Bayside Christian College

Annual Report

2025

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Board Chair

As I reflect on 2025 in my capacity as Board Chair, I am once again reminded of God's faithfulness to Bayside Christian College and the many ways He continues to sustain and guide our community.

Throughout Scripture, we are reminded that God calls His people to work together in unity, supporting and strengthening one another for His purposes. Ecclesiastes 4:12 reminds us that "a cord of three strands is not quickly broken," a powerful picture of the strength that comes through partnership, shared purpose and faith in God. This truth continues to resonate strongly within the BCC community as staff, families, students, Association members and the Board work together to nurture and support young people.

Ephesians 4:16 further encourages believers that it is through Christ that "the whole body, joined and held together by every supporting ligament, grows and builds itself up in love." At Bayside Christian College, we recognise that every member of the community contributes meaningfully to the growth and wellbeing of the College. We deeply value the role of parents as the primary educators of their children and remain committed to walking alongside families in partnership, encouragement and mutual support.

The College has also continued to strengthen its connections within the wider Christian Education National (CEN) community. The wisdom, support and encouragement received from CEN has been invaluable as we navigated both challenges and opportunities throughout the year, including a season of leadership transition. I would like to sincerely thank Andrew Manning, Toni Steinbergs, Danielle Lupi and Sharon Power for their years of faithful service to the College, and we wish them every blessing in their new roles.

I would also like to extend my sincere thanks to my fellow Board members Sam Kidney, John Kruiskamp, Cameron Hooper, Rishi Nadarajah, Brett Bolden, Denis Mahoney and Rebekah Shelling for their wisdom, service and commitment throughout the year. Thanks also to our Board Support Officer, Melissa Rumble, and Chris Lewis for their invaluable finance and governance support during this season.

As part of the Board's responsibility for governance and oversight, reviews and evaluations have continued throughout 2025. The Board has worked intentionally to strengthen its effectiveness through further governance training and by seeking additional expertise where needed. We are grateful to CEN for the support provided in this area and remain committed to governance practices marked by wisdom, humility and integrity.

The Association has also continued to grow steadily, and we are encouraged by the increasing interest in joining the Association and engaging more deeply in the life of the College. We look forward to future gatherings and opportunities to further strengthen connections within the wider BCC community. I would like to sincerely thank the Association for its ongoing encouragement, prayer and commitment to the College.

Looking ahead, it is clear that Christian education faces both challenges and opportunities in an increasingly complex and changing society. More than ever, Bayside Christian College must remain firmly anchored in the truth of God's Word and centred on Jesus Christ as our sure foundation. It is my prayer that the College will continue to shine as a light within the community, where students are known, nurtured and equipped to live faithfully for Christ.

Above all, we give thanks to God for His continued goodness, mercy and provision throughout another year. May He continue to guide and strengthen Bayside Christian College in the years ahead.

Troy Gaskell

Board Chair

Principal's Report

2025 was another vibrant and memorable year in the life of our College community. We were blessed to once again enjoy a full calendar of events and programs that enriched student learning and strengthened our sense of belonging. Highlights included our House Carnivals, SIS competitions, camps, formals, service projects, the Japanese Exchange Program, the Central Australia trip, special dinners, Information Evenings, Library and Book Week celebrations, Running and Environment Club, Staff vs Student games, Chaplaincy and Wellbeing initiatives, and our Community Markets. Each of these play a special part in the fabric of our Bayside community.

Thirteen years ago, in 2011, the College opened our Early Learning Centre. In 2025, 5 of our Year 12 graduates became the first cohort to journey from ELC3 through to Year 12. This is a notable milestone well worth celebrating.

In Secondary, highlights included the Camps Program, where students stepped outside their comfort zones, formed deeper friendships, and grew in resilience, teamwork and confidence. The Year 10 and 11 Formal, SIS sporting competitions, and student-led worship services were also meaningful moments of joy and pride. Our Secondary students embraced service learning, and under the leadership of the Year 9s, assembled nearly 1,000 blessing bags for individuals and families in need across our community.

In Primary, the year was shaped by engaging hands-on learning experiences which included camps, excursions, incursions and STEM challenges, musical performances and creative arts showcases. Every learning moment was an opportunity for students to explore, wonder, problem-solve and grow in confidence.

In the Early Learning Centre, the year was filled with creativity and discovery as our youngest learners blossomed in mind, body and spirit. Parents and staff worked together to support the Centre through fundraising, organising events and participating in fun community activities.

We extend our thanks to our 2025 College Captains, Chloe Kidney and Jasmine Hooper, and Vice Captains, Hendricus Versteegen and Sarah Lough; our Year 12 Prefects, Alex Cardona, Joshua Devenish, Thomas Hughes, Gabriella Fryers and Amy Mahoney; and our Primary Captains, Hayley Bowes and Toby Fraser and Vice Captains, Noah Hammond and Michael Chabvonga. We also express our gratitude to our Student Representative Council, who served with purpose and enthusiasm, guided by their goal "to enhance the education experience for every student at our beautiful school."

School Production – Oliver! JR,

Our 2025 school production, Oliver! JR, was a tremendous success. With 68 performers from Years 5 to 12, it truly showcased the collaborative spirit of our College. Students, staff, and parents worked together to create a joyful and polished performance that highlighted the flourishing arts culture at Bayside Christian College. The arts continue to grow as a vital expression of creativity, confidence, and community within our school.

VCE 2025 Results

I am delighted to report that the College achieved a 100% satisfactory VCE completion rate in 2025, with 98% of students also achieving satisfactory VET completions.

A special congratulations goes to Emma Osterberg, our 2025 DUX, who achieved a perfect study score of 50 in VCE Art. This is an outstanding accomplishment and a testament to her dedication and talent.

We celebrate all our Year 12 students for their perseverance, growth, and achievements. We also acknowledge the unwavering support of our teachers and families, whose partnership is essential to student success. We continue to pray for our graduates as they step into new opportunities beyond Secondary school.

Acknowledging the 2025 Leadership Team

2025 was rather unique as several significant school leaders decided it was time for a new season. At the end of 2025, the College farewelled our Principal, Mr Andrew Manning, our Vice Principal, Mrs Toni Steinbergs, our Head of Primary, Ms Danielle Lupi and our Business Manager, Ms Sharon Power. I would like to honour their dedicated service along with our Head of Secondary, Mr James Kumnick and our Director of Early Learning, Mrs Amy Hu. Our leadership team provided tremendous strength and service to the College as they led with faithfulness and perseverance throughout the year.

We extend our best wishes to Mr Manning, Mrs Steinbergs, Ms Lupi, and Ms Power as they move into their new seasons of life and service. Their contributions have shaped our College in meaningful and lasting ways and we are grateful.

Closing Reflection

While 2025 brought with it tremendous joy and a significant amount of change, in all seasons, we continue with confidence and knowledge that the Lord is with us.

Stephan Munyard

Principal, 2026

Student Body

ENROLMENTS

The total number of student enrolments, including part-time enrolments, at the time of the August 2025 Census was a total of 41 students in the Early Learning Centre and 573 students enrolled from Preparatory through to Year 12.

Year Level	Male	Female	Total
ELC 3 Years	7	13	20
ELC 4 Years	11	10	21
ELC Enrolments	**28**	**20**	**48**
Prep	21	16	37
Year 1	19	16	35
Year 2	22	22	44
Year 3	21	17	38
Year 4	17	15	32
Year 5	15	21	36
Year 6	20	13	33
Year 7	26	30	56
Year 8	35	33	68
Year 9	19	28	47
Year 10	35	24	59
Year 11	19	30	49
Year 12	19	20	39
Prep–Year 12 Enrolments	**288**	**285**	**573**
Total Enrolments	**306**	**308**	**614**

ATTENDANCE

Attendance is based on the number of days students attended school relative to the number of possible school attendance days. For the ELC, a random sample is used to generate the average. The overall average attendance rate was **91.2%**.

Year level	2025
ELC 3 Years	91.0
ELC 4 Years	94.0
Prep	92.1
Year 1	91.3
Year 2	92.4
Year 3	91.2
Year 4	86.6
Year 5	92.7
Year 6	92.6
Year 7	91.8
Year 8	87.6
Year 9	88.6
Year 10	90.8
Year 11	89.9
Year 12	95
Average	**91.2**

Student Outcomes

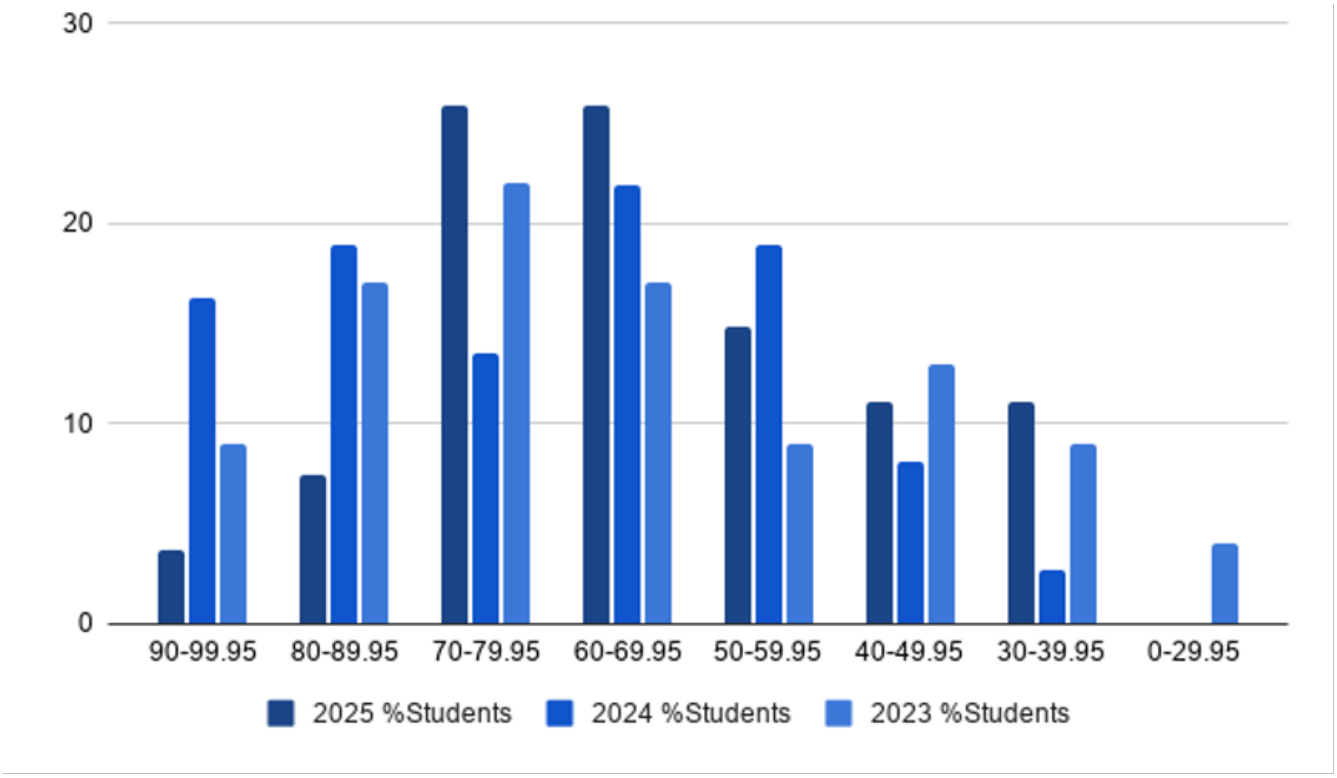
VICTORIAN CERTIFICATE OF EDUCATION

Bayside Christian College students have the opportunity to participate in a wide range of subjects as part of either a Victorian Certificate of Education (VCE) program or Victorian Certificate of Education - Vocational Major (VCE-VM).

In 2025, a total of twenty-eight students completed the VCE (including one unscored VCE student) while a total of eleven (11) Year 12 students completed the VCE-VM.

For our entire cohort of VCE students:

- The average study score was 27.9
- The highest study score was 50
- 2.7% received a study score over 40
- The mean ATAR was 65.65
- The median ATAR was 63.39 (state average: 69.8)
- The Dux achieved an ATAR of 92.9



TERTIARY DESTINATIONS

A total of 17 of the 19 VCE students who completed tertiary applications in 2025 received tertiary offers of which 65% of students received their first preference offer.

Offers made included: Australian Catholic University (6), Deakin University (3), Federation University (1), Monash University (2), RMIT University (2) and Swinburne University of Technology (3).

Course Name	Tertiary Institution
Business (Logistics and Supply Chain Management major)	Swinburne University of Technology
Arts/Master of Teaching (Secondary)	Australian Catholic University
Diploma of Tertiary Studies – Education	Monash University
Biomedical Science	Deakin University
Criminology and Criminal Justice/Bachelor of Laws	Australian Catholic University
Arts	Australian Catholic University
Psychology (Honours)	Australian Catholic University
Surveying and Spatial Information Services (Certificate IV)	RMIT University
Engineering (Honours)	Swinburne University of Technology
Secondary Education (Health and Physical Education Teaching)	Federation University Australia
Games and Interactivity	Swinburne University of Technology
Laws	Australian Catholic University
Biomedical Science/Business	Australian Catholic University
Marine Science	Deakin University
Arts (Psychology)	Deakin University
Primary Education (Honours)	Monash University
Psychology	RMIT University

VET STUDIES

Forty-three (43) Senior students (Years 11&12) undertook specific Vocational Education and Training (VET) certificates. Additionally, seventeen (17) Year 11 VCE-VM students completed a Certificate II in Active Volunteering as part of their VCE-VM Certificate.

These certificates were offered through a range of external providers, including our Trades Skills Centre, Chisholm TAFE, and the Peninsula VET (PVET) cluster of Registered Training Organisations (RTO).

We were excited to see 24 students enrolled in VET courses delivered at the Trades Skills Centre on North Campus. This year saw the return of our VET Cookery class. Seven (7) students were awarded their completed Certificate II in Agriculture in 2025. Five (5) students were from Bayside Christian College with two (2) external school students.

VET QUALIFICATIONS

The following qualifications were awarded to Bayside Christian College students during 2025:

- Certificate II in Active Volunteering
- Certificate II in Agriculture
- Certificate II in Animal Care
- Certificate II in Automotive
- Certificate III in Community Services
- Certificate III in Christian Ministry & Theology
- Certificate III in Early Childhood Education and Care

NAPLAN

Teachers at Bayside Christian College are committed to the ongoing monitoring and evaluation of student learning and growth. This includes performance in national assessments such as NAPLAN for students in Years 3, 5, 7, and 9, alongside a range of other assessment tools and standardised measures used throughout the year.

Assessment at Bayside is not viewed as a single test or moment in time, but as part of a broader commitment to understanding each student's progress and supporting their individual learning journey. The NAPLAN data below for 2023, 2024, and 2025 represent the percentage of students achieving in the Strong and Exceeding proficiency levels, compared with Victorian state averages.

	2023		2024		2025	
	BCC	State	BCC	STATE	BCC	STATE
			Year 3			
Numeracy	78%	69%	59%	68%	82%	70%
Reading	90%	71%	78%	71%	82%	71%
Spelling	81%	63%	78%	63%	77%	65%
Grammar	52%	58%	69%	57%	68%	59%
Writing	90%	80%	90%	80%	91%	81%
			Year 5			
Numeracy	71%	57%	65%	57%	62%	58%
Reading	76%	79%	87%	77%	89%	78%
Spelling	87%	71%	67%	69%	70%	71%
Grammar	58%	67%	57%	67%	73%	67%
Writing	82%	74%	90%	73%	84%	73%
			Year 7			
Numeracy	69%	69%	79%	70%	72%	73%
Reading	79%	72%	79%	72%	73%	67%
Spelling	73%	73%	78%	73%	83%	73%
Grammar	73%	66%	69%	63%	71%	66%
Writing	69%	69%	79%	71%	85%	70%
			Year 9			
Numeracy	70%	67%	84%	66%	70%	69%
Reading	73%	66%	79%	66%	75%	69%
Spelling	73%	72%	82%	73%	64%	73%
Grammar	54%	58%	71%	56%	66%	59%
Writing	81%	64%	83%	66%	72%	67%

STEP

The Support Transition Education Program was launched in 2022 with just one student. By the end of 2025, the program had grown to include ten students from Year 7 through to Year 10.
Running parallel to the Secondary Mainstream program, STEP provides hands-on, targeted and practical interventions that build on students' core literacy and numeracy skills across Years 7–12. The program focuses on strengthening foundational skills while supporting students to access learning at their individual level.

In 2025, STEP students engaged with a targeted curriculum covering English, Humanities, Science, Life Skills and Practical Maths. Students also participated in a range of camps, incursions and excursions alongside their peers, while continuing to access differentiated curriculum and support. These experiences enabled students to build social connections and develop friendships with peers outside of the STEP classroom.
In addition to supporting students in numeracy and literacy, STEP seeks to develop practical life skills that will support students beyond their schooling years. The program provides opportunities for students to develop skills in organisation, financial literacy, and social and emotional awareness.

The intentional, intensive and highly supportive teaching approach within STEP continues to enable strong student growth and engagement. While progress looks different for each individual student, we celebrate the significant achievements and overall success of students participating in the STEP program.
STEP Statistics:

Average growth for Literacy and Numeracy averaged 8 months for a year of learning.

- In Reading, the average annual growth was 6 months' improvement.
- In Writing, the average annual growth was 9 months' improvement,
- In Mathematics, the average annual growth was 9 months' improvement

Staff Profiles

The College is governed by an independent Board of Directors elected by the Association for Christian Education of Frankston Inc. The Board is responsible for the overall vision and direction of the College, while day-to-day operations and planning are entrusted to the College Executive.

College Board

Mr Troy Gaskell – Board Chair
Mr Sam Kidney / Mr Cameron Hooper – Vice Chair
Mr Denis Mahoney – Secretary
Mr John Kruiskamp / Mr Rishi Nadarajah – Treasurer
Mrs Rebekah Shelling – Board member
Mr Brett Bolden – Board Member

College Executive

Mr Andrew Manning – Principal
Mrs Toni Steinbergs – Deputy Principal
Ms Sharon Power – Business Manager

Senior Leadership

Mr James Kumnick – Head of Secondary
Mrs Danielle Lupi – Head of Primary
Mrs Amy Hu – ELC Director

STAFF ATTENDANCE

Based on actual teacher attendance as a percentage of total possible attendance, staff attendance for the 2025 academic year was approximately 91.5%. Teacher absences for college-approved professional development are not included.

STAFFING NUMBERS AND RETENTION

Throughout 2025, we commenced with a total of 111 staff and concluded with 100 staff employed at the College, with a full time-equivalent of 51.76 for teaching staff and 32.83 for non-teaching staff and resulting in an 90.1% staff retention rate.

TEACHING STAFF

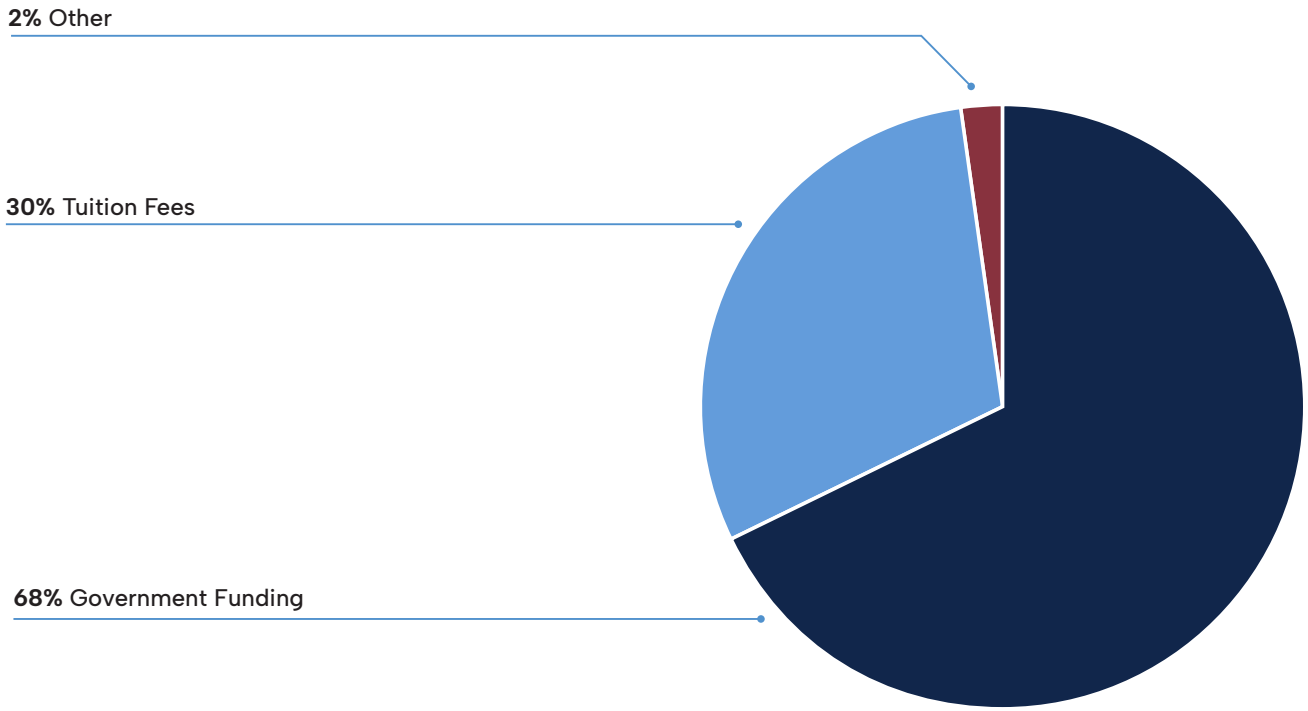
Teacher Qualifications Masters/Degrees/Diploma (or equivalent):100%. All staff held authority from the Victorian Institution of Teaching. Bayside takes particular care to ensure that teacher qualifications are commensurate with the subjects that the teachers teach, especially for the senior school classes.

Finance

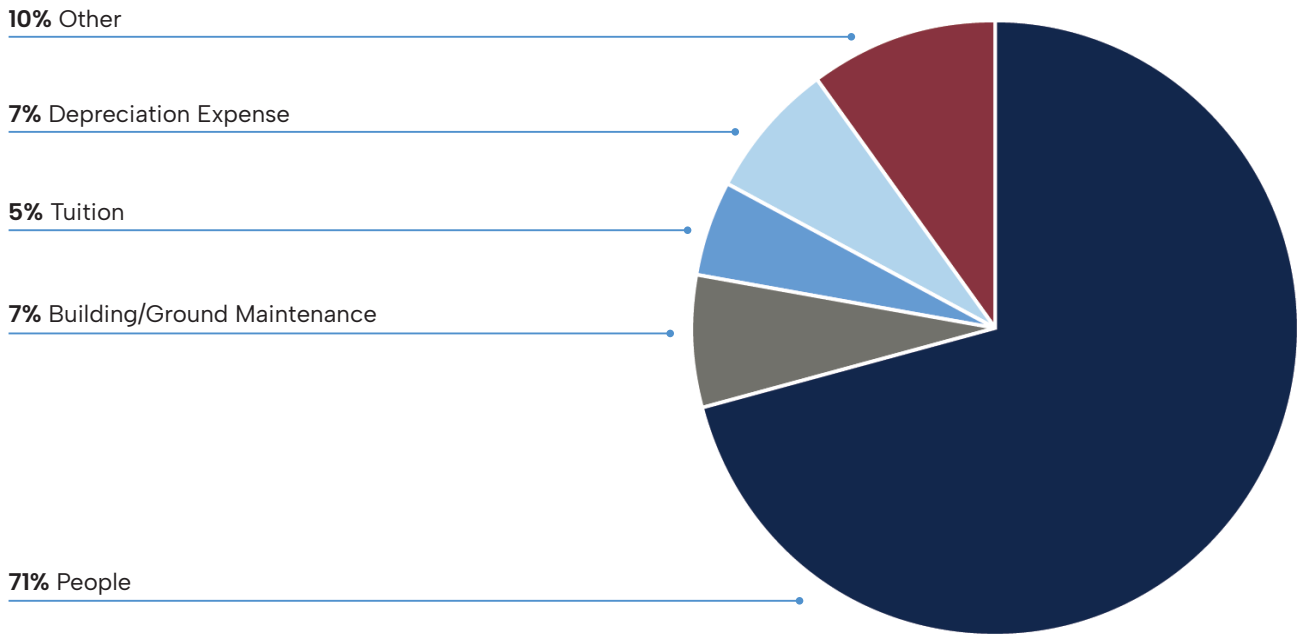
Strong progress in relation to financial sustainability was made in 2025 with the College surplus exceeding budget, primarily due to Government funding being higher than budget due to the mix of enrolments at the College. This positive growth enabled the College to continue to invest in assets and achieve further reduction in the reliance on debt by the end of 2025.

	2022	2023	2024
Total Revenue	$11,424,370	$13,079,708	$13,926,895
Total Expenses	$11,400,458	$12,778,890	$13,360,135
(Deficit) / Surplus	$300,818	$300,818	$566,760

REVENUE



EXPENSES



Bayside Christian College

120–128 Robinsons Road
Langwarrin South VIC 3911

baysidecc.vic.edu.au