



## Principal and CEO Information Pack

### Introduction

Thank you for your interest in applying for the role of Principal and CEO at Calvary Christian College.

This Information Pack is designed to give you a greater understanding of the role of Principal and CEO at Calvary and a sense of who we are and what drives us.

### About us

Calvary Christian College was founded in 1984 at Springwood as ministry of Logan Uniting Church and was known originally known as Logan Uniting Primary School.

In 1992 the Carbrook campus was opened and welcomed students from Preschool to Year 12.

Uniquely, Calvary Christian College remains the only Uniting Church school in Queensland to operate as a direct ministry of a congregation.

### About the role

At Calvary our Principal and CEO is, in addition to being an exceptional educational leader, our Spiritual Director and a mission leader of Real Life Christian Church.

As a mission leader, it will be critical to the success of the Principal and CEO that they attend and actively engage with the Real Life Christian Church congregation. This requirement is both to support the Principal and CEO and to ensure that there continues to be an active and authentic relationship between the College and the Church.

### Our Strategic Plan 2017 - 2020

The College is currently in the process of implementing its 2017 – 2022 Strategic Plan. Core to this vision is unleashing the potential of our students, staff and broader community.

**Our Mission** of unleashing every child's potential recognises that at Calvary we believe that every child has the capacity to be exceptional.

**Our Vision** at Calvary is to develop in our students' agile minds, a sense of compassion for others, and the courage to act on their beliefs, while equipping them for life-long success as resilient, resourceful and responsible citizens of our global community.

**Our Strategy** is underpinned by three **Strategic Pillars** –

- Exceptional Learning
- Authentic Discipleship
- Vibrant Community

Our Strategic Pillars underpin and are the measurements by which we determine our success in the holistic development of our students and our mission of transforming lives.

**Our Values are:**

**Excellence:** We aspire to excellence in everything we do.

**Authenticity:** We live the tenets of a life that is transformed because of our relationship with Jesus Christ, including the call to nurture effective Christian discipleship. We are true to our purpose, and practise what we preach.

**Passion:** We commit to engaging our efforts towards having every student actively and willingly invest in their own learning, and provide every opportunity for families to engage in their education.

**Agility:** We are innovative, and always forward-focused

## **Your Team**

At Calvary the Principal and CEO works closely with our Executive Leadership Team using a distributive model of leadership. This model and the current team structure was recently established as a result of an Organisational Review commissioned by the College Council.

The Executive Leadership Team, the primary body for providing advice to College Council, deciding operational priorities, determining operational policies and overseeing the implementation of the College Strategic Plan, consists of leaders across three areas of the College which are broken up into the following teams:

### **Pedagogical Leadership Team (PLT)**

This consists of the Head of School (Springwood Junior School), Head of School (Carbrook Junior School), Head of School (Middle and Senior School), the Director of Early Learning, Director of Learning Enrichment and the Principal and CEO. This team is currently chaired by the Principal and CEO.

### **Growth and Development Team (GDT)**

This consists of the Director of Human Resources, Director of Marketing, ICT Manager and the Director of Enrolments. This team is currently chaired by the Director of Human Resources.

### **Operations Support Team (BOT)**

This consists of the College's Business Manager, Finance Manager, Property Manager, Office Manager and key members of the Business Support Team. This team is chaired by the Business Manager.

## **Reporting relationships**

At Calvary, the Executive Leadership Team reports to the Principal and CEO who subsequently reports to College Council. College Council is responsible to the Church Council, Real Life Christian Church, for the governance and administration of the College. In addition to these reporting relationships the College has some reporting obligations to the Uniting Church's School Commission.

## **Other Relationships**

The College has an active Parents and Friends Association and is a member of Independent Schools Queensland and Associated Christian Schools Queensland.

## **College's Expectations – Statement of Beliefs and Lifestyle Agreement**

Staff members at Calvary are expected to be committed Christians, involved in regular worship, and active in expressing their faith through their lifestyle.

On appointment, the applicant will be required to acknowledge acceptance of the College's Statement of Belief (Attachment A) and our Staff Lifestyle Requirement (Attachment B).

## Attachment A

### Statement of Belief

1. We believe in one God, Father, Son and Holy Spirit (Deut 6: 4; Mt 28: 19; Jn 14: 16; 16: 7)
2. We believe God (Father, Son and Holy Spirit) is the creator and sustainer of all (Gen1: 1,2; 2: 7; Col 1: 16; Ps 104: 27-30)
3. We believe human beings are created in the image of God (Gen 1: 26,27)
4. We believe the essence of sin is rejection of and rebellion against God (Gen 3: 1-7; Rom 1: 21-23)
5. We believe this sin resulted in a broken relationship with God, each other and creation (Gen 3: 8-24); and is further reflected in a broken world and in idolatry, immorality, dishonesty, greed, injustice, abuse (self, others and creation), selfishness and the like (Rom 1: 26-32; 8: 20,21; Eph 4: 25-5: 20; Gal 5: 19-21)
6. We believe in the Centrality of Jesus Christ:
  - a. Fully God, fully human (Mt 1: 18-23; Jn 1: 1, Jn 10: 30; Col 2: 9; Heb 4: 15, 1Jn 4: 2, 3; Phil 2: 6, 7)
  - b. Lived a life of perfect obedience (Heb 5: 8; Phil 2: 8; Rom 5: 19)
  - c. Died for our sin (Mk 15: 33-39; 2Cor 5: 21)
  - d. Was physically resurrected (Lk 24: 1-9, 36-46; 1Cor 15: 12-58)
  - e. Will come again as the judge of all (Acts 10: 34-43; 2Tim 4: 8)
7. We believe in the resurrection of the dead and the gift of eternal life through Christ (1Cor 15: 12-58)
8. We believe in the power of the Holy Spirit to transform lives and indeed the whole of creation (Jn 14: 16,17; 16: 5-15; Rom 8: 15-17; 2Cor 5: 17,18; Rom 8: 18-27; Eph 1: 9,10)
9. We believe we are saved by God's grace through faith in Christ alone (Eph 2: 8-10; Rom 5: 10,11)
10. We believe the bible is inspired by God (God-breathed). Our faith, teaching and lives are nourished and regulated by the truth of the biblical witness. (2Tim 3: 15-17)
11. We believe the bible (the word of God) points beyond itself to Jesus Christ (the Word of God) on whom alone our faith, hope and salvation rests (Jn 1: 1-18; 14: 6; Acts 4: 10-12)
12. We believe our purpose in life is to love God fully and to love others as Christ has loved us and so participate in building God's Kingdom of love, peace and justice (Mt 22: 37-40; Jn 13: 34; 1Jn 4: 16; Lk 4: 16-21; 11: 2-4)
13. We believe we are called to be witnesses of Jesus Christ in word and action, in the power of the Holy Spirit (Mt 28: 18-20; Acts 1: 8; Rom 1: 16; 10: 9-15)
14. We believe we are called to turn away from sin (see 4&5 above) and to grow in Christ-like character exemplified in the fruit of the Spirit (Gal 5: 16-23; Eph 4: 11-5:21; Col 3: 1-17; 2Pet 1: 3-11)
15. We believe we are called to celibacy in singleness and loving faithfulness between a man and woman in marriage (Gen 2: 24,25; Mark 10: 2-12; Eph 5: 21-33; Rom 1: 18-32)
16. We believe that through faith in Christ we are united with all other believers in Christ's Body – the Church – and that this finds expression through our participation in a local church (Mt 16: 13-19; Eph 1: 22,23; 2: 19-22; 3: 10-12; 4: 4-16; Heb 10: 24,25)
17. We believe we are called to unity within the local church and throughout the whole Christian Church (Eph 4: 1-6; 2: 14-18; Jn 17: 20-23; 13: 34-35)
18. We believe all believers (regardless of age, gender, social standing or culture) are gifted by the Holy Spirit and all gifts lead to service that builds God's kingdom (1Cor 12 & 13; Rom 12: 3-8; Eph 4: 7-16; Gal 3: 28)
19. We believe Christ gave us two sacraments – baptism and the Lord's supper – both of which remind us of and connect us with Christ's death and resurrection (Mt 28: 18-20; Rom 6: 3-10; Eph 4: 4-6; Lk 22: 7-20; 1 Cor 11: 23-25)
20. We believe prayer is communicating with God (listening and speaking) and a means by which God connects us with and includes us in His will and purpose (Lk 11:1-13; Mt 18:19,20; Jn 14:13,14; Phil 4:4-7).

*Note: these statements are based on and subservient to the Christian Scriptures, the Basis of Union of the Uniting Church in Australia and the Apostles and Nicene Creeds.*

## Attachment B

### Staff Lifestyle Requirement

As members of Calvary Christian College we accept the following Staff Lifestyle Requirements:

1. Calvary Christian College bases its teachings and beliefs on the Bible, both Old and New Testaments, which the School regards as the inspired word of God. These teachings are expounded in many of Calvary Christian College's public and internal documents, both printed and on the school's website, and viewable by staff as part of their appointment process. These documents inform our understanding of the lifestyle values which staff who work in this school are required (subject to the provisions of the *Anti-Discrimination Act 1991*(the Act)) to respect and maintain at all time, and should be understood as source documents, defining our doctrines, tenets, beliefs or teachings.
2. All staff of Calvary Christian College, regardless of their role, are required to be seen to conduct themselves in the course of, or in connection with their work, in a manner consistent with these principles and beliefs and in accordance with the Christian ethics of the College, as contained and interpreted in these documents, thus providing a specifically Christian role model and example to all the families associated with the College.
3. It is a genuine occupational requirement (subject to the provisions of the *Anti-Discrimination Act 1991*) of Calvary Christian College that, consistent with the Act, staff members must not act in a way that they know, or ought reasonable to know, is contrary to the religious beliefs of Calvary Christian College. Nothing in their deliberate conduct should be incompatible with the intrinsic character of their position, especially, but not only, in relation to the expression of human sexuality through heterosexual, monogamous relationships, expressed intimately through marriage.
4. Staff are required to regularly and frequently attend a Christian church and to regularly and frequently support Staff devotions and Staff Worship Services.