"To assist parents in their God given task of nurturing their children by governing the provision of quality Christian education from a reformational perspective, with particular emphasis on training to think with the mind of Christ."

March, 2011
LOOKING FORWARDS . . .

An important part of being a good steward lies in planning for the future. God has richly blessed our Association over our more than fifty years of history, and we have a responsibility before Him to nurture that which He has placed into our hands.

Under the current management, the Board provides strategic direction, policies and governance for the Association and College. This Strategic Plan outlines the principles, outputs and outcomes the Board believes will move us toward realising the Vision that God has for our Association.

I am pleased to present this Strategic Plan to the Association, and look forward to your prayerful support in making and carrying out the operational plans and activities that will turn vision into reality.

God bless,

Lee Klomp
Board President, ACE
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A FRAMEWORK FOR THE FUTURE

A Strategic Plan cannot exist in isolation. It is only a part—albeit an important one—of the overall governance framework. The following diagram shows where the Strategic Plan fits within this broader context.

The Strategic Plan within the Governance for the Future Framework
Other key governance documents within the Association play important roles in various parts of the Framework. This includes the Constitution, the Foundational Principles, Operational Plans, and even Daily Lesson Plans. The Strategic Plan does not replace any of these – it supports them.

This Strategic Plan provides the Board's clear direction and objectives, at a high level, for the Association and College over the next five years. Using this Plan, the Chief Executive Officer and the Senior Leadership Team develop annual Operation Plans the deliver against the desired Outcomes, and in turn provide clear direction for staff to develop ever-more detailed plans at subject, year and class levels.

In order to be truly effective, a Strategic Plan must be both flexible and unchanging. The value of a Strategic Plan lies in providing a clear vision for the future that the entire organisation can work towards. That Vision should remain largely static over the life of the plan. As actions are taken and circumstances change, however, the specific Outcomes and objectives used to realise that Vision may need to be modified.
THE VISION

“To have a growing College with a strong reputation that produces Christ-like graduates who are Ready, Educated, Honourable, Open Disciples, and which is seen as being the first choice for Christian parents.”

This Vision Statement describes where we would like our Association to be in five years. As a Board we recognise and acknowledge the sovereignty of God's will over whatever plans we make. We must be good stewards of the resources which God has entrusted to us, however, and so must plan accordingly.

There are many different parts to our Association; parents, staff, students, Board members, principals, the CEO, alumni, and so on. Each of us has a different role and a different part to play in moving the Association forward. For this Vision to become a reality every one of us needs to become involved, to use the gifts and abilities God has given us for the furtherance of His kingdom. In everything we do, we do it all for the glory of God alone.

The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ.
1 Cor 12:12
In order to realise the vision, to move from where we are now to where we want to be, we need to define the direction to take. This Strategic Plan defines five key Stages in reaching that goal, as illustrated above.

Each Stage builds upon the previous one. Delivering short-term outcomes enables longer-term Outcomes to be addressed, all leading towards the achievement of a sustainable future.
THE OUTCOMES

These Outcomes define the specific areas where this Strategic Plan intends effort to be focused over the next five years. Many of these Outcomes are not new, and considerable effort is already directed towards realising them. Together, delivering these Outcomes will move us towards realising the Vision.
THE DETAIL

In order for this Strategic Plan to be useful at a practical level, it must be clear and unambiguous. The high-level information contained in Direction and Outcomes are effective in providing an overview or summary of the path that the Board has mapped out, but to be truly useful for the rest of the Association, a greater degree of detail is required.

In this section, each Outcome has been expanded upon and clarified, so that intent and purpose are as clear as possible without unnecessarily restricting the operational means to be used to deliver it. The purpose of this Strategic Plan is to answer the questions of what, where, and why the Association and College should be heading, while Operational Plans and the like answer who, when and how.

These Details clarify the thinking behind this Strategic Plan. All members of the Association are encouraged, throughout the life of this Plan, to provide feedback and commentary to the Board.
1.0 Core Principles of Christian Community and Good Stewardship

1.1 A Vibrant Covenant Community

A covenant community is described in the Westminster Confession of Faith
1.1.1 Our reformational understanding of the nature of a covenant community is that expressed by and referred to in the Westminster Confession of Faith.

1.1.1.1 We believe that we are direct inheritors of God's covenant of grace with man, first announced to Adam (Ge 3:15), formally established through Abraham (Ge 12:1-3), renewed through Moses (Ex 3:15, Dt 7:7-8, 9:5-6), David and the prophets, and brought to maturity in Christ Jesus (Is 40:10, Mal 3:1, Jn 1:14, Hb 7:10).

1.1.1.2 We acknowledge that no-one outside of Christ can be in covenant with God (Ro 4:9-17, 11:13-24).

1.1.1.3 We believe that the children of believers already share in this covenant through the sovereign will of God.

1.1.1.4 We believe that it is the responsibility of parents, under God, to raise their children in the fear and understanding of the Lord and to lead them to conversion.

1.1.1.5 We believe it is the duty of the entire Christian community to support parents in this responsibility.

1.1.1.6 We believe that an understanding of the covenant enables a better understanding of all the wonders and blessings of God’s redeeming love.

We are a covenant community

1.1.2 The Association for Christian Education exists as a covenant community in Christ.

1.1.2.1 We believe that we should seek to recognise, value, and improve the characteristics, beliefs and behaviours that foster and sustain a covenant community.

1.1.2.2 We believe that the Association and College owe their purpose and existence to the nature of a covenant community.

1.1.2.3 We believe that by fostering an understanding of, a commitment to, and participation in our covenant community by all those involved in the Association and College, we will realise God’s purpose for and receive His blessing on the Association and College.

Our covenant community requires the active involvement of members

1.1.3 We earnestly desire to have the entire Association actively involved in our community.

1.1.3.1 We believe that parents of covenant children should be involved in the life of their children’s school.

1.1.3.2 We believe that the strength of our covenant community depends upon the willingness of members and affiliates to contribute their time, gifts and experience.

1.1.3.3 We believe that all members and affiliates have a responsibility to pray for God's guidance and blessing on our covenant community.

1.2 Christ-Centred Education

Christian education focuses on understanding God and His creation
1.2.1 We acknowledge that the highest purpose of Christian education is to come to a more complete understanding of God, the world He created, ourselves, and our relationship with Him and His creation (Ro 11:36).

1.2.1.1 We believe that all of life is religious and that education should cover all aspects of a student’s life, including the academic, vocational, physical, social, cultural, devotional and personal.

1.2.1.2 We believe that the most important aspect of a Christ-centred education is that which increases a student’s understanding of and relationship with God.

We exist to provide Christ-centred education

1.2.2 The Association for Christian Education exists to provide strong, Christ-centred education.

1.2.2.1 We believe that Jesus Christ is the Son of God, being in very nature both God and man (refer to Chapter VIII of the Westminster Confession of Faith).

1.2.2.2 We believe that creation is centred on Christ (Jn 1:3), and that a life lived in accordance with God’s will is also centred on Christ (Mk 3:35, Col 3:5-11).

1.2.2.3 We believe that Christ-centred education is based on a Biblically-based Christian world view.

1.2.2.4 We believe that Christ-centred education requires the Christian world view to be central to all curriculum, practice and culture.

Staff will know and promote a Christian world view

1.2.3 All education and teaching reflects and, either explicitly or subtly, promotes a particular world view. Rehoboth Christian College will reflect and promote only the Christian, Biblical world view.

1.2.3.1 We believe it is important for all staff to be fully conversant with and conscious of teaching from a Christian world view.

1.2.3.2 We believe that the foundational principle underlying a Christ-centred world view is that Jesus Christ is the Lord of all and the ultimate authority (Col 1:18), and that there is no subject matter on which the authority of Christ does not rest.

The entire college experience will reflect a Christian world view

1.2.4 We acknowledge that the total schooling experience of a student extends beyond the classroom and includes every aspect of their involvement with staff and other students, including policies, procedures, and practices.

1.2.4.1 We believe that all interactions between students and staff should reflect and support a Christian world view and Biblical standards.

1.2.4.2 We believe a culture should be actively fostered that encourages students to think with the mind of Christ, love with the heart of Christ, and see through the eyes of Christ.
1.3 Strong, Defined Christian Perspective

The reformational perspective of the Association is that of the Protestant evangelical doctrines summarised in the Five Solas and expanded on in the Westminster Confession of Faith.

1.3.1 The Association for Christian Education shall, in all matters pertaining to doctrine or Biblical interpretation, adopt and promote a reformational perspective.

1.3.1.1 We believe that in all instances the best and truest interpreter of Scripture is Scripture itself.

1.3.1.2 We believe that the Five Solas - sola scriptura (by Scripture alone), sola fide (by faith alone), sola gratia (by grace alone), solus Christus (through Christ alone) and soli Deo gloria (glory to God alone) - describe the essence of Protestant Reformation doctrine to which the Association subscribes.

1.3.1.3 We believe that, outside of the Bible itself, the doctrinal statements contained within the Westminster Confession of Faith, or the Three Forms of Unity (being the Belgic Confession, the Heidelberg Catechism, and the Canons of Dort), form the best man-made summary and guide on the interpretation of the core matters within Scripture.

The Association will publicly acknowledge the Lordship of Christ in all areas

1.3.2 Given that there are no areas of life unaffected by sin, and therefore no areas of life in which the saving grace of God is not required, all activities of the Association for Christian Education shall acknowledge the Lordship of Christ.

1.3.2.1 We believe that prayer should form an essential basis for every decision.

1.3.2.2 We believe that every decision made by the Association or College should further and not hinder the work of God's Kingdom in Perth and elsewhere.

1.3.2.3 We believe that the Lordship of Christ over all activities undertaken by the Association or College should be publicly acknowledged in all relevant forums.

1.4 Good Governance and Management

Management in the Association is conducted as a stewardship from God

1.4.1 All levels of management and administration within the Association for Christian Education will exercise their authority and carry out their responsibilities in accordance with Biblical principles of stewardship and accountability.

1.4.1.1 We believe we have a responsibility to use the talents and gifts God has granted us to the furtherance of His Kingdom (Mt 25:14-30).

1.4.1.2 We believe in and seek to practice the principle of servant leadership (Mt 20:26-28).

1.4.1.3 We believe that people in positions of leadership must be of sound faith and character (1 Ti 3:1-13), and that they are accountable for their actions and decisions before God and the Association (Hb 13:17).

Management in the Association will be legally and ethically responsible.

1.4.2 All levels of management within the Association will ensure they are conversant with, and at all times act in accordance with, all relevant legislation, standards, ethics and policies.

1.4.2.1 We acknowledge that, while Rehoboth Christian College was established to provide Christ-centred education that the Government cannot provide, as an Association we are subject to and will comply with the requirements placed upon us by the Government to the full extent that Christ allows.

1.4.2.2 We believe that members of the Board should be conversant with the following: Associations Incorporation Act 1987; Associations Incorporations Regulations 1988; the Constitution of the Association for Christian Education; the Foundational Principles of the Association; the Policy Governance Manual of the Association.

1.4.2.3 We believe that senior staff within the College should be conversant with the following: School Education Act 1999 (Parts 2 and 4); School Education Regulations (Parts 128 - 131); Constitution of the Association for Christian Education; the Foundational Principles of the Association; the Policy Governance Manual of the Association.

Authority within the Association will be respected and respectful.

1.4.3 All staff and members of the Association, at all levels, will respect and acknowledge those placed in authority over them, and treat those over whom they have authority with respect and consideration.

1.4.3.1 We believe that all positions of authority within the Association have been established by God, and that submission to authority is a clear Biblical directive (Ro 13:1-2, Eph 5:21, Hb 13:17, 1 Pe 2:13-17).

1.4.3.2 We believe that the underlying principle in all relationships should be that of love (Jn 15:9-17, 1 Pe 4:8-11).
1.5 Financial Strength

The Association will aim to be financially independent

1.5.1 As an independent Christian school dedicated to providing affordable Christ-centred education now and into the future, Rehoboth Christian College will move toward a position in which financial assistance from the Government is not required for viability.

1.5.1.1 We believe that the primary responsibility for raising and educating children lies with parents (Dt 6:6-7, Pr 22:6) and that financial independence strengthens parental governance over the entire college experience.

1.5.1.2 We believe history demonstrates that Government policies toward Christian schools change over time, and that dependence on secular Government funding imposes limits on Christ-centred education.

1.5.1.3 We believe that financial independence should not be obtained through raising fees beyond a point affordable to Christian parents, and that complementary sources of revenue must be investigated diligently and sustainably.

Financial management will be based on sound Biblical principles.

1.5.2 Financial management within the Association for Christian Education will demonstrate correct Biblical attitudes towards money and the stewardship of resources.

1.5.2.1 We believe we have a responsibility to ensure that we meet all financial obligations on time and in full (Mt 22:21, Ro 13:6-7).

1.5.2.2 We believe we have a responsibility to manage and invest our money wisely towards meeting the needs of the Association (Pr 6:6-8, 1 Th 4:11-12).

1.5.2.3 We believe that the accumulation of money and resources is not, and should never be, the focus of the Association (Mt 6:19-24, 1 Ti 6:10, Hb 13:5).

1.5.2.4 We believe that the Association is called to be good stewards of the resources God has entrusted to us, and that we should seek to grow these for the furtherance of His Kingdom (Pr 3:9-10, Mt 25:14-30).

1.5.2.5 We believe that the Association has a responsibility to demonstrate charity and sacrifice, both within our Covenant Community (1 Ti 5:3-8, James 1:27) and to the wider community (Le 19:10, Dt 15:11, Pr 19:17, Ga 2:9-10).

1.5.2.6 We believe that we must publicly and prayerfully rely on God, and acknowledge Him, for the provision of all our needs (Ge 22:13-14, Pr 3:5-6, Mt 6:9-13, Hb 11:6).

1.6 High Standard of Facilities and Resources

People are our most important resource.

1.6.1 The most important resources within Rehoboth Christian College are our staff.

1.6.1.1 We believe that all staff deserve to be paid fairly and reasonably, in accordance with the financial strength of the Association (Le 19:13, 1 Co 9:7-10).

1.6.1.2 We believe we have a responsibility to invest in, pray and care for, and honour and develop our staff (Ga 6:2, Ph 2:1-4, Ja 5:13-16).

Our buildings and equipment will be of high quality and will facilitate learning.

1.6.2 Since environment has a profound effect on learning, Rehoboth Christian College will seek to provide quality buildings and equipment that promote and facilitate learning.

1.6.2.1 We believe that college buildings and equipment should be constructed to the highest standards of safety and quality in line with sound financial management.

1.6.2.2 We believe that college buildings should be pleasant work and learning environments.

1.6.2.3 We believe that college buildings and equipment should be regularly maintained for safety, functionality and aesthetics.

1.6.2.4 We believe that the needs and methods of both staff and students should be taken into account when designing and equipping college facilities.

Resources will be prioritised toward the delivery of Christ-centred education.

1.6.3 Given the constitutional purpose of the Association for Christian Education, the allocation of resources will be prioritised toward the delivery of Christ-centred education.

1.6.3.1 We believe that the top three priorities for funding within the College should be

- Salaries;
- Building and equipment provision and maintenance;
- Classroom and learning equipment and supplies.

1.2 We believe that priority in the professional development of staff should be given to Christian Curriculum and Christ-centred Education.

1.3 We believe that we must appropriately steward and invest resources for the future, and must not expend all available resources only on immediate and current needs.
2.0 College and Community Environment

2.1 Input into Family Growth

2.1.1 Rehoboth Christian College seeks to be a positive influence on a student’s home and church life, with college experiences reinforcing and developing spiritual and social lessons taught at home and church.

2.1.2 The Association and College will actively seek to provide learning experiences for students’ and members’ entire families, that promote growth in relationships, community, faith and life management.

2.2 College – Church Interaction

2.2.1 The Association for Christian Education will maintain its independence from denominational or individual church control.

2.2.2 The Association and College will seek to inform and promote the college’s objectives and activities to the church families from which our members and students come.

2.2.3 The Association and College will encourage active involvement in the life of the college and Association by local churches who demonstrate and promote a firm commitment to reformational, doctrine.

2.3 Christian Staff

2.3.1 All staff at Rehoboth Christian College, whether teaching or non-teaching, must be fully committed Christians who can sign a declaration affirming their agreement with the Three Forms of Unity and/or the Westminster Confession of Faith, as referred to in the Constitution s2.15 (c)(iv).

2.3.2 The Association and College will actively support staff in the development and practice of their faith.

2.3.3 All staff are expected to actively demonstrate their faith and commitment to Christ to students, each other and the wider Association in their lives, attitudes and behaviour.

2.4 Responsive, Involved Administration

2.4.1 Management and administrative staff within Rehoboth Christian College will actively seek to discover the attitudes, issues and opinions of students, teaching staff, and the wider Association.

2.4.2 The Board and senior management will actively and prayerfully review and examine both positive and negative issues raised by students, teaching staff and the wider Association.

2.4.3 The Board and senior management will commit to acknowledging issues raised - using either or both of public or private communication, as appropriate to the situation - to ensure that students, teaching staff and the wider Association both know and feel that they are listened to, respected, and valued.

2.4.4 The Board and senior management will commit to responding to issues raised promptly and professionally, and with the mind of Christ.

2.5 Sustainability

2.5.1 The Association for Christian Education has a generational perspective, and will at all times make plans and decisions with a view to ensuring that Rehoboth Christian College will remain an active and viable Christ-centred college for the next generation.

2.5.2 The Board and senior management will seek to manage and invest financial resources to provide on-going sources of revenue alternate to college fees and Government grants.

2.5.3 The College will, in both practice and teaching, promote responsible Biblical stewardship of the natural environment.

2.6 One College with Distinctive Campuses

2.6.1 Rehoboth Christian College has a single purpose and vision, and a single curriculum and standards, which recognises the individuality of each campus.

2.6.2 The management and staff at individual College campuses are encouraged to actively seek resources local to their campus - including parents, members, students, staff and physical location - that can provide additional benefits, activities or opportunities to students and staff at that campus.
2.7 Effective Christian Relationships

2.7.1 The Association for Christian Education will actively seek to positively influence members, staff and students in the development and maintenance of healthy personal relationships with each other and with God.

2.7.2 The Association and College will actively seek to provide support and education to members, staff and students on developing and maintaining healthy relationships that honour and glorify God in all parts of their current and future life.

2.7.3 The College will actively promote and require behaviour from management, staff and students that builds and is not harmful toward Christian relationships, and is in line with Biblical principles.

2.8 Missions Focus

2.8.1 The Association and College will ensure that programs, plans and activities support and promote the message of the Great Commission (Mt 26:18-20).

2.8.2 The College will actively seek to promote and develop in students and staff a desire to evangelise and spread the Gospel, both locally and in the wider world (Ro 10:14-15).

2.8.3 The College will actively seek to provide practical, real-life mission experiences to students and staff, both locally and related to the wider world.

2.9 Strong Christian Environment

2.9.1 The Association and College will actively encourage members, staff and students to pray (Mt 6:9-13, Eph 6:18, 1 Th 5:16-18, Ja 5:13-16), study the Bible (Dt 6:6-9, Ps 119, 1 Ti 4:13, 2 Ti 3:16-17), and love each other in Christ (Jn 15:9-17, 1 Pe 4:8-11).

2.9.2 The Association and College will be public and open in declaring our commitment to Christ.

2.9.3 The College will actively seek to create and promote an environment that demonstrates the principles of love described in 1 Corinthians 13.

2.10 Effective Communication

2.10.1 The Board and senior leadership of the Association and College will clearly communicate all decisions and major issues in a timely manner to staff, students and the wider Association as appropriate.

2.10.2 The Board and senior leadership will ensure that consultation and engagement with staff, students and the wider Association in relation to upcoming decisions is undertaken where possible and appropriate.

2.10.3 The Association and College will actively seek to provide education in communication skills for staff, students and members.

2.10.4 The College will actively seek to foster open and regular communication between staff, parents, students, leadership, and the wider Association.
3.0 College Operations

3.1 Technologically Literate Staff
Technologically literate staff are knowledgeable about, comfortable with, and competent on the latest technology available within the College.

3.1.1 Rehoboth Christian College will provide access to the tools and training necessary for staff to effectively use modern technology in the office and classroom.

3.1.2 The College will actively encourage staff to look for and take advantage of opportunities to use modern technology to enhance and increase the efficiency and effectiveness of learning and administration.

3.2 Highly Trained, Well Supported Staff
Highly trained and well supported staff are well equipped with the knowledge, skills and resources needed to deliver high quality Christian education to today’s students. They are viewed, treated and supported in developing as professionals.

3.2.1 The Association and College will actively invest in the professional development of staff as a priority, with particular focus on the development of distinctive Christian curriculum.

3.2.2 The Association will commit to paying salaries for staff that reflect experiences, qualifications, responsibilities and the costs of living, and are compatible with sound and sustainable financial management.

3.2.3 The College will seek to provide classroom and administration environments for staff that are pleasant and professional.

3.3 Innovation
Innovation is the creation and adoption of ideas, approaches and methods not currently in use that enhance or improve the College.

3.3.1 The Association and College will actively encourage staff, students and members to identify and attempt creative solutions and approaches, and to take balanced risks when exploring options.

3.3.2 The Association and College will seek to maintain the benefits and wisdom associated with our history, traditions and approaches, and prayerfully blend them with alternative and original ideas that are consistent with Christian education.

3.4 Real-Life Community Involvement
Real-life community involvement means that students will not be isolated from the world outside of the College, but will be equipped upon graduation to live as a witness for Christ in a sinful world.

3.4.1 The College will actively seek to provide learning experiences for students that connect them to, and educate them about, the community and world outside of the College.

3.4.2 The College will actively seek to identify and take advantage of opportunities for students to engage in practical, hands-on, face-to-face interaction with the local and wider community, in both educational and missionary situations.

3.5 Enthusiastic, Dynamic Staff
Enthusiastic and dynamic staff love working at Rehoboth Christian College, are passionate about Christian education, and actively seek ways to encourage those around them.

3.5.1 The College will actively encourage and promote staff to glorify the Lord in all things, including themselves, their work, their students, and the college.

3.5.2 The College will actively seek ways to ensure that staff enjoy coming to work.

3.5.3 The College will publicly recognise and seek to reward staff who demonstrate enthusiasm and commitment to the objectives of the Association.

3.6 Best Christian Staff
Rehoboth Christian College seeks to attract and develop staff of the highest quality, in both their Christian faith and professional qualifications.

3.6.1 The College will actively seek to fill vacancies with people who have demonstrated a commitment to excellence in life, the Christian faith, and Christ-centred education from a biblical worldview.

3.6.2 The College will actively seek to identify and take advantage of opportunities for staff to develop and improve their devotional and professional skills, knowledge and attitudes.
3.7 Contemporary Quality Christian Curriculum

A contemporary curriculum is one that relates to the world the students live in and will work in. A quality curriculum is one that is clear, structured, teachable, and facilitates learning at the highest levels. A Christian curriculum is one that is centred on the truths of the Bible and actively promotes a deeper understanding of God, His creation, and our relationship with Him.

3.7.1 The College will actively seek to identify, adopt and develop curriculum that:
   i) is grounded in the Christian world view;
   ii) relates to the Biblical meta-story of creation, fall, redemption and restoration;
   iii) celebrates the Lordship of Christ over all aspects of life and creation; and
   iv) encourages students to critically examine the world from a Biblical perspective, in every subject, class and grade level.

3.7.2 The College will ensure that curriculum used provides opportunities for the highest levels of academic, vocational, social and personal achievement.

3.7.3 The College will ensure that curriculum used is relevant to the current and emerging needs of the employment and higher education sectors.

3.7.4 The College will ensure that staff are provided with ongoing professional development in understanding, developing and teaching Christian curriculum.

3.8 Diverse Social and Educational Needs Addressed

Rehoboth Christian College seeks to support the needs and desires of as many Christian parents and students as possible within our means. This includes providing necessary support for students, parents and staff with additional needs, as well as facilitating as many career options as possible.

3.8.1 The College will seek to provide as many different subject lines as possible, in line with sound and sustainable financial management.

3.8.2 The College will actively seek to develop and maintain strong vocational education.

3.8.3 The College will actively promote and monitor understanding and support among staff and students for individuals with physical, social, cultural or other differences.

3.8.4 The Association and College will actively seek to welcome and support staff, students and members from a diverse range of cultural, economic and health backgrounds.

3.8.5 Recognising that all life is religious, the College will actively promote and celebrate excellence in all areas of life, including academic, vocational, physical, social, cultural, devotional and personal.

3.9 Effective Marketing

Recognising that we operate as a business within a marketplace, Rehoboth Christian College seeks to ensure sound financial management and resourcing by effectively and efficiently identifying and communicating with Christian families to promote Christian education at Rehoboth.

3.9.1 The Board and senior leadership of the Association and College will seek to identify the most effective avenues for promoting the College and attracting new and return students.

3.9.2 The Board and senior leadership will commit appropriate funding and/or effort to promoting the College and attracting new and return students, in line with sound and sustainable financial management.

3.9.3 The Board and senior leadership will commit to regularly reviewing the effectiveness of all marketing campaigns and approaches.
4.0 College Objectives

4.1 High Levels of Student Achievement

High levels of student achievement mean that students realise their calling, whatever that may be. It is not focused solely on academic achievement, but celebrates and encourages the pursuit of excellence in all areas of life. It recognises that excellence does not lie solely in achieving success, but also in striving for success.

4.1.1 Rehoboth Christian College will encourage and support students to identify and develop their God-given gifts and abilities for the glory of God and the good of the others.

4.1.2 The College, while recognising the importance of a sound academic education, will not seek to promote excellence in any one area of academic, vocational, social, cultural, devotional and personal achievement over any other.

4.1.3 The College will seek to work with students and their families to identify and develop their areas of strength and weakness, and provide support in developing both.

4.2 Sought After Place of Employment

A sought after place of employment is one that current employees cannot imagine leaving, and that other people eagerly wait for opportunities to join. It is one where every job advertised has multiple high-quality respondents, and where people seek to take advantage of volunteer opportunities simply to be involved and to contribute.

4.2.1 The Board and senior leadership of the Association and College will actively seek to promote the College as a desirable place of employment.

4.2.2 The Board and senior leadership will actively seek to monitor and identify issues of concern to staff, and to address these directly and clearly as appropriate.

4.2.3 The College will actively seek to develop and support potential staff from within the ranks of current and past students.

4.2.4 The College will actively seek to identify and promote among the Association opportunities for volunteer contribution.

4.2.5 The Board will actively seek to educate the Association about the role of the Board, and to actively engage in identifying and encouraging new and potential Board members.

4.3 Enthusiastic, Motivated Students

Enthusiastic and motivated students love to learn and take an active role in their own faith and education, and the life of the college. They increasingly seek and accept responsibility for their own progress, and gain confidence in promoting their faith, and the college.

4.3.1 The College will actively seek to develop and encourage enthusiasm in students for their education, faith and Christian involvement in family, church, state and society.

4.3.2 The College will actively seek to identify, develop and promote innovative methods to instil in students a love of learning.

4.3.3 The College will actively seek to identify, develop and promote opportunities for students to become involved in the life of the College outside of formal class activities.

4.3.4 The College will actively seek to identify, develop and promote tools and methods for students to self-initiate, self-manage, and self-monitor their work and progress.

4.3.5 The College will actively seek to identify, encourage and reward students who demonstrate initiative and Biblically-grounded motivation.

4.4 A Distinctive Christian College

A distinctive Christian college is one that stands out. Rehoboth Christian College is distinctive for the quality and type of Christian education we offer, for our culture and history, and for our covenant community.

4.4.1 The Board will actively seek to monitor and ensure that all decisions and directions taken by the Association and College are in line with, and contribute toward, the original intent and spirit of the Association as defined in the Constitution and expanded on in the Foundational Principles.

4.4.2 The Board and senior leadership will actively seek to educate staff, students, parents and members of the Association on the objectives, purpose and strategy.

4.4.3 The College will actively seek to be recognised as delivering high-quality Christian curriculum, taught within a reformational doctrinal perspective, under a parent-controlled governance structure.
5.0 Future Vision

5.1 Growth in Student Numbers
Rehoboth Christian College will attract and retain students so that:

5.1.1 as many parents as possible are supported in their God-given responsibility to raise their children;

5.1.2 as many students as possible are provided with a high-quality Christian education; and

5.1.3 the long-term financial sustainability of the College is maintained.

5.2 Strong Reputation
Rehoboth Christian College will operate in such a way that:

5.2.1 students and parents will be so impressed by their experience that they will promote the College through word of mouth;

5.2.2 staff enjoy their work and are professionally and spiritually supported, and are known to be so; and

5.2.3 the College brand, purpose and approach is known and recognised in local, national and international church and Christian education communities.

5.3 Christ-like REHO'D Graduates
Rehoboth Christian College will produce graduates that are:

5.3.1 Ready to increasingly take their place in family, church, state and society;

5.3.2 Educated to a high standard in all required areas;

5.3.3 Honourable in their attitudes, beliefs, interactions and relationships;

5.3.4 Open to God's leading in their lives and to opportunities that are presented; and

5.3.5 Disciples of Jesus Christ who enthusiastically follow His commands, passionately love Him, and demonstrate His presence in their lives.

5.4 First Choice for Christian Parents
Rehoboth Christian College will be governed in such a way that:

5.4.1 Christian parents seeking Christian education will actively seek to have their children educated at the College;

5.4.2 Christian parents who are aware of the College will become convinced of the importance of Christian education; and

5.4.3 the Association more and more becomes a covenant community that supports, encourages and attracts Christian parents to become involved in the life of the College.