

A photograph of the exterior of Encounter Lutheran College. The building features a dark blue section with the college's name in white, raised lettering. To the right, a light grey section of the building has a large, white, three-dimensional cross mounted on it. Below the cross, a decorative, curved, metallic-looking element is visible, and a small green plant is growing from the top right corner of the frame.

**ENCOUNTER**  
LUTHERAN COLLEGE



# 2022 Annual Report

---

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

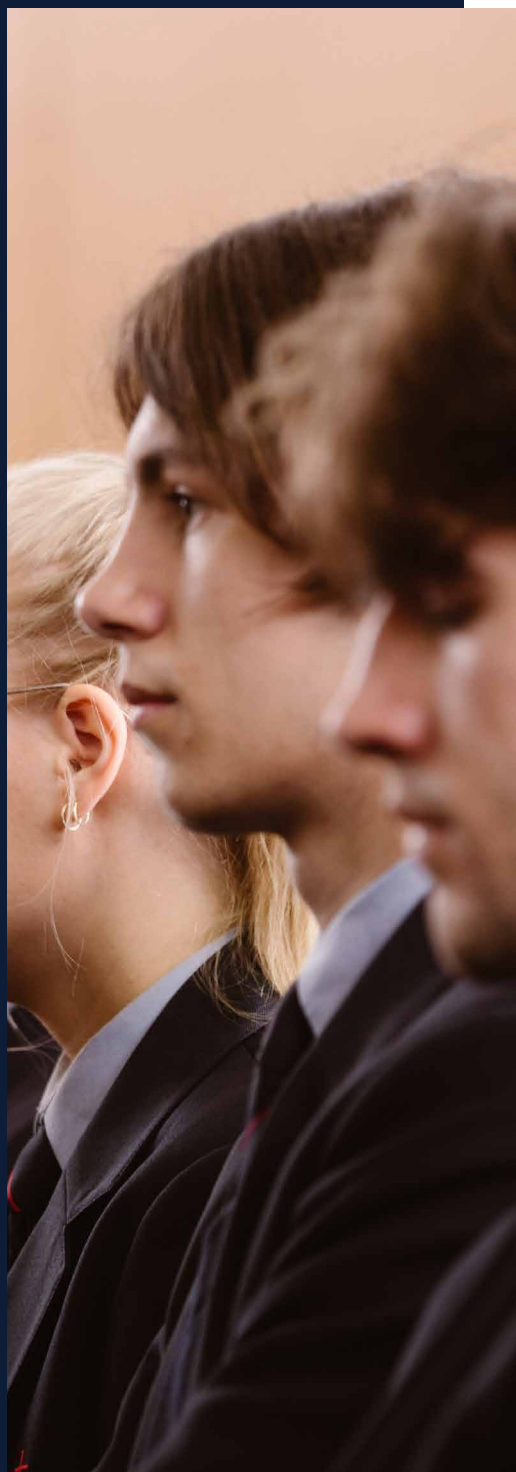


 thrive  connect  belong

 **ENCOUNTER**  
LUTHERAN COLLEGE ■

# CONTENTS

Principal's Welcome	4
Message from our Board	5
Mission, Values & Vision	6
Fast Facts	7
Governance	8
Operations	9
Staff	10
Professional Development	12
Teaching and Learning	13
Student Results	14
Parent, Student and Teacher Satisfaction with the College	16
Community & Value Adding	16
Finance	17





# Principal's Welcome

2022 was the third and final year in which the COVID-19 pandemic significantly impacted schools and communities. Where fear and uncertainty took centre stage in the previous two years, the first part of 2022 provided unprecedented complexity and confusion that required daily navigation to ensure staff, students and our community could function effectively. However, I have an overwhelming sense of gratitude when reflecting on this period. Although there were moments I will be grateful to never experience again, Encounter's community and culture shone through and enabled us to thrive in spite of the challenges.



**Kelvin Grivell**  
Principal

In 2022 the key words of 'PEOPLE, PLANET, PURPOSE' from our strategic plan were introduced to our community. We identified how a focus on PEOPLE is already a key strength of Encounter, yet something we are determined to uphold and leverage even further. For the benefit of staff, students, parents and our broader community, we want people to always remain at the heart of our conversations and decision making. The attention on PLANET is aspirational as we seek to be leaders in terms of environmental thinking and action. As an educational provider I think we are bound to raise issues and to inspire action for all in our community. This intent seems to resonate with many individuals and groups within our Fleurieu community and I am excited about where this may lead us. PURPOSE focuses on the two drivers of education and faith. As a school we are always seeking ways in which we can enrich teaching and learning and as a Lutheran school we seek to engage our community in authentic and relevant activities and conversations.

From the three key words of 'PEOPLE, PLANET, PURPOSE', ten goals were developed which further articulated how we would implement:

- staff leadership initiatives;
- student transition;
- a parent partnership plan;
- consistent human resources practices;
- environmental education and action; and,
- authentic dialogue relating to Christian living.

There will also be processes to allow Encounter to be sustainable from a business perspective, all incorporated within actions that are to be developed throughout the coming year.

As we continually seek to ensure Encounter is a dynamic community, I invite you to read this Annual Report as a summary of our College's activity for 2022.

A handwritten signature in black ink, appearing to read 'Kelvin Grivell'.

**Kelvin**

# Message from our Board

While 2022 was still shadowed by the ongoing COVID pandemic which presented unique challenges in the education sector, Encounter Lutheran College continued to thrive. 2022 saw our College community continue to welcome many new families, which grew our enrolment numbers from 664 to 685. This is partly due to the introduction of triple streaming in the Middle School where the College welcomed an additional cohort of Year 7s.

The College continued to practice responsible financial management, ensuring that we remain in a strong financial position, whilst keeping College fee increases to a minimum.

In terms of development within the College, Term 4 of 2022 saw the completion of Stage 10, a fabulous new building purpose built to provide the College with the extra classrooms required to facilitate Middle School triple streaming. 2022 also saw our new playing field finished in readiness for the 2023 Sports Day and plans were finalised for Stage 11 (Middle School learning space on Block 69), and Stage 12 (Early Learning Centre).

The College made significant investments in ICT throughout the year which included a short-term partnership with RTG.

The College was again blessed to receive various grants throughout the year. Late in 2022, the College was successful in applying for a grant to redevelop and rebuild the Junior School playground area. Climbing Tree has been seconded to do this and we are excited for its completion.

We have also expanded our partnerships with the local community with the opening of a Prayer Labyrinth on Block 69 initiated by Pastor Nigel and working alongside Forktree Project in various environmental initiatives.

The growth the College has experienced is a result of the outstanding and exceptional 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 particularly thank Kelvin Grivell, and the Leadership Team, along with Tyna Newman and the financial team for their vision and dedication.

2022 saw another year of exceptional student achievement in Year 12 results and 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.

The Parents and Friends Committee have continued to support the College with their fundraising efforts throughout the year and we are very thankful for the wonderful contribution they make.

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



**Sarah Milosevic**  
Board Chair

A stylized, handwritten signature in black ink, consisting of a large, looping 'S' followed by a horizontal line.

**Sarah**



# Mission, Vision and Values

## Mission

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

## Vision

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

## Core Values

### + STUDENT CENTRED BY

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

### + SPIRIT SENSITIVE BY

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

### + COMMUNITY ORIENTATED BY

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

## College Actions

Encounter Lutheran College strives to act:

### WITH HEART BY:

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

### WITH CREATIVITY BY:

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

### WITH A STORY BY:

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

# Fast Facts

## Student numbers

**53%**

Primary F - 6

**47%**

Secondary 7-12

**685.0**

2022

**664.2**

2021

**623.2**

2020

**580.5**

2019

## Staff



**96**



**31**



**65**

**72.21**

FTE

**24.33**

OFFICE BASED

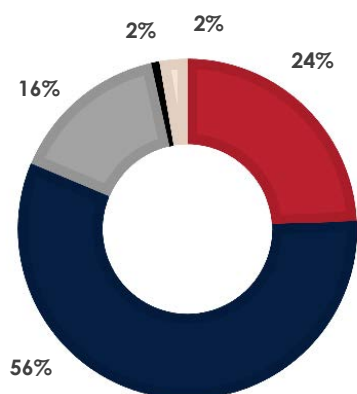
**47.88**

TEACHER BASED

**91.90%**

STAFF RETENTION RATE

## Finances



Commonwealth	\$7,742,915
Tuition	\$3,292,874
State	\$2,189,663
Capital	\$302,024
Other	\$325,075

Total

**\$13,852,554**





# 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 2022**

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

### **Members:**

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

### **Executive Staff**

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

### **Pastor**

Mr Nigel Rosenzweig

### **Secretary**

Ms Hannah Dent

## **Achievements for 2022**

In 2022 we initiated the Encounter Leadership Forum (ELF), a workshop-based and online forum where eight emerging leaders engaged around issues and case studies. With various guest speakers providing a catalyst for discussion, ELF participants collaborated to produce a workplace culture document that will serve to support new and ongoing members of our staff team.

During 2022 we undertook a uniform review. With ongoing consultation with staff, families and especially students, the outcome and initial implementation has been pleasing. Adopting a trans-seasonal approach, moderating the formality of the uniform across the College and being mindful of comfort and cost has helped the transition period to be relatively seamless.

In 2022 our Mission & Ministry team assumed a new focus and identity, with membership including teachers from each sub-school, as well Pastor Nigel and me. The key highlight for the year was the prayer breakfast which invited families and local clergy to come together in our Staff Lounge. The Mission & Ministry team continued to coordinate and oversee staff and student worship opportunities, as well as being active in times of staff retreat.







# Operations

## ORGANISATIONAL STRUCTURE

Lutheran Church of Australia

Lutheran Church SA, NT, District

Lutheran Education SA, NT, WA

Lutheran Education Australia

College Board

Kelvin Grivell, Principal

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

# Staff

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

In 2022, Encounter Lutheran College has a total staff of 96 of which 58 are teachers. Of the teaching staff, the balance of gender is 66% female and 34% 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

**47.88**

Full Time Equivalent Teachers

**24.33**

FTE Non Teaching Staff

**72.21**

Total FTE

**96**

Total Staff

## Retention/Appointments

**17**

New staff appointed

**3**

Retired

**4**

Resignation/  
Moved

**0**

Contracts Completed

## Staff Qualifications

**8**

Diploma

**63**

Degrees

**12**

Masters

It is important that the staffing of a College is relatively stable, however in a growing College it is likely there is movement and it is also healthy to have some staff turnover at the end of each year. COVID also had an effect on our numbers for 2022.

Staff Leave (days)	Teaching Staff	Support Staff
Personal	324	163
Compassionate	8	8
Leave without pay	42	17
Special Leave with pay	32	3
Short leave	17	10
Long Service Leave	265	89
Time off in lieu	3	4
Study leave	15	2
COVID leave	131	33
<b>Total Days Absence</b>	<b>837</b>	<b>329</b>





 thrive  connect  belong

 **ENCOUNTER**  
LUTHERAN COLLEGE ■



# 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 2022 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

**\$112,994**

Costs incurred for Courses, Seminars & Workshops

**\$164**

Costs incurred for IB Courses, Seminars & Workshops

**\$3,311**

Relief teacher costs for teachers attending training



# Teaching & Learning

## Enrolments

2022 as at August Census Encounter had 685 students, with 362 in Foundation to Year 6 and 179 in Years 7-9 and 144 in Years 10-12. The below numbers show Encounter's continued growth as we continue to develop our Senior College.

### Primary F-6

**362**

2022

**353**

2021

**338**

2020

### Middle 7-9

**177**

2022

**171**

2021

**162**

2020

### Senior 10-12

**144**

2022

**140.2**

2021

**123.2**

2020

## 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 due to scheduled events such as exchange programs, sports, events, outdoor education programs.

An absentee database is maintained recording date and reason for nonattendance. 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 nonattendance is reported on each term's report.

**85.3%**

Foundation

**88.0%**

Year 1

**89.3%**

Year 2

**87.0%**

Year 3

**89.6%**

Year 4

**87.3%**

Year 5

**87.3%**

Year 6

**85.0%**

Year 7

**85.8%**

Year 8

**82.3%**

Year 9

**82.4%**

Year 10

**81.6%**

Year 11

**83.0%**

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>	<b>Year 3</b>	427	398	395	414	389
	<b>All Schools</b>	438	422	418	433	400
	<b>Similar Schools</b>	450	432	426	445	411
<b>5</b>	<b>Year 5</b>	533	469	491	507	492
	<b>All Schools</b>	510	484	505	499	488
	<b>Similar Schools</b>	527	496	513	512	502
<b>7</b>	<b>Year 7</b>	558	526	542	546	532
	<b>All Schools</b>	543	530	547	533	546
	<b>Similar Schools</b>	548	535	549	538	548
<b>9</b>	<b>Year 9</b>	573	557	573	561	569
	<b>All Schools</b>	578	560	577	573	584
	<b>Similar Schools</b>	586	570	583	582	591

## Senior Secondary Outcomes

The following information relates to students who completed SACE Stage 2 subjects in December 2022. It is important to note that all eligible students who applied for university courses were offered their first or second preference.

**40**

Number of Students

**40**

Number of students achieving SACE

**30**

Number of students receiving an Australian Tertiary Admission

**18**

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

**19**

Number of students receiving 1st round offers to University

**1**

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

**38.8%**

Percentage of subject grades which were rated 'A'

**42.7%**

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

**12.5%**

Number of students with an ATAR above 90

**15**

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



The Class of 2022 graduated with a 100% SACE completion rate. All students who were eligible for an ATAR were successful. 100% of students who applied for university received either their first or second preference. It is pleasing to see that the College was well represented in the higher grade bands, achieving over the state average in the A & B range, and well below state averages in the C- E- band. (Encounter had no grades below a C-).

## Vocational Educational & Training

In 2022, Encounter Lutheran College students were enrolled in the following, externally offered, courses:

Certificate II in Kitchen Operations

Certificate II in Auto Servicing Technologies

Certificate II in Electrotechnology

Certificate III in Individual Support (Ageing)

Certificate III in Fitness

Certificate III Early Childhood Education & Care

Certificate III in Health Services Assistance

Certificate III in Agriculture

Certificate III in Business

Stage II Womens Studies

Stage II Earth & Environmental Science

Workplace Practices: Elite Athlete Cert

Certificate III in Christian Ministry

Provide First Aid (All Year 8 students)

Australian Business Week (All Year 10 students)

Stage 2 Nutrition



# Parent, Student and Teacher Satisfaction with the College

As we continued to support students in a complex and unpredictable environment, a targeted focus on teaching and learning was most relevant as we sought feedback and improvement. We commenced the school year teaching remotely, so 1 on 1 engagement with families was at its most critical.

In addition to this, the three-yearly principal appraisal was conducted via LESNW (Lutheran Education SA, NT, WA). Although the intention of this process is to target the principal's areas of strength and focus, it also provides some broader feedback which enables schools to respond and meet the needs of communities.

From a student perspective, our Heads of School asked members of our teaching team to gather direct feedback from students about their practice. This approach was targeted, supportive and enabled teachers to ensure they were meeting the needs of students.

## Community & Value Adding

In a year where it was difficult to predict how confidently we could plan for events large or small, we made every effort to engage with families where possible. We were able to hold Sports Day, Year 6 Exhibition, Year 9 Community Project and could also host Grandparents Day. To honour our outgoing Year 12 students, we also held our Year 12 Formal, Gratitude Dinner and could hold a Final Assembly with students, staff and families able to attend. Although our P&F Committee is in a state of transition, this group continued to be as engaged and involved as it could be by supporting our community and organising key events and activities throughout the year.

Faced with the challenge of being creative and engaging online when it was the only option (due to COVID restrictions), the value of community has never been more stark. We look forward to returning to our modus operandi enabling us to confidently plan for regular, meaningful contact with all stakeholders within the Encounter community.



# Finance

## Income by source

Encounter Lutheran College derives income from Tuition Fees (24%), Government Grants (72%) and others sources (4%). This is broadly in line with 2021. 2022 Tuition Income increased 8% and Government Grants increased 9% from 2021 reflecting higher student enrolments.

## INCOME

### Tuition Fees

**\$3,292,874**

2022

**3,049,912**

2021

### Commonwealth Government Grants

**\$7,742,915**

2022

**\$7,210,067**

2021

### State Government Grants

**\$2,189,663**

2022

**\$1,997,269**

2021

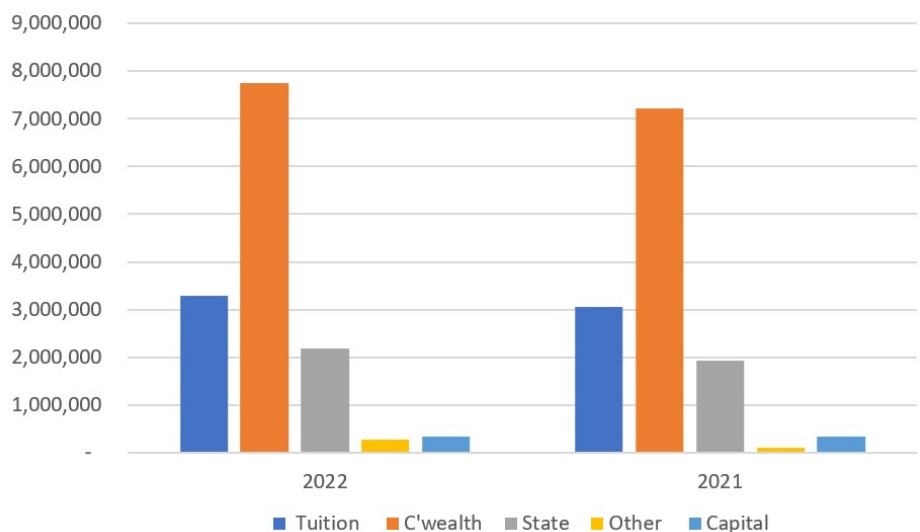
### Other Income

**\$325,075**

2022

**\$96,785**

2021







**Ngarrindjeri Country**

**64 Adelaide Road  
Victor Harbor, SA | 5211**

**encounter.sa.edu.au | 08 8552 8880**

 **thrive**  **connect**  **belong**