in classes and opening and closing services during the year.

Staff continue to be enriched in their faith journey through the Equip program for Christian Studies teachers. Teachers of Christian Studies are required to complete this important accreditation which has been developed by Lutheran Education Australia in conjunction with the Church and schools.

OUR Students

GLC ST JOHN'S NEWTOWN CAMPUS

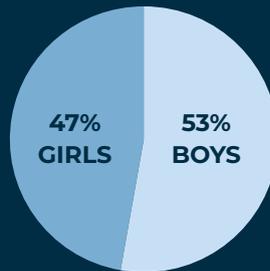
At the DET 2024 August census, our student population at the St John's Newtown campus comprised **340 students**, including **3 indigenous students**.



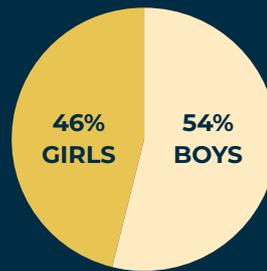
TOTAL SJ CAMPUS
Prep - Year 6
340 students

GLC ARMSTRONG CREEK CAMPUS

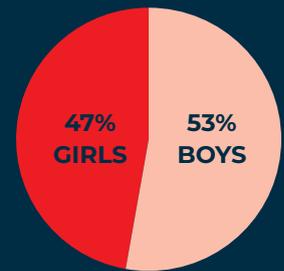
At the DET 2024 August census, our student population at the Armstrong Creek campus comprised **944 students**, including **5 indigenous students**.



PRIMARY
Prep - Year 6
356 students



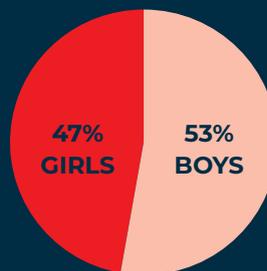
SECONDARY
Year 7 - Year 12
582 students



TOTAL AC CAMPUS
Prep - Year 12
938 students

GLC STUDENT TOTALS

At the DET 2024 August census, our total student population across the College comprised **1,284 students**, including **8 indigenous students**.



TOTAL GLC STUDENTS
Prep - Year 12
SJ & AC
1,278 students

COLLEGE Performance

TEACHER STANDARDS & QUALIFICATIONS

Geelong Lutheran College values the dedication and experience of its staff.

In 2024, GLC had a total of 173 staff with 109 of these actively involved in the work of teaching. Staff are trained to support student learning.

The College is committed to ensuring that staff are employed with appropriate qualifications and who will actively support the Christian ethos of the College. The school continuously develops the staff both professionally and personally through relevant professional growth opportunities.

All teachers are appropriately qualified and hold registration with the Victorian Institute of Teaching.

All staff members are trained in LEA's Valuing Safe Communities to ensure compliance with the Lutheran Church of Australia requirements. An approved Child Protection training program has been implemented for all staff and volunteers in the school which is undertaken at the beginning of each year.

New employees to the school are trained as part of staff Induction. Relevant staff members are also trained or updated in First Aid, Anaphylaxis Management and Asthma Management.

During the initial staff meeting at the beginning of the year, staff members were briefed on OH&S requirements. This is revisited regularly throughout the year during staff meetings as a standing item on each staff meeting agenda.

Four of our staff accepted positions as VCAA assessors for the 2024 Unit 3 & 4 examinations.

GLC Staff Qualifications	
Diploma	0
Bachelor	58
Graduate Certificate	1
Graduate Diploma	27
Post Grad	6
Masters	15
Doctor	2

WORKFORCE COMPOSITION

The workforce composition at Geelong Lutheran College consists of:

GLC workforce	
Executive Principal	1
Head of Primary SJ	1
Assistant Head of Primary SJ	1
Head of Primary AC	1
Assistant Head of Primary AC	1
Director of Teaching & Learning (Primary)	1
Head of Secondary	1
Director of Staff (Secondary)	1
Director of Teaching & Learning (Secondary)	1
Dean of Students	3
Primary Teachers	39
Secondary Teachers	58
Chaplain	1
School Officers	61
Wellbeing Coordinator	2
TOTAL	173

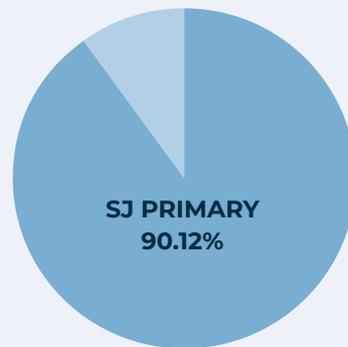


STUDENT ATTENDANCE AT GLC 2024

To support student attendance, the College has an Attendance Policy that outlines the roles and responsibilities of the school staff, parents and students.

- Absences are shown 'live' each day via roll marking in SIMON,
- Parents of absent students are notified if communication has not been forthcoming,
- Unexplained or inadequately explained absences will result in communication with parents and students,
- A formal attendance meeting may be organised to resolve ongoing attendance trends and discuss how best to support future attendance and engagement,
- Student attendance and absence figures may appear on student academic reports,
- Aggregated student attendance data is reported to the Department of Education & Training.

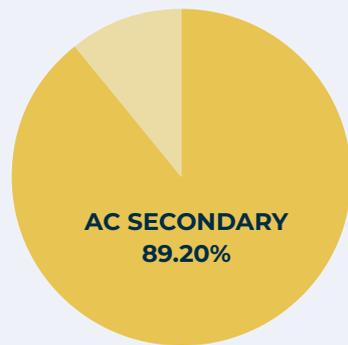
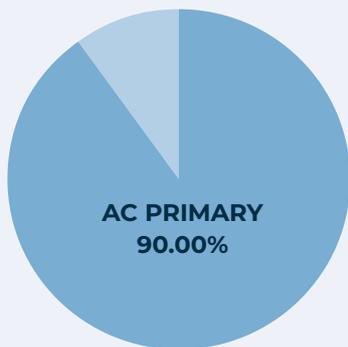
SJ Students attended school % of time



SJ average student attendance rate by year level

Prep	91.98%
Year 1	90.61%
Year 2	89.62%
Year 3	91.07%
Year 4	88.60%
Year 5	90.70%
Year 6	88.26%
Overall average attendance	90.12%

AC Students attended school % of time



AC average student attendance rate by year level

Prep	88.80%
Year 1	89.68%
Year 2	90.07%
Year 3	90.75%
Year 4	91.71%
Year 5	89.45%
Year 6	90.10%
Year 7	89.81%
Year 8	89.36%
Year 9	89.17%
Year 10	88.14%
Year 11	90.19%
Year 12	88.23%
Overall average attendance	89.63%

STUDENT OUTCOMES NAPLAN (National Assessment program)

Each year, all students in Years 3, 5, 7 & 9 are required to sit the NAPLAN (National Assessment Program in Literacy and Numeracy) in Reading, Language Conventions – Writing, Spelling, Grammar & Punctuation and Numeracy to establish the proportion of students achieving the national benchmarks.

Number of students participating in NAPLAN

Campus	Year level	Number of students
SJ	Year 3	50
	Year 5	38
AC	Year 3	49
	Year 5	46
	Year 7	111
	Year 9	100



Scale scores for PRIMARY students achieving at or above the National Average for NAPLAN
2024 PRIMARY State and National Comparison

Campus	SJ						AC					
	Year 3			Year 5			Year 3			Year 5		
Average	GLC	State	National									
Reading	457	418	404	516	505	492	403	418	404	510	505	492
Writing	431	423	416	523	496	485	426	423	416	504	496	485
Spelling	429	408	401	504	492	486	396	408	401	480	492	486
Grammar & Punctuation	440	417	409	520	504	498	417	417	409	490	504	498
Numeracy	432	413	404	496	497	489	416	413	404	490	497	489

GLC PRIMARY Historical Data

Campus	SJ						AC					
	Year 3			Year 5			Year 3			Year 5		
Year	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Reading	457	448	480	516	505	532	403	400	422	510	519	528
Writing	431	427	438	523	503	510	426	418	431	504	523	503
Spelling	429	422	432	504	497	535	396	397	405	480	509	510
Grammar & Punctuation	440	429	475	520	489	525	417	405	421	490	508	513
Numeracy	432	437	428	496	501	502	416	418	395	490	514	498

Scale scores for SECONDARY students achieving at or above the National Average for NAPLAN
2024 SECONDARY State and National Comparison

Campus	AC						AC					
	Year 7			Year 9			Year 7			Year 9		
Average	GLC	State	National	GLC	State	National	2024	2023	2022	2024	2023	2022
Reading	556	545	535	585	573	565	556	553	555	585	584	607
Writing	571	552	540	599	585	574	571	559	551	599	581	588
Spelling	553	541	540	566	569	567	553	547	542	566	572	590
Grammar & Punctuation	554	541	537	576	558	555	554	542	543	576	555	602
Numeracy	552	546	540	568	571	565	552	541	547	568	565	588

Above National average

Above both State and National average



SENIOR SECONDARY OUTCOMES

We were very proud of all Year 12 students for their motivation, hard work and leadership provided within the school. The College also acknowledges our teaching staff who professionally guided and supported our students.

Of the cohort of 58 Year 12 students, 41 were set to finalise their VCE in 2024; of which there was a 100% VCE pass rate. Of the remaining 17 students, 16 earned the VCE Vocational Major (VCE VM) and 1 student gained a partial completion of their Victorian Pathways Certificate (VPC).

Of the 35 students who applied for University place through VTAC, 34 were awarded a university placement, with 20 receiving their first preference of university and 3 students receiving more than 1 offer.

SENIOR SECONDARY COMPLETION AND ACHIEVEMENT INFORMATION, 2023

VCAA School number: 14930

VCAA School name: GEELONG LUTHERAN COLLEGE

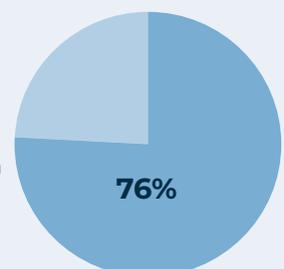
Address locality: ARMSTRONG CREEK

School Programs	
Number of VCE 3-4 Units with enrolments	43
Number of VET certificates with enrolments	19
Student Cohort	
Number of students enrolled in a VCE 3-4 Unit	119
Number of students enrolled in VET certificate	36
Percentage applying for tertiary places	61%
Student Achievements	
Percentage of satisfactory VCE completions	100%
Number of students awarded the VCE (Baccalaureate)	<4
Percentage of VET units of competency completed	75
Number of students awarded the VCE Vocational Major	10
Number of students awarded the VPC	-
Median VCE study score	30
Percentage of study scores of 40 and over	6.2

PROPORTION OF YEAR 9 STUDENT RETAINED TO YEAR 12

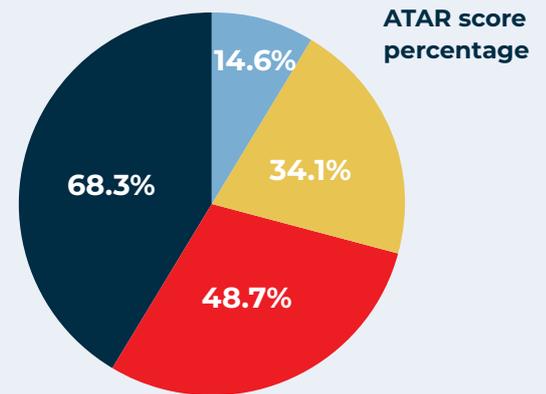
In 2021, GLC Armstrong Creek had 71 students enrolled in Year 9 and of these, 54 graduated from GLC in Year 12 in 2024.

**Year 9-12
student
retention
rate**



VCE results

Our highest ATAR was 96
Median ATAR was 69.68
Average study score was 30.48
students achieved an ATAR score over 90
students achieved an ATAR score over 80
students achieved an ATAR score over 70
students achieved an ATAR score over 60



VCE VM results

During 2024, 16 Senior Secondary students completed a Vocational Education Training course in the following areas. SBAT indicates that the VET certificate was undertaken within a School Based Apprenticeship/Traineeship – generally as part of the VCE VM program.

Certificate III	No. of students
Cert III in Allied Health Assistance	1
Cert III in Community Services	1
Cert III in Plumbing	3
Cert III in Music	4
Cert III in Information and Communications Technology	2
Cert III in Early Childhood Education and Care	1
Cert III in Beauty Services	1
Cert III in Fitness	3
Cert III in Dance (VCE VET)	2
Cert III in Equine Studies	1
Cert III in Light Vehicle Mechanical Technology	1
Certificate II	No. of Students
Cert II in Agriculture	4
Cert II in Electrotechnology Studies	1
Cert II in Dance	1
Cert II in Workplace Skills	4
Cert II in Animal Care	1
Cert II in Plumbing (pre-apprenticeship)	1
Cert II in Hospitality	1
Cert II in Furniture Making Pathways	2

POST SECONDARY SCHOOL TERTIARY OFFERS

The following represents the post-school tertiary offers of our 2024 Year 12 student cohort. Our College is proud of the achievements of our students and wish them every blessing as they move into the next phase of their educational and vocational journey.

Universities / TAFEs that offered students courses were:

Deakin University	11
Victoria University	4
RMIT	4
Monash	6
Federation University	1
Deakin College	1
ACU	5
SAE	2
JMC	1
Collarts	1
Swinburne	1

Fields of study

Arts	1	Law	3
Nursing/Midwifery	2	FAST – Fed Access Scheme	1
Nursing	2	Architecture	1
Primary Education	1	Audio Engineering and Sound	1
Engineering	5	Public Health and Health Promotion	1
Occupational Therapy	1	Film	2
2D Animation	1	Business	3
Medical Imaging	1	Foundation Studies – Pre Uni course ACU	1
Exercise and Sport Science	1	Speech Pathology	1
Pharmacy	2	Sport Management	1
Science	1	Commerce	1
Live Production and Tech Service	1	Accounting	1
Science/Bio Med	1		



COLLEGE *Feedback*

PARENT, STUDENT AND TEACHER SATISFACTION

Our College is committed to an ongoing improvement process.

At each campus, the level of satisfaction is reported and gained through various formal and informal processes including: Surveys, Parent/Teacher Interviews, Parent Information Sessions, Parent Forums, the College Year Book, Assemblies, Staff Meetings, Annual Reviews and Student Leadership meetings.

The College community enjoys the wonderful support of our parents, guardians and caregivers which is reflected in the important partnership that exists between home and school.

The College regularly reports on events, programs and activities that have a positive impact on the wellbeing of all members of our community. We inform the community of events to build community spirit, recognise excellence and provide incentives for the future.

PARENT FEEDBACK

I wanted to take a moment to share how impressed we have been with (this teacher) .

They have shown a remarkable level of care, creativity, and commitment in supporting (our child's) learning. They consistently go above and beyond to develop thoughtful, practical strategies that help (our child) engage with their work and build confidence in the classroom.

PARENT FEEDBACK

I came to know about the College through my friend, his three children are currently studying there. They have shared very positive feedback about their experiences, which encouraged us to consider the College.

PARENT FEEDBACK

Our neighbours children attended and spoke very highly of the College. We attended a tour and were very impressed with Geelong Lutheran College as it is and the direction it is going in, as well as the future promised facilities.



FINANCE & Resources

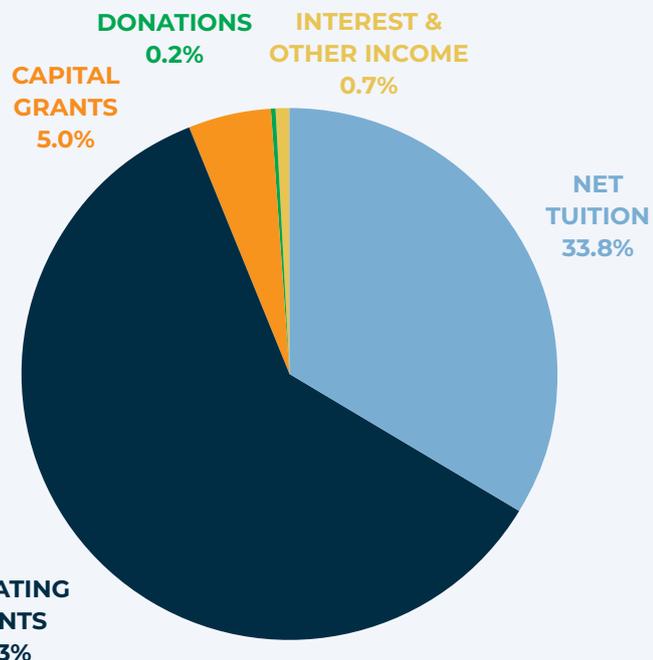
GLC St John's Newtown and Armstrong Creek continue to operate based on a sound financial position.

Enrolment growth has been very pleasing in 2024. GLC St John's Newtown and Armstrong Creek remain focused on providing an affordable Christian education to the local community in the Geelong, the Surf Coast and wider Geelong communities. Below is a summary of GLC St John's Newton and Armstrong Creek's income sources for 2024, which is also provided to the appropriate Government bodies and published on our website and by the Victorian Registrations and Qualifications Authority as part of this report. GLC St John's Newtown and Armstrong Creek's financial performance information has also been provided to the Australian Charities and Not-for-profits Commission (ACNC) and is available for the community to access from their website at <https://www.acnc.gov.au/charity>

INCOME SOURCES FOR THE YEAR ENDED 31 DECEMBER, 2024

INCOME SOURCES		2024
	Net Tuition Fees	\$9,511,927
	Operating Grants	\$16,980,224
	Capital Grants	\$1,415,849
	Donations - Capital and Other	\$47,050
	Interest and Other Income	\$199,109
TOTAL		\$28,154,159

INCOME SOURCES 2024



GOVERNANCE

Geelong Lutheran College is part of the Lutheran Church of Australia Victorian District and, as such, are part of the mission and ministry of the Church to the wider community.

The College is governed by the Geelong Lutheran College Board of Directors.



Mark Gerhardy
Board Chair



Craig Tischler



Gavan Cramer



Jan Baker



Will Fry



Mat Schurmann



Vicki Gollasch



Christine Schulz



Sue Ellis
Executive Principal



Paul Riddle
Business Manager



COLLEGE *Details*



GEELONG
LUTHERAN
COLLEGE

ST JOHN'S NEWTOWN CAMPUS

Address 33 Aberdeen Street, Newtown VIC 3220

Phone (03) 5221 5221

Email sjreception@glc.vic.edu.au

ARMSTONG CREEK CAMPUS

Address 2-38 Burvilles Road, Armstrong Creek VIC 3217

Phone (03) 5264 1038

Email acreception@glc.vic.edu.au

FAX

(03) 5264 1734

WEBSITE

www.glc.vic.edu.au

COLLEGE BOARD CHAIR

Dr Craig Tischler

EXECUTIVE PRINCIPAL

Sue Ellis

BUSINESS MANAGER

Paul Riddle

REGISTERED SCHOOL NUMBER

2056