Generations Christian Education

Annual Report - 2011

Loving for Today   Learning for Tomorrow   Living for Eternity
A Message from our Board Chair –Mrs. Sonia Chan-Lee

We are very excited at Generations Christian Education as we reflect upon 2011. We have achieved many of our targets as set forth in our strategic plan. We have established a number of Board protocols and policies to improve upon our governance structure. We are thankful that our experience of staff stability has continued, and improved with the addition of new staff members who bring along a depth and breadth of professional experience. Our students have continued to thrive and grow within the whole child Christian educational environment we have cultivated with care and diligence. Finally, our engagement of the community through our parent, professional and church networks has succeeded in securing partnerships that will enhance the quality and style of our children’s education; preparing them to be global leaders of faith with character, compassion, courage and competence.

The future for Generations Christian Education is looking very bright, as we build upon our past experiences of success and challenges, trusting in God to direct our paths into His perfect plans for our children, our schools and the entire Hong Kong community. We hope this Annual Report 2011 will highlight the many aspects of Generations that bring God glory in all that we have done throughout the year. Thank you for your continued support and prayers.

Executive Director’s Message—Gail Maidment

This has been an exciting year for Generations Christian Education! We have been in awe of God’s faithfulness and provision for us throughout 2011.

In March we celebrated Small World’s 25th Anniversary. A highlight was our renewed friendships with some of our first generation students/children, who still remember our uniforms, memory verses and the fun times they shared at kindergarten! It was a wonderful celebration.

NIS said goodbye to Mr. Lok who had served as Principal for 6 years. Mr. Lok is credited with establishing the Kam Shan Primary School Campus. The next phase of development for NIS has been launched with our first School Development Plan.

Our dream to start a Christian Primary School on Hong Kong Island is moving step by step to become a reality, through our partnership with the Chinese YMCA at their Bridges Street site. We have been working in concert with our Chinese YMCA partners to develop a primary school site that reflects our shared values for Christian Education.

Recently I was reminded we have “no ordinary children”; each child has a God- given potential. We at Generations have the privilege to provide learning opportunities in our schools to develop our children’s bodies, minds and spirits! Our nurture of these children in God’s ways, through His guidance, will impact the generations for God’s glory.

Thank you to our teachers, staff, families and friends who are such an important part of our growing community. Together we are reaching towards our vision for education, and growing in our knowledge of God’s love and plan for all of us.
**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)

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**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.
Strategic Goal Areas

At Generations Christian Education we have selected four areas to frame our strategic education model for our students. Our intention with our strategic plan is to position the organization in a strategically prescriptive framework that is flexible and non-restrictive in its out workings. Our desire is to provide continuous quality improvement to our systems with the goal of ensuring that we encourage each other in attempting the best for God and for our community: teachers, staff, students and their families.

1. Christian Education

With the rapidly changing world that our children face, Generations Christian Education is committed to ensuring that our children benefit from a whole-child education. Our schools focus on the education and nurture of our children in heart, mind, body and soul.

In this regard, we have developed in-class programs this year to capture the imaginations of our students across many areas. We have ramped up resources within our classrooms to engage students through a number of interdisciplinary teaching tools. We have also increased the level of technology resources and refined teaching methodologies so that these tools can be used effectively. Meanwhile, we have provided continuous professional development for our staff in order to best support them to meet the changes and challenges of keeping current in an evolving educational environment.

Leann’s Christmas Letter, UK3, Small World
“It is a blessing to be able to teach in a faith-filled environment, one that confirms my personal faith and teaching philosophy!”

Small World Teacher

In this area our focus is on achievement in the following:

• Positioning our schools at the head of the field for Christian education through relevant curriculum development and implementation.

• Developing within our schools:
  - A distinctive and high quality Christian education which treats all aspects of curriculum in the light of God’s word.
  - An educational model that promotes the spiritual, intellectual, emotional, creative and physical development of each student.
  - Opportunities for students to develop Christian characteristics for a lifetime of service, compassion and faith as global citizens.
  - Pastoral care that enables our students and staff to feel valued, nurtured, supported and encouraged.

• Possessing a fully engaged staff of dedicated Christian teachers who are role models for our students, excellent in Christ-centered education and dynamic facilitators of student learning.

• Ensuring our ability to continue to develop and seek full and comprehensive staffing levels to meet our current and future growth needs.
2. Research, Development & Growth

Our desire to position Generations schools at the forefront of education for Hong Kong requires constant evaluation of the environment within which we are operating. In this goal area we are working to provide the organization with sound research and perspective on events in the education field both near and far, while making decisions about what directions our schools should adopt to meet the needs of the community. Overall, we want to discern the directions that God has designed for us, while having a firm grasp on the realities presented in the environment we work in.

Our Board, after taking time to review our needs to remain current in our services to the community, initiated a few organizational changes. We have been reviewing, with an eye to further refine, our individual needs inclusion programs across all our schools. We want to implement consistent philosophies and policies throughout our system and provide a sound unified message to our community.

This year we established an office of Business Development, charged with the responsibility of providing information about our landscape and potential development opportunities therein. We have increased the level and type of communications as well as feedback mechanisms among our stakeholders, in an effort to get necessary knowledge about “how we are doing” in our current stewardship responsibilities. We also want to share with the broader community the wonderful things God is doing through us and within our schools – as it is a testimony to how good and great He is!

Finally, in response to much information and feedback from our community we are focusing on the opening of our new primary school – Island Christian Academy in 2012. In partnership with the Chinese YMCA, this year is the beginning of a journey together to further Christian Education through a new primary school on Hong Kong Island. This school will provide education for Primary Years 1-6 using the International Primary Curriculum (IPC) and the Building on the Rock Christian Worldview Curriculum. Our mutual hope is that Island Christian Academy will bring a new level of Christian education to Hong Kong Island.
"Overall, we want to discern the directions that God has designed for us, while having a firm grasp on the realities presented in the environment we work in."

Our goals for this area are defined as follows:

- To have adequate management staffing levels to meet the needs of both new and existing schools
- To have schools which possess the facilities and resources to support excellence in Christian education
- To thoroughly research our potential for new schools enabling more families to access a high quality Christian education for their children
- Ongoing development of programs and initiatives to meet the needs of our families and students
- To develop Christian education initiatives which specifically target those outside of mainstream education
3. Partnerships & Relationships

Recognizing that it is impossible to “go it alone” when part of the body of Christ, this area exists to ensure our strategic review and development of internal and external relationships, partnerships and advocacy activities. We believe these networks are essential to our schools’ ability to establish a sustainable presence within this, and any, market.

We have been amazed this year at the number of relationship opportunities that have been presented to our schools. We have remained discerning however, to ensure that our sustainability is never compromised; again being good stewards of that which the Lord has entrusted to us today, to build a stronger future in Him for tomorrow.

We have entered into a partnership to develop Island Christian Academy with the Chinese YMCA of Hong Kong. This has been a wonderful expression of the Body of Christ working in concert towards a God-given goal. We engaged the Dean of Christian Heritage College, Dr. Robert Herschell, for training and encouragement for our staff about the biblical worldview. We also took part in celebrations with the YMCA of Hong Kong for the kindergarten partnerships forged in the past that have reaped much fruit today for many children in Hong Kong. We have initiated discussion with a few schools to consider partnerships for through train education for our students. These are in the early stages, but we are encouraged by what has been discussed so far and look forward to sharing with you the fruit harvested through these engagements.
We have started to develop new marketing and image plans for our schools. The goal being to ensure that our messages about who we are and why we do what we do are consistent throughout all our schools. We are looking to refresh our image to some degree at each of our schools, and in the case of Island Christian Academy starting with an image that communicates our vision and mission with clarity.

To help inform our direction and plans for development we have engaged two working groups of advisors: one for Information Technology and the other for Facilities Planning and Development. Both of these groups met regularly, or were consulted for advice as our plans developed in these key areas. Their insights and expertise as a whole have been valuable assets to Generations Christian Education achieving a number of goals in our strategic areas.

Our community has come together around our children. We have a wonderful Parents Network, through the Parents Association, helping with communicating the parents’ voices and fundraising for added educational enhancements at our schools. Many parents within our community have donated their time, finances and expertise to our schools, with generous and enthusiastic attitudes. We truly appreciate their support and constructive suggestions as we navigate our schools into a sustainable future.

We view these partnerships and relationships as part of God’s plan to pull together the best to build His Kingdom here on earth. Each member of this community network has added incredible value to helping Generations to reach for its vision.

Our goals in this area are defined as:

- To develop operational structures to support educational and managerial excellence
- To establish alliances to effect mutual encouragement, advice and support among other like-minded schools, universities, Christian churches and para-church organizations, both locally and internationally
- To establish a comprehensive marketing program to further raise public awareness regarding the excellent standard and value presented in Christian education
- To forge various mutually beneficial external partnerships and relationships to enable our schools to achieve our Mission
4. Governance

This year our Board took part in two strategic retreats to further discern the needs and requirements of Generations Christian Education. They meet regularly in prayer to cover the organization, and their roles within it, in the Spirit of God. They have reviewed and further improved upon the Governance policies of the organization, providing a solid framework for operations. The Board has participated in governance training to gain from best practices shared by other like-minded organizations. In this way they continue to model for the organization teachable hearts, with dedicated minds and bodies to the work at hand. With their thoughtful and prayerful approach, we are certain that our structure will provide a lasting legacy for the many generations to come.

In this area, we are focusing on achievement in the following:

- To plan through prayer and discernment of God’s guidance.
- To have a governance model which is transparent, accountable, dynamic and in accordance with our Core Values.
- To provide for long-term financial sustainability
- To develop groups of dedicated parents who are partners in the vision and mission of the schools, supporting them through prayer and service throughout the wider school communities.

“...We are certain that our structure will provide a lasting legacy for the many generations to come.”
Small World Christian Kindergarten

Small World Christian Kindergarten (Small World) was established 25 years ago, as an outreach ministry of the Youth with a Mission group here in Hong Kong. The first class opened at 10 Borrett Road, still our school home, with eight students. The kindergarten had a vision to see the generations raised up in the knowledge and love of God. In 2011, Small World celebrated 25 years of God’s faithfulness to that vision. The school has grown from one class of eight children in the morning, to over 220 students total in our morning and afternoon sessions.
Small World Christian Kindergarten

Small World Christian Kindergarten has so much to be thankful for this year! With 25 years of track record, we have seen a great number of families who want to be part of our school. Old friends, new friends alike have come together, rekindling the desire to make a difference in the lives of young children through early childhood education.

We are so blessed to see a few children, who belong to Small World alumni families, coming in as the second generation now attending Small World! The fruit of 25 years in education ministry is ripening! Children from diverse backgrounds are part of our family, continuing to make Small World truly international. It is wonderful to witness the growth of our school and its expansion. Our student enrollment for this school year is now 250; we are at full capacity with children coming from diverse backgrounds and various ethnicities such as Chinese, British, American, Australian, Indian, with numerous other European nations represented as well.

Our new class, Upper K3, has started off with much enthusiasm and great learning. Mrs. Roper has taken on this teaching role with great fervour & commitment. We are happy to report that the children in her care are happy, thriving and always motivated to learn. We are very blessed to have retained and recruited Christian educators who have the heart and calling to teach young children. This is pivotal in their socio-emotional development, a key issue for growth in the early years.

Mrs. Tess Baguio – Vice Principal

“Old friends, new friends alike have come together, rekindling the desire to make a difference in the lives of young children through early childhood education.”
Each chapel, we sing our school song that starts....

We are one in the bond of love, we are N – I – S
By the Word of God we shall abide, nothing less
With each day, giving thanks and praise, hale-lu-jah
With each step, closer to the goal, Amen

We have much to give thanks for as a school community. With all our special events; including the Sports Days, Family Picnics, Beach Days, Chinese Days, Field Trips from both campuses and many other events that have enriched the school year. The Open Day was a great success as the larger Tai Po community visited our lovely campuses. Many of our special memories are contained in the first Year Book produced in June 2011. We are thankful to Mr Lok for the important part he played in NIS in 2011.
Over the summer our new playground equipment was installed! It is constantly used by our energetic children! While in the classrooms, the new laptops and storage units allow the children to enhance their IT and the IPC curriculum. Across at the kindergarten campus, updated furnishings have complimented the existing learning environment. Additional learning resources were added to all the classes especially the K3 classes in the form of Synthetic Phonics, Guided Reading Scheme and the new Numeracy curriculum.

This new school year we were blessed with the assistance of Jane Towns and Douglas Kidd, who performed a full school audit. Starting with this, a School Development Plan was initiated. Already it is exciting to see children excited about their learning in literacy and numeracy with new resources and Mathletics.

The outside learning environment has a fresh look with new display boards that feature classroom learning, special events such as Harvest Festival and most recently, potted plants from our Green Day efforts during November.

We have focused on giving to others through a food collection benefiting the Home of Loving Faithfulness and a Christmas Shoe Box Collection for less fortunate children. We also continue to sponsor five children through World Vision, as highlighted during our chapel times.

We extend a big thank you to the PA and other parents in the community for their wonderful support to the school throughout the year. Within the community, key highlights are PA events such as Hot Lunches and the Special Christmas Play.

Much appreciation also to our amazing group of teachers and staff! In this new chapter of the NIS community I am excited as we all work together; each step, closer to the goal to create a wonderful environment where children will thrive in love, learning and living!

Mrs. Gail Maidment - Acting Principal

“I like my friends, teachers and I like math!” Jane - NIS Grade 3 Student
Norwegian International School

“Much appreciation also to our amazing group of teachers and staff!”

“At NIS, I like my friends and our outdoor playground!” – NIS Grade 1 student
This year we have been busy working with the Chinese YMCA to jointly develop Island Christian Academy at their 70 Bridges Street site in Sheung Wan, Hong Kong. The Chinese YMCA has been serving the Mid-levels community since 1918. The mission of the Chinese YMCA is to see the whole person - mind, body and spirit - nurtured and sustained by God to fulfill his/her greatest potential. In partnership with them, we will continue to serve the Hong Kong community with a holistic menu of educational options to serve and nurture the minds, bodies and spirits of our school community in the love of God.

The school site preparation is progressing very well. Our working group, in collaboration with the architect and design team, is developing a lovely space for our children. Your prayers are still needed for speedy approvals, completion, and positive outcomes for all HK Government reviews, which we have yet to secure.

Architect’s rendering of the renovated front façade of 70 Bridges Street - the new home for Island Christian Academy.
Future Focus for 2012

In order to continue moving from strength to strength, we have started to look to our future. As we focus on our core competencies in kindergarten and primary education we want to continue to refine our school models, conceivably with a view to further replicate them within Hong Kong. This may proceed through partnerships with like-minded organizations, through relationships with other mission organizations or through direct expansion into new areas of Hong Kong and beyond.

We are further refining the implementation of the International Primary Curriculum (IPC) in our schools. This will be accomplished with our staff through participating in distance and local training sessions, providing enriched resources for lesson development and fostering collaborative planning across all of our schools to maximize economies of scale.

We are strengthening our literacy and numeracy frameworks through the implementation of the high quality National Curriculum in our primary campuses. Also, we will increase the use of on-line resources in the classroom and improve communication between the home and the classroom especially in regard to learning expectations.

We want to improve and increase the level of expertise we can draw upon at all levels of the organizations. To this end we are: engaging more people to participate in our Board of Advisors at the Board level; inviting academics from abroad to provide focused training at the staff level; and, encouraging greater attendance at professional seminars and classes at the Senior Staff level. We maintain the ethos of life-long learning for our students while practicing life-long learning within the staff.

We believe that the future for Generations Christian Education is looking bright. We are utilizing the best which God has given us in people, resources and talent to create an educational environment to bring Him glory.
### Profit & Loss for Year Ended 31 July 2011

#### Income

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<td>Donations</td>
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<td>Application Fees</td>
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<td>Interest Income</td>
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#### Expenses

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<td>Other Operating Expenses</td>
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<td>Repairs &amp; Maintenance</td>
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**NET SURPLUS**  

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<td><strong>Net Surplus</strong></td>
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#### Income Breakdown

- Fee Income: 90%
- Other Income: 7%
- Donations: 2%
- Application Fees: 1%
- Interest Income: 0%
Balance Sheet as at July 31, 2011

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<td>Provision for Long Service Pay</td>
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<td><strong>Total Liabilities</strong></td>
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<table>
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<td><strong>14,683,325</strong></td>
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Data sourced from company’s 2010-11 Financial Reports audited by KPMG Hong Kong
Small World Christian Kindergarten was established in 1986 under the authority of Youth With a Mission in Hong Kong. It seeks to help children experience the solid foundation of God’s love in their exciting and growing world.

Our Kindergarten shares the love of Jesus Christ with all the children who attend, and helps them know the meaning of the greatest love of all - God’s love.

In 1984, the Norwegian School was established by the Norwegian Mission Society. The school repositioned itself as an international school in 1994, and relocated to Central Tai Po. At that time it was 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. The school currently has over 120 students across both campuses; providing small class sizes and big learning initiatives.