



GEELONG  
LUTHERAN  
COLLEGE

# ANNUAL *Report* 2025



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# COLLEGE *Profile*

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**2025 was a year of continued growth and development for Geelong Lutheran College, marked by significant advancements in infrastructure, facilities, pedagogical approaches, and a strong focus on consolidating College culture.**

The steady increase in enrolments reflects the growing positive reputation of our academic programs, pastoral care, and co-curricular offerings.

A clear focus on three core goals from the Strategic Vision (2025–2029) guided the year. The Christian Ministry goal, *‘Live the values of Wisdom, Honour and Purpose as a College community,’* was central to our theme, *‘With God all things are possible’* (Matthew 19:26). The Holistic Learning goal, *‘Facilitate academic growth and achievement through a broad and diverse range of learning opportunities,’* ensured that sporting, creative, STEM, social, and intercultural experiences were embedded within the curriculum. Positive improvement in NAPLAN and ATAR scores were evident. The Organisational Sustainability goal, *‘Recruit, support, develop and retain quality staff,’* was reflected in continued

investment in professional learning and leadership development. A range of new roles for 2026 attracted high-quality applicants through a rigorous recruitment process.

The completion of major projects—including internal roadworks, bus parking, and Senior School basketball courts—has significantly enhanced the College environment. In addition, planning and construction commenced on two new Science laboratories, a Resource Centre, and an oval, with completion expected in 2026. These developments support student learning and engagement while reflecting strong financial stewardship and master planning by the Executive in partnership with the College Board.



The College remains committed to a positive culture grounded in the Lutheran faith that underpins our mission. This period of consolidation has ensured that growth remains sustainable and aligned with our strategic direction and financial commitments. A comprehensive review of curriculum delivery has led to greater consistency across year levels, improved assessment practices, and clearer pathways for student progression. Systems and processes have also been streamlined, resulting in increased efficiency and improved communication across the College community.

The development of the International Baccalaureate Primary Years Program has strengthened and supported rich connections across our Primary sub-schools, providing a robust curriculum that reflects an appreciation of both our local and global context.

Financially, the College remains in a stable position, with careful management ensuring that resources are directed towards priority areas. This approach has supported ongoing infrastructure investment whilst maintaining long-term sustainability.

Looking ahead, the College is well positioned to build on these achievements. By maintaining a clear focus on high-quality teaching, student wellbeing, and strategic development, we will continue to grow with purpose while strengthening the foundations that define our community.

We remain deeply grateful for the dedication of the College Board of Directors, the Executive Leadership Team, and all staff, who work tirelessly to uphold the mission of Geelong Lutheran College and our belief that *'With God, all things are possible'* (Matthew 19:26).


# 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**



# CHRISTIAN *Ministry*

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

Central to our mission, Geelong Lutheran College embraces 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 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

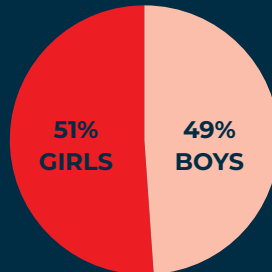
devotion, morning devotions in classes and opening and closing services during the year.

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

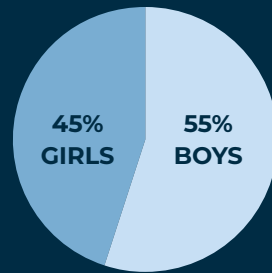
At the DET 2025 August census, our student population at the St John's Newtown campus comprised **338 students**, including **4 indigenous students**.



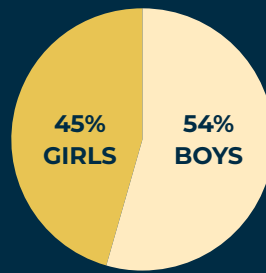
**TOTAL SJ CAMPUS**  
Prep - Year 6  
338 students

## GLC ARMSTRONG CREEK CAMPUS

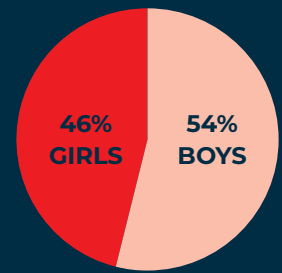
At the DET 2025 August census, our student population at the Armstrong Creek campus comprised **979 students**, including **9 indigenous students**.



**PRIMARY**  
Prep - Year 6  
353 students



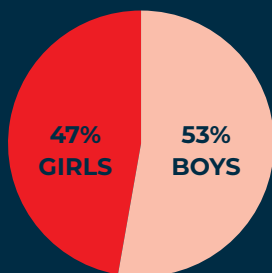
**SECONDARY**  
Year 7 - Year 12  
626 students



**TOTAL AC CAMPUS**  
Prep - Year 12  
979 students

## GLC STUDENT TOTALS

At the DET 2025 August census, our total student population across the College comprised **1,317 students**, including **13 indigenous students**.



**TOTAL GLC STUDENTS**  
Prep - Year 12  
SJ & AC  
1,317 students

# COLLEGE *Performance*

## TEACHER STANDARDS & QUALIFICATIONS

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

In 2025, GLC had a total of 176 staff with 114 of these actively involved in the work of teaching. Staff undertake training to support student learning, wellbeing and social development.

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 Lutheran Australia'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.

Five of our staff accepted positions as VCAA assessors for the 2025 Unit 3 & 4 examinations.

GLC Staff Qualifications	
Diploma	8
Bachelor	59
Graduate Certificate	0
Graduate Diploma	20
Post Grad	5
Masters	13
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	43
Secondary Teachers	52
Chaplain	2
School Officers	63
Wellbeing Coordinator	4
<b>TOTAL</b>	<b>176</b>

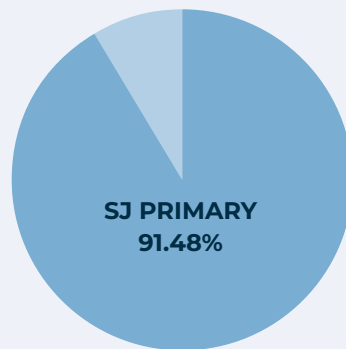


## STUDENT ATTENDANCE AT GLC 2025

**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.

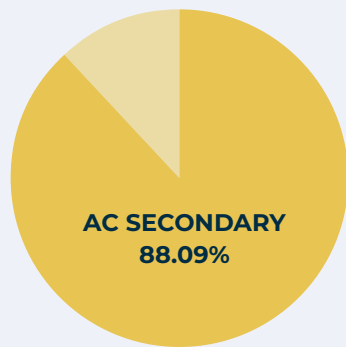
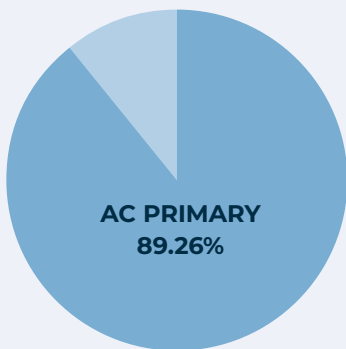
**SJ Students attended school % of time**



**SJ average student attendance rate by year level**

Prep	92.21%
Year 1	92.52%
Year 2	90.53%
Year 3	90.55%
Year 4	91.90%
Year 5	90.99%
Year 6	91.66%
<b>Overall average attendance</b>	<b>91.48%</b>

**AC Students attended school % of time**



**AC average student attendance rate by year level**

Prep	91.77%
Year 1	89.88%
Year 2	89.33%
Year 3	88.78%
Year 4	88.61%
Year 5	88.09%
Year 6	88.38%
Year 7	89.94%
Year 8	88.25%
Year 9	87.70%
Year 10	88.03%
Year 11	87.25%
Year 12	87.38%
<b>Overall average attendance</b>	<b>88.72%</b>

## 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	47
	Year 5	50
AC	Year 3	51
	Year 5	52
	Year 7	122
	Year 9	117



**Scale scores for PRIMARY students achieving at or above the National Average for NAPLAN**  
**2025 PRIMARY State and National Comparison**

Campus	SJ						AC					
	Year 3			Year 5			Year 3			Year 5		
Average	GLC	State	National	GLC	State	National	GLC	State	National	GLC	State	National
Reading	441	417	402	531	503	492	416	417	402	493	503	492
Writing	429	424	414	495	494	480	425	424	414	485	494	480
Spelling	429	415	405	497	494	487	406	415	405	476	494	487
Grammar & Punctuation	438	423	408	514	507	497	420	423	408	490	507	497
Numeracy	433	418	405	508	503	492	429	418	405	481	503	492

**GLC PRIMARY Historical Data**

Campus	SJ						AC					
	Year 3			Year 5			Year 3			Year 5		
Year	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Reading	411	457	448	531	516	505	416	403	400	493	510	519
Writing	429	431	427	495	523	503	425	426	418	485	504	523
Spelling	429	429	422	497	504	497	406	396	397	476	480	509
Grammar & Punctuation	438	440	429	514	520	489	420	417	405	490	490	508
Numeracy	433	432	437	508	496	501	429	416	418	481	490	514

**Scale scores for SECONDARY students achieving at or above the National Average for NAPLAN**  
**2025 SECONDARY State and National Comparison**

**GLC SECONDARY Historical Data**

Campus	AC						AC					
	Year 7			Year 9			Year 7			Year 9		
Average	GLC	State	National	GLC	State	National	2025	2024	2023	2025	2024	2023
Reading	556	549	538	583	577	568	556	556	553	583	585	584
Writing	576	552	538	596	587	575	576	571	559	596	599	581
Spelling	555	544	542	572	572	569	555	553	547	572	566	572
Grammar & Punctuation	564	546	539	579	566	559	564	554	542	579	576	555
Numeracy	576	555	545	582	582	573	576	552	541	582	568	565

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 85 Year 12 students, 73 were set to finalise their VCE in 2025; of which there was a 100% VCE pass rate. Of the remaining 12 students, all earned the VCE Vocational Major (VCE VM).

Of the 60 students who applied for a University place through VTAC, 55 were awarded a university placement, with 32 receiving their first preference of university and 4 students receiving more than 1 offer.

## SENIOR SECONDARY COMPLETION AND ACHIEVEMENT INFORMATION, 2025

**VCAA School number:** 14930

**VCAA School name:** GEELONG LUTHERAN COLLEGE

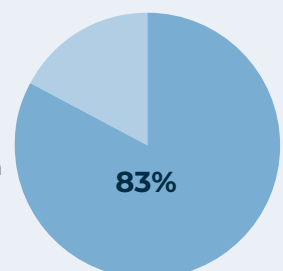
**Address locality:** ARMSTRONG CREEK

School Programs	
Number of VCE 3-4 Units with enrolments	50
Number of VET certificates with enrolments	19
Student Cohort	
Number of students enrolled in a VCE 3-4 Unit	122
Number of students enrolled in VET certificate	33
Percentage applying for tertiary places	68%
Student Achievements	
Percentage of satisfactory VCE completions	100%
Number of students awarded the VCE (Baccalaureate)	<4
Percentage of VET units of competency completed	89
Number of students awarded the VCE Vocational Major	11
Number of students awarded the VPC	-
Median VCE study score	31
Percentage of study scores of 40 and over	4.6

## PROPORTION OF YEAR 9 STUDENT RETAINED TO YEAR 12

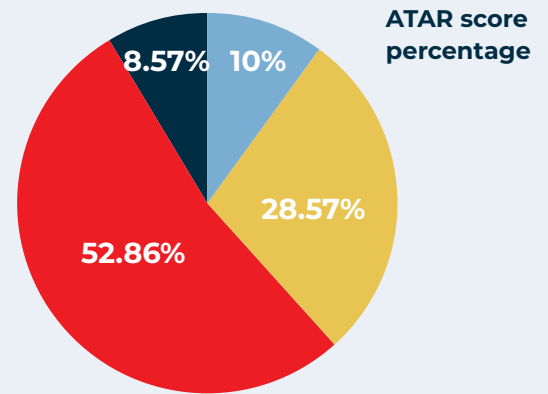
In 2022, GLC Armstrong Creek had 95 students enrolled in Year 9 and of these, 75 graduated from GLC in Year 12 in 2025.

**Year 9-12  
student  
retention  
rate**



## VCE results

<b>Our highest ATAR was 99.65</b>
<b>Median ATAR was 71.08</b>
<b>Average study score was 30.34</b>
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 of 69 or below



## VCE VM results

During 2025, 27 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.

<b>Certificate III</b>	<b>No. of students</b>
Cert III in Allied Health Assistance	4
Cert III in Community Services	1
Cert III in Music	2
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 Dance (VCE VET)	1
<b>Certificate II</b>	<b>No. of Students</b>
Cert II in Agriculture	1
Cert II in Electrotechnology Studies	5
Cert II in Animal Care	1
Cert II in Plumbing (pre-apprenticeship)	3
Cert II in Furniture Making Pathways	3
Cert II in Automotive Vocational Preparation	2

## POST SECONDARY SCHOOL TERTIARY OFFERS

The following represents the post-school tertiary offers of our 2025 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:	
ACU	4
AIE	1
Collarts	1
Deakin University	26
JMC	2
La Trobe	4
LCI Melbourne	1
Melbourne Polytechnic	1
Monash	2
RMIT	2
Swinburne	5
Torrens	1
Victoria University	5

Fields of study			
Agriculture and Technology	1	Film	1
Architecture/Building Design	3	Food and Nutrition	2
Audio Engineering and Sound Production	3	Health Science	1
Business/Business Banking and Finance	5	Medical Imaging	1
Commerce (Art, Accounting, Law)/Law	8	Nursing/Midwifery	2
Communication (Journalism)	1	Occupational Therapy	1
Computer Science/Game Programming	2	Osteopathy	1
Criminology	2	Outdoor Education and Enviro	1
Design/Fine Arts	2	Podiatry	1
Early childhood Ed	1	Primary Education	1
Engineering	4	Science/Bio Med	5
Exercise and Sport Science	3	Speech Pathology	2
Fashion Marketing	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

We are so thankful for the Geelong Lutheran Community the way GLC have nurtured, supported and guided our children into becoming young adult independent learners and caring people. For this, we are truly grateful.

## PARENT FEEDBACK

Please know how deeply grateful we are for the care, thoughtfulness, and genuine support that was shown to our family. Acts of kindness like this remind us just how special and wonderful this community truly is. Thank you to everyone, you have always gone above and beyond for our child, and contributed invaluable to the person she is.

## PARENT FEEDBACK

Thank you for the kindness and humanity behind your leadership. We feel very thankful to be part of the Geelong Lutheran College community.

## BUS DRIVER FEEDBACK

I have done so many of the school bus runs around Geelong and the behaviours of GLC students are exceptional. The kids are so polite and kind and I love coming to work everyday.



# FINANCE & Resources

## Geelong Lutheran College continues to operate based on a sound financial position.

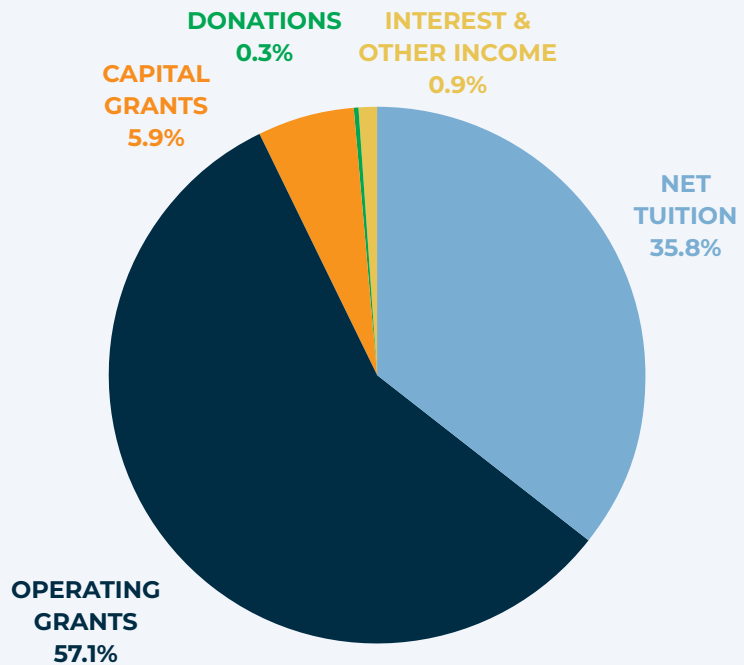
Enrolment growth has been very pleasing in 2025. GLC St John's Newtown and Armstrong Creek campuses remain focused on providing an affordable Christian education to the local community in the Geelong, the Surf Coast and wider Geelong communities.

Below is a summary of Geelong Lutheran College's income sources for 2025, 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'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, 2025

INCOME SOURCES		2025
	Net Tuition Fees	\$10,825,620
	Operating Grants	\$17,285,013
	Capital Grants	\$1,795,101
	Donations - Capital and Other	\$83,092
	Interest and Other Income	\$259,677
<b>TOTAL</b>		<b>\$30,248,503</b>

### INCOME SOURCES 2024



# GOVERNANCE

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**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



Nicole Black



Geraldine Illott



Sue Ellis  
Executive Principal



Paul Riddle  
Business Manager



# COLLEGE *Details*

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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](mailto: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](mailto:acreception@glc.vic.edu.au)

## FAX

(03) 5264 1734

## WEBSITE

[www.glc.vic.edu.au](http://www.glc.vic.edu.au)

## COLLEGE BOARD CHAIR

Mark Gerhardy

## EXECUTIVE PRINCIPAL

Sue Ellis

## BUSINESS MANAGER

Paul Riddle

## REGISTERED SCHOOL NUMBER

2056