Generations Christian Education

ANNUAL REPORT 2013

Loving for Today  Learning for Tomorrow  Living for Eternity
A Message from our Board Chairs –

Mrs Sonia Chan Lee
and
Mrs Esther Yau Chung

On behalf of the Board of Generations Christian Education, we are pleased to greet you with our 2013 Annual Report. Indeed God is good and we give Him all glory, praise and thanks as He continues to bless our schools. Following a period of rapid growth including the opening of Island Christian Academy whilst both Small World Christian Kindergarten and Norwegian International School are at capacity, this year has focused on development and refinement.

The dictionary gives a few different definitions of the word REFINE, including "to improve upon by making subtle or fine changes." It is the little things that can make the biggest difference. Often a Board will focus on the big picture, expecting growth to follow from large change. However it is important to recognize that it is the strategic small changes in life that lead to habits which result in transformation and sustainable growth. Job 23:10—“But He knows the way I take; when He has refined me, I will come out as gold.” AMP

We are proud of the energy and effort each school community has focused on developing and refining their academic and spiritual growth programs, staff development opportunities, health and safety initiatives according to the Generations Christian Education vision and mission. We express our sincere thanks and appreciation to the entire staff, teaching and non-teaching, as well as volunteers for being committed to excellence in education within a biblical worldview, and for their tireless efforts in support of our children — the next generation.

The Board’s top priorities remain channelling into strategic planning for growth and development, whilst being wise stewards over our resources. With a commitment to secondary school expansion, groundwork such as prayer, actively pursuing opportunities to build and expand into middle years classes as well as seeking out appropriate premises continue. This is a significant undertaking that requires considerable prayer and planning to deliver the right outcomes for students and families while being sustainable long term. Generations continues to be committed to providing a quality Christian based education across all grades.

We hope you will join us in praying unceasingly for the work at Generations; please pray for all our board members, senior leadership team, staff as well as for all the children and families in our schools. We look forward with great expectation to all that the future holds for the Schools of Generations Christian Education. May God continue to inspire, equip and transform our students through knowledge and experience gained in our schools in the months to come.
Executive Director’s Message—

Gail Maidment

Recently, a six year old was sharing some treasures she received from Christmas. These tiny, precious stones belonged to a treasures from the earth kit. We discussed how they became so shiny and I recalled how a family uncle took stones from the beach and put them in his polishing tumbler machine. He filled the machine with small stones, water and chemicals. Patiently, over many weeks my uncle observed the refining process of these rough stones into precious polished pieces.

Throughout our lives, in each small moment we have opportunities to be refined, to be polished so our lives can reflect character, wisdom and grace to this generation of children and many generations to come.

I am inspired by the words of Wes Stafford, *With each child you encounter, you have the power and opportunity to build up ... or sadly tear down. A life can literally be launched - with uttering a single word, an uplifting comment, a well-timed hug, a tender prayer, a compliment, the holding of a frightened hand, or the gentle wiping of a tear - all in just a minute.*

At Generations it is our hope and prayer that each one of us will make that difference to each child we encounter in our schools, through every moment spent with a child. We trust that as we focus on helping refine their character, through God’s love, wisdom and grace, that child will blossom into the unique person God intends for them to be. We are pleased to present to our community this year’s Annual Report on Generations Christian Education, as we continue to see God’s faithfulness extending to every generation!

Psalm 119: 89-90.

“I will refine them like silver and test them like gold. They will call on My Name and I will answer them; I will say, “They are my people” and they will say, “The Lord is our GOD.”” Zech. 13:9
Vision

So the next generation would know God, even the children yet to be born, and they in turn would tell their children.

Then they will put their trust in God and will not forget His deeds but will keep His commands.

(Psalm 78:6-7)

Mission

We are dedicated to cultivating individuals of character, compassion, courage and competence; by inspiring our students to pursue academic excellence within an engaged, diverse and nurturing community, creating a global people of Christian faith, a people serving others.

New Strategic Projects 2013-16:

During 2013, The Board of Generations Christian Education reviewed our Strategic Development Plan. We have selected to focus on a number of key areas to strengthen our organization and enhance our ability to respond to rapid market changes in Hong Kong. One key target is to seek the well-respected Council of International Schools (CoIS) and International Primary Curriculum (IPC) accreditation.

Other target areas include:

- Further refine curriculum standards
- Develop individual student development plans
- Refine staff professional development
- Continuous improvement of our facilities’ health and safety plans
- Secure school expansion and develop community support networks

As a Christian non-profit organization, Generations Christian Education is committed to wise stewardship of its resources.
Our Schools:

SMALL WORLD CHRISTIAN KINDERGARTEN

Small World Christian Kindergarten (Small World) was established in 1986, as an outreach ministry of the Youth with a Mission group here in Hong Kong. The first class opened at 10 Borrett Road with eight students. The kindergarten had a vision to see the generations raised up in the knowledge and love of God. This year Small World celebrated 28 years of God’s faithfulness to that vision. The school has grown from one class of eight children in the morning, to over 240 students total in our morning and afternoon sessions.

NORWEGIAN INTERNATIONAL SCHOOL

In 1984, the Norwegian School was established by the Norwegian Lutheran Mission Society and was located on Cox Road in Tsim Sha Tsui. The school repositioned itself as an international school in 1994, when it was relocated to Central Tai Po. The School was at that time renamed the Norwegian International School (NIS). In 2008, the NIS Primary School moved to its current location on Kam Shan Road, while the Kindergarten stayed at the original Central Tai Po location. In April 2010, NIS was formally adopted into the Generations Christian Education family. The school currently has around 200 students across both campuses; providing small class sizes and big learning initiatives.

ISLAND CHRISTIAN ACADEMY

In August 2012, Island Christian Academy (Island CA) opened its doors on 70 Bridges Street in Sheung Wan. The fruit of a joint project between Generations Christian Education and the Chinese YMCA of Hong Kong, Island CA is an international primary school focused on whole-child learning. This ethos encompasses the intellectual, socio-emotional, spiritual and physical elements of a child’s life, while fostering home-school cooperation through parental engagement. We are in our second academic year, with 10 primary classes (Years 1-4 only) and will expand to upper primary years 5 & 6 in subsequent years. We are thrilled to be located in this historic district of Hong Kong Island, as God’s seeds of Christian education, started here during the 19th Century, are being nurtured and refined through His grace.
Small World Christian Kindergarten (Small World) is continually blessed with a great community of stakeholders - parents, teachers and external partners - committed to cultivate and develop our young learners into “individuals of character, courage, competence and compassion.” Our school vision and mission remains central in everything that we do in Small World, as it has for our 28 years of ministry. This year - 2013 - has had a strong focus on refining home-school partnerships and quality teaching and learning, while increasing opportunities for, and the variety of, continuous professional development for teachers and support staff.

We have continuously improved our school-wide communications, providing relevant and clear school information to our parents, staff and school board members. We have conducted teachers’ classroom observations highlighting teaching practice coupled with assessment of their children’s learning in school. Our teachers and support team continue to show great passion and commitment in nurturing and developing our young learners, and providing a high quality, early childhood education program in the classroom.

This year we continue to collaborate with universities and had the privilege of having visiting professors and university student teachers come and learn about our school and its curriculum. We have been very pleased with their positive feedback about our program and encouraged as these universities express interest in building future collaborations with Small World.

Early childhood special education is very important to us as we continue to include children with individual needs in the classrooms. We are blessed to have an experienced and dedicated Special Education Team in Small World. Our teaching team is motivated to learn best practices and better understand students with developmental delays. They regularly seek advice from our consultants, and other specialists and professionals.

Typhoon Haiyan brought our community together as we gathered relief goods for the Filipinos affected by this devastating typhoon in the Philippines. Our children were able to think about the poor children and their families in the Philip pines thus cultivating charity and compassion to those in need. We also kept in touch with other organizations in Hong Kong, China and the Philippines for our community to continue serving and helping others.
Small World Christian Kindergarten

Safety in school remains a priority as we recently implemented guardian passes to helpers and guardians when collecting their children in our kindergarten. Likewise, we are happy to report that the construction of our playground stairs is finished and the children can pass through the hallways of Chung Ying Theatre daily. This will provide more safety and protection for our young children removing them from street access when going between the playground and school.

As Small World continues to improve and refine its educational practice, school environment and staff development program, our hearts are stirred when reading the Book of Zechariah 13:9, “I will refine them like silver and test them like gold. They will call on my name and I will answer them; I will say, ‘They are my people,’ and they will say, ‘The LORD is our God.’" As we reflect back on Small World’s history and its passion to serve God through this ministry, we need to continuously plan and evaluate the quality of our early childhood education program. We want to make sure that we are providing and integrating current research based practice in our classrooms whilst keeping traditions and culture of a loving and nurturing school. "

Blessings,  Mrs. Tess Baguio– Principal
2012 was a season of growth for NIS as we saw a marked increase in enrolments, and subsequently an increase in the teachers and resources needed to support this growth. After the 2012 season of growth, whereby enrollments reached capacity, it is only natural that 2013 has been a season of refinement at NIS; one in which the quality of our students, staff and facilities has increased.

The final part of the gold production process is called “refining”. This step involves removing any impurities from the gold. The process requires the metal to be heated until it melts and then chemicals are added to this liquid. These chemicals draw out other metals from the gold so that they can be removed. At the end of the process, the substance that is left is 99.9% pure gold and is then able to be used effectively for its intended purpose.

Similarly NIS has been going through the process of identify within itself what is “pure” and ensuring that we are focused on being excellent in these ways. Over the past year this has required us to reflect on what our school should be and then focus our efforts on ensuring that we are true to this mission and purpose.

“...NIS has been going through the process of identify within itself what is “pure” and ensuring that we are focused on being excellent in these ways. “
As a result of this, we have seen substantial refinement in three core areas:

**Academic Progress** – Our curricula and teaching practices have been refined, leading to a great focus on educational outcomes and an enhanced ability to move the students to achieve these outcomes. We have been blessed to welcome a range of experienced teachers on board and have further built on the school’s curriculum and resources to help students excel in all academic areas.

**Spiritual Growth** – Our school has always had a strong tradition of inspiring quality spiritual growth within our students. Over the past year this focus has increased with a new Bible Studies curriculum being introduced. The Character Determines Success program has also continued to operate but now with a greater integration of the program into classroom teaching times.

**Broadened International Scope** – NIS is an international school and we are pleased to have a community that represents a wide variety of countries and cultures. Over the year, NIS has increased the number of nationalities represented in our student body and increased the percentage of students overall who are classified as coming from foreign nations. Our staff are also becoming more international with 9 countries now represented within our staff at the school.

All praise be to God who has helped refine NIS this year, showing us what is important and enabling us to strive to achieve excellence in these core areas, and to succeed in many more.

With Blessings,

Mr. Aaron Wise - Principal
NIS....
A school where academic and spiritual development go hand in hand...

Norwegian International School
Welcome to our second year at Island Christian Academy!

This calendar year has been full of many joys and a few challenges along the way! We had quite a few firsts at Island Christian Academy, with the first Chinese New Year celebration, the first Taste of Culture day, the first Literature week and our Grand Opening celebrations. We also welcomed our first permanent Principal, Mr Tim Rogers, who joined us from Australia in April 2013.

Mr Rogers loved putting posters of famous quotes all around our school. This one particularly stood out to me as I considered the role we play in children’s lives and building Godly character that will last.

*Sow a thought and you reap an action; sow an act and you reap a habit; sow a habit and you reap a character; sow a character and you reap a destiny*

Each month at Island CA the children focus on a character quality. Most recently our focus was perseverance...never giving up but to keep on going, growing and learning. It is such an important character quality in today’s instant society.

Sadly, we lost Mr. Rogers early this school year, but his quotes and ability to persevere impacted the school greatly. His stories and many funny jokes, kept the children engaged and excited about their learning for the short time he was with us. The school community was wonderful in the way they rallied in support of the children, staff and Mr Rogers’ family as well.

Throughout this entire year, it is a joy to see the way the children are learning to persevere as well, exercising this character quality through their various classroom activities. From last year’s first Chinese New Year production through to this year’s Christmas Nativity program, the children shared such joyful times with our school community. This has been a year of refinement for Island Christian Academy, as we learnt together through joys and struggles, knowing that God’s love and care demonstrated through so many in our community would sustain us.

In light of this, our aim continues to be to give each child the opportunity to continue to learn and grow in all areas of their lives in each moment of their day through making wise choices, learning from mistakes, and trying new things, as they are encouraged to become all God wants them to be with an amazing destiny ahead.

Blessings,

Gail Maidment - Founding Principal
Island Christian Academy

Island Christian Academy is the newest member of the Generations Christian Family, developed in partnership with the Chinese YMCA of Hong Kong. We are located at 70 Bridges Street in Sheung Wan, in a 7-story purpose built school, originally designed as a secondary school in 1964. This is our second year of operation, and we are pleased with the support and enthusiasm from our school community and the broader community as well. We had a wonderful celebration in June 2013 to mark our Grand Opening, with our special guest, Hong Kong SAR’s Secretary for Education, the Honourable Eddie Ng Hak-Kim. We celebrated, through songs, speeches and tea, with guests from various Consulates, Business representatives, our fellow educational colleagues, local Christian church representatives, our Sheung Wan neighbours and members of the Chinese YMCA and Generations Christian Education Families.

Island Christian Academy offers a sound international curriculum, utilising the International Primary Curriculum (IPC), alongside our Christian Worldview Curriculum and other academic curricula. Through the IPC a number of interdisciplinary courses are offered including Science, Information Technology (IT), History, Geography, Social Science, Personal development/growth, Current/International affairs, and Art. We also ensure that core skills and knowledge are established by integrating the UK National Literacy program, the Australian National Mathematics program, and the Easy Pathway/Better Chinese Putonghua program. This combination of best practice curricula from around the world, reflects our desire for academic excellence among our students. Exploratory plan are underway for secondary options for our students as well.

As we look forward to next academic year, when we will have classes from Primary Year 1 through Year 5, we are grateful for the growth that we have experienced and the tenacity of the school’s leadership. With the early death of our Principal Tim Rogers, we have seen our leadership maintain a steady course, as we refine our programs, classroom resources and policy implementation. This refinement has caused our school to continue to blossom as a new school in Hong Kong, as we give thanks to the Lord for every success and seek His wisdom as we learn from every challenge!
Island Christian Academy

“...we give thanks to the Lord for every success...”
# Profit & Loss for Year Ended 31 July 2013

## Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Tuition Fee and Levy income</td>
<td>28,051,176</td>
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<tr>
<td>Donations</td>
<td>87,345</td>
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<tr>
<td>Support service income</td>
<td>2,041,220</td>
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<tr>
<td>Others</td>
<td>878,781</td>
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<tr>
<td><strong>Total Income</strong></td>
<td><strong>31,058,522</strong></td>
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## Expenses

<table>
<thead>
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<th>Category</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Staff Costs</td>
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<tr>
<td>Educational Supplies (Consumables)</td>
<td>931,358</td>
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<tr>
<td>Repair, Maintenance, Minor Capitals and Utilities</td>
<td>1,602,432</td>
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<tr>
<td>Depreciation</td>
<td>1,932,019</td>
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<tr>
<td>General and Administration</td>
<td>1,595,665</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>29,593,807</strong></td>
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Net Surplus: **1,464,715**
Balance Sheet as at July 31, 2013

<table>
<thead>
<tr>
<th>Assets</th>
<th>HK$</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
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<tr>
<td>Deposit, Prepayment and Other receivables</td>
<td>380,910</td>
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<td>Financial Assets</td>
<td>411,019</td>
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<tr>
<td>Cash</td>
<td>19,037,130</td>
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<td><strong>Non-current assets</strong></td>
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<tr>
<td>Property and Equipment</td>
<td>2,040,293</td>
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<tr>
<td>School Project</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>26,869,352</strong></td>
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<table>
<thead>
<tr>
<th>Liabilities</th>
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</thead>
<tbody>
<tr>
<td><strong>Current Liabilities</strong></td>
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<tr>
<td>Accruals and Other Payables</td>
<td>1,519,163</td>
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<tr>
<td>Fees received in advance</td>
<td>6,145,343</td>
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<tr>
<td><strong>Non-current liabilities</strong></td>
<td></td>
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<tr>
<td>Provision for Long Service Payment</td>
<td>727,291</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>8,391,797</strong></td>
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| Net Assets           | **18,477,555** |

Expenses Breakdown 2012-13

- Staff Costs
- Educational Supplies (Consumables)
- Repair, Maintenance, Minor Capitals and Utilities
- Depreciation
- General and Administration

Data sourced from company’s 2012-13 Financial Reports audited by BDO Limited
With an extensive 28 year track record in international Christian education, Generations Christian Education is a not-for-profit organisation encompassing Small World Christian Kindergarten, The Norwegian International School and Island Christian Academy. The organisation is dedicated to providing high quality, English language education based on sound biblical and moral foundations. Our schools currently encompass one playgroup, two kindergartens, and two primary schools. We continue in a Spirit of praise and awe for God’s abundant blessings, as we call upon the Name of the Lord and declare that He is GOD!

Small World Christian Kindergarten was established in 1986 under the authority of Youth With a Mission in Hong Kong. The kindergarten seeks to help children experience the solid foundation of God’s love in their exciting and growing world. We share the love of Jesus Christ with all the children who attend, and help them know the meaning of the greatest love of all - God’s love.

In 1994, the Norwegian International School (NIS) repositioned itself as an international school, utilizing English as its teaching medium, and relocated to Central Tai Po from Tsim Sha Tsui. In 2008, the NIS Primary School moved to its current location on Kam Shan Road, while the Kindergarten stayed at the original Central Tai Po location.

Norwegian International School hopes to engage each student creatively, allowing them to explore their unique talents, while challenging them academically and physically. The school currently has over 200 students across two campuses; providing small class sizes and big learning initiatives.

Island Christian Academy was established in 2012. The school is run as a joint venture project with the Chinese YMCA, whose presence has contributed to this Sheung Wan neighbourhood for 100 years.

Island Christian Academy aims to offer quality education through values based teaching—encompassing the academic, spiritual, socio-emotional and physical facets of all our students. Our hope is to educate and nurture our students by instilling in them the courage to explore the unique and miraculous talents that God has given each of them.