



**Norwegian
International School**
A Member of Generations Christian Education



**ISLAND
CHRISTIAN
ACADEMY**

small world
CHRISTIAN KINDERGARTEN

“Enter his gates with thanksgiving and his courts with praise; give thanks to him and praise his name. For the Lord is good and his love endures forever; his faithfulness continues through all generations.”

Psalm 100:4-5 (NIV)

ON BEHALF OF the Board of Generations Christian Education, we are pleased to present our 2021 Annual Report. As we walked through another year of challenges related to the ongoing pandemic, we are thankful for all of the ways in which Christ has walked with us, and for all of the ways that he has drawn us together in unity and reconciliation to love, support, and—yes—even celebrate with each other. It is in this spirit of thanksgiving and gratitude that we wish to approach this Report.

We are thankful for God’s guidance through this year, as we prayed regularly together and submitted the many decisions that we made



as a Board to him, knowing that his ways and plans are higher than ours. During this year of uncertainty, many of us have felt drawn to slow down for deep pause and reflection, and make time to cleanse, heal, restore and rebuild, and we are thankful that God renews our strength as we wait upon him.

We are deeply thankful for each member of our Generations Christian Education family of staff and volunteers who share Christ’s love and hope with our students, parents and wider community. We appreciate our team of teachers, staff, senior leadership and board members who work and serve wholeheartedly to build up our students to love for today, learn for tomorrow, and live for eternity.



Please join us in celebrating and giving thanks to God for walking with us this year. His love and faithfulness continues through all generations! We pray that this Annual Report would serve as a reminder of all that we have to be thankful for in our schools and teachers over the past year, and to celebrate the growth, joy, and learning taking place in our students. May your family be blessed!

With grateful hearts for each one of you and your partnership with us,

Esther Chung and Camellia Yahyagil
Co-Chairpersons
Generations Christian Education Board of Directors

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 Generations Christian Education’s mission is...

- To educate the whole child in a nurturing, vibrant and international community.
- To cultivate individuals of character, compassion, courage and competence.
- To inspire the next generations to be a global people of Christian faith, a people serving others.

“And as God’s grace reaches more and more people, there will be great thanksgiving, and God will receive more and more glory.”

2 Corinthians 4:15 (NLT)

AS I HAVE REFLECTED on the past year and the many celebrations, changes and challenges that have occurred, the faithfulness of the Lord has towered above the shifting circumstances. Like the fishermen of the New Testament, I marvel at how we, in the Generations community of schools, rode the waves of this year with grace, truth and thanksgiving for God’s blessings in both the good and challenging times. This year we had opportunities to be strengthened in our faith, to draw together in cooperative actions and to be refined so our lives can reflect character, courage, compassion and competence to this generation of children and to the many generations to come.

This year I was delighted to witness generations helping generations. Teachers encouraged and calmed children who were new to school and eased them into large group social activities. I watched as

parents committed to help each other when challenges arose during the year, ensuring that information and help was only a WhatsApp or call away. We saw students support and pray for each other in classrooms and online, to ensure that no one felt left behind, or worse, left out altogether. I am thankful that our school leaders were there to train and guide their staff members through various storms and together arrive safely and with gratitude on calmer shores at the end. Finally, our Board was always present to pray, protect, and provide strategic guidance in a year where strategies were frequently changed, at any given moment, in response to the overall educational environment. In all of this activity, the spirit of thanksgiving for friendship, community, great learning, solid life lessons and new beginnings was evident, as we lifted our praise to the Lord who preserved us in our comings and goings all year long.

At Generations it is our hope and prayer that each one of us will take the time to express our thanksgiving to our Lord with every encounter in our schools, through every moment spent with a child, a parent, a colleague or an advisor. We trust that as we focus on thanksgiving and praise, the power of God’s love, wisdom and grace will flow into the generations, and with each encounter our students, staff, parents and community will continue to blossom into the unique nature



that God intends for them to possess. We are indeed thankful to present to our community this year’s Generations Christian Education Annual Report, as we continue to see God’s faithfulness extending to every generation! Blessings,

Terri Appel
Executive Director
Generations Christian Education





Income

The Coronavirus pandemic had significant effects on families in our community during the 2020-21 fiscal year, with commensurate effects on enrolment and tuition fee income in line with our expectations. However, a judicious financial approach, responding carefully to the changing situation, has enabled us to report a manageable deficit.

Expenditures

Staffing costs remain the major expenditure item in the operation of our schools, representing over 80% of total expenses. Management endeavours to be cost-conscious in all aspects of our expenses, while being mindful of the need to recruit and retain high-quality staff and provide an excellent educational experience for our students.

Outlook

The effects of the Coronavirus pandemic continued to weigh heavily on families during the 2021-22 fiscal year, and the impact on tuition fee income will be significant for the following financial year as tuition fees had been frozen across all our schools. The end of the agreement with the Chinese YMCA of Hong Kong to operate a school at 70 Bridges Street will also lead to significant changes in both income and expenses in the 2022-23 financial year and beyond. Nevertheless, we are confident in our prudent financial approach and responsive budgetary decision-making.

Profit & Loss for the Fiscal Year Ended 31 July 2021

	HK\$
Income	
Tuition Fee & Levy income	36,329,939
Donations	103,303
Support service income	4,421,649
Government subsidies	3,218,876
Others	555,579
Total Income	44,629,346
Expenses	
Staff Costs	38,495,783
Educational Supplies	1,312,595
Repair, Maintenance, Minor Capital and Utilities	1,496,969
Depreciation	1,849,042
General and Administration	2,241,964
Total Expenses	45,396,353
Net Deficit	(767,007)



THERE IS MUCH to be grateful for this year at Norwegian International School. God's bountiful blessings have allowed us to maintain a strong sense of community and to dedicate ourselves to helping the children grow holistically. Despite sudden changes and uncertainties, he is faithful to the very end and we had a beautiful finish to the year.

We were thankful to start together on-campus at the beginning of the school year – this was a wonderful way to establish rapport between the teachers and the classes and for the students to make new friends. It made the transition between online and in-person learning seamless. Students were engaged in their topics of inquiry, and we had a wide variety of special events which supported and enhanced the different subject areas and celebrated what they were learning.

This was the year of many firsts. We had our first Online Sports Day across several evenings with our families, where students and their families were engaged in different fun and challenging activi-

ties. It was heart-warming to watch the younger siblings participating too while the teachers were cheering for their class. This feeling of togetherness is what NIS is all about.

We also transformed the campus into a Winter Wonderland full of twinkling lights and magical memories for our families for the first time. It was an evening of relaxation for our families as they also enjoyed their child's performance outdoors. Our students were also honoured to be chosen to sing at a showcase at Ocean Park this past Christmas.

Our traditional Mother's Craft Afternoon and Father's Day Challenge became an event of fun and games between parent and child ending with lots of laughter. We also brought back our live Talent Show this year with an overwhelming number of performances to celebrate our students' uniqueness, talents, hard work and efforts.

We would like to say a big thank you to our Parent-Teacher Association who went out of their way to plan amazing events for our community. The annual Viking

Fair for the primary school became a Scavenger Hunt, complete with costumes, videos, and challenging puzzles to solve. We also had a special visitor on Norwegian Day and met one of the founding members of NIS. She shared about the history of our school and of Norway, and about the significance of Norwegian Day.

We noticed our young Kindergarten learners adapting their new skills to work towards their personal learning goals despite the challenges of Covid-19. Through our community app Storypark, children were collaborating and sharing ideas in a whole new way. They built new communication skills through shared IT experiences, facing the challenges of communicating from a distance and showing resilience to seamlessly bring those skills back into the classroom for face to face learning.

Our students and families have welcomed us into their homes and into their lives, with a warm sense of community and solidarity. We are so proud of all of our families for their respectful and



considerate approach to our NIS Kindergarten community learning and philosophy—it is with the support of all that we have been able to have an engaging, interactive and fun year. Even our youngest students showed great maturity and compassion towards their peers and embraced challenges and opportunities with a new sense of appreciation.

This year we have made many adaptations to our special events and have re-discovered the joy and warmth God has provided in these trying times. He has placed challenges at our feet to increase and strengthen us, and we are thankful to him for the growth and opportunities this has birthed in our community. The Kindergarten had its first ever 'Family Christmas Party' in place of our traditional Christmas performance and we received an overwhelming response of love and support as we embraced the spirit of giving and raised a healthy donation for operation Santa Claus. This will unquestionably be a welcomed addition to our Kindergarten calendar moving forward.

The Kindergarten also combined a celebration of our young learners' hard work with an appreciation evening for our parents, in our very own NISK wine and cheese art gallery. The students enthusiastically prepared art work, sculptures, and installation art as they explored who their inner artist is during our IEYC unit 'Imagine That!'. They then eagerly prepared their work for our families in an evening gallery collection inspired by who we are as individuals.

As we say goodbye to this academic year, we are thankful for God's provisions and protection over our community. "So we fix our eyes not on what is seen, but on what is unseen, since what is seen is temporary but what is unseen is eternal." (2 Corinthians 4:18). We look forward in anticipation to next year, to see what is in store for us as we continue following our calling as a school to do his work in bringing up the students he has blessed us with.



Bonnie Chan
Principal
Norwegian International School





NO MATTER WHAT happens, always be thankful, for this is God's will for you who belong to Christ Jesus." (1 Thessalonians 5:18). This popular verse, often sung by our learners and teachers, aptly summarises our heartfelt gratitude to every family, staff member, and leader who worked tirelessly for our learners to continue learning and to flourish throughout this school year. Every morning on campus, a deep sense of thankfulness and joy fills our hearts for God's faithfulness and continued provision to our Small World. As we reflect on the past year, it has become even more evident to us that Small World is more than a school- it is a 'family.' In these past months of changes and disruptions, we are so grateful to our Father God who has blessed our 'big family' with so many amazing learning experiences and beautiful memories for students, teachers, staff and parents/caregivers alike.

As a 'family', Small World has always strived to create a 'home-away-from-home' approach for the children, providing them a nurturing, responsive,

playful and brain-based learning environment. One way that we achieve this is through the establishment of predictable routines and regular structure. These provide consistent, repeated experiences in a supportive environment, helping children to feel secure, develop life skills, and build healthy habits. It is equally important that children are provided with a kind and caring environment founded on secure relationships with responsive adults. This 'environment of relationships' is crucial for the development of the child's brain architecture and well-being. Likewise, staying connected with teachers and peers not only supports children's learning, but allows them to continue to foster a strong sense of belonging in class.

These established routines and strong connections with their teachers became even more important at Small World as our children once again alternated between on-campus and online learning this past year. Through these routines as well as through strongly-forged partnerships with our parents, our students' learning continued with the same sense

of curiosity, sustained interest, joy of learning and exploration, regardless of the format! Throughout the year, the children explored, expressed and extended their knowledge, skills and increasing understanding through the International Early Years Curriculum (IEYC). Our children continued to learn and to thrive, while developing healthy socio-emotional skills by remaining connected to their teachers and peers. Our various Entry and Exit Points throughout the year were opportunities to introduce, plan, celebrate and reflect on our children's learning of the IEYC units, and it gave us much delight to witness how the children grew in their learning and development!

This past year, we were excited to have more parent involvement and engagement with other members of our extended family. One example of our community getting together was our Open Day held in October when we welcomed other young families to our Small World campus, and our young guests were able to experience the joy of learning at Small World. We were delighted to have parent and student ambassadors join us on our



Open Day, to engage with new families in school, and share about their own experiences.

Indeed, Small World has been blessed with so many wonderful parents (both current and former) who often think about our school needs. Through our parents' generosity, this year we were able to add play equipment in the garden, a 'mud kitchen' set, where children can continue to play and concoct their own kitchen "recipes" from readily-available, sustainable materials found outdoors. Through mud kitchen play, our young learners not only have an opportunity to explore enjoyable messy play, but also enable a variety of learning experiences that include sensory, imaginative, creative, collaborative and exploratory play. During the Easter holidays, our gardening contractors replanted seasonal flowers, herbs and plants in our backyard garden and also refurbished the mud kitchen to have a greener look. It's been such a joy to watch our young children play, wonder, and be curious about nature within their own safe space.

We are also so thankful that through



utilising the Zoom and Tapestry platforms, our teachers continued to provide and facilitate fantastic Online School Learning experiences this past year. Our teachers and staff have grown in their creativity and resourcefulness in delivering their lessons, whether online or offline. I also want to acknowledge their dedication and commitment to the children, especially during the early months of 2022 when face-to-face classes were once again suspended. Whilst prioritising personal and community safety, our teachers' love and care for the students were always on the forefront of our school decisions.

It is truly a joy to be journeying together with our Small World family of students, parents, teachers and staff. Whilst it has not been the easiest of school years, it is a blessing to have been able to come together as an extended family, to support each other, pray for one another and work together to bring up our children to grow in character, compassion, courage and competence.



Tess Baguio
Principal
Small World Christian Kindergarten





WHAT A BLESSING and privilege it has been to take up the role of Acting Principal in such an important year in Island Christian Academy's rich history. I have grown so much in working alongside the amazing staff, students and families. It has also been a great pleasure to work with the team from Generations Christian Education as they conclude their involvement with the 70 Bridges Street campus.

Even though this year would have to be described as "disrupted" by the COVID-19 pandemic, I have been continually impressed with the remarkable resilience and fortitude of our community. Although the year started strong with Term One providing a period of continuity of school operation, the fifth wave of COVID became an unwelcome reality towards the end of 2021. We transitioned back into online learning for the majority of Term Two, and now in Term Three we have been blessed to be able to return to face-to-face learning to finish off the year together.

Our Christian faith has been the sustaining force throughout the turbulence of the year. Our God is our rock and has shown us day by day that he is a caring father who is our strength and refuge in all circumstances. During times of challenge and frustration, we have been encouraged in sharing devotions as a staff and reminding ourselves of the many ways in which God has his hand on us. Our almighty Father is a God of love and a God who listens to our prayers and guides our steps.

Your love, Lord, reaches to the heavens, your faithfulness to the skies. Psalm 36:5

Despite the challenges of this year, there have been some significant highlights that really do shine a light on our core values and the spirit of our community. I would like to share three special memories for IslandCA this year that speak to who we are and what we strive to achieve each day.

Actioning our Faith: Service Learning in our Community

We were so thrilled to be able to reach out to our community again this year and connect with people by putting our faith into action with our Service Learning programme. We have been able to engage our students in several initiatives such as the Box of Hope, concerts for the elderly and by raising money for the Youth With A Mission initiative to support the cardboard collectors in our local community. We really do value being able to serve our community in keeping with God's teaching and guidance.

Celebrating our Community: Christmas Concert Celebration - together!

A true highlight of this year was being able to come together in person and celebrate the birth of Jesus Christ as a community and family. It was such a special moment to be able to feel the buzz and excitement of all the children as they saw their parents standing in the audience, ready to watch them sing and worship. It was a momentous occasion and with the hard work of all of the team, we were able to come together and make this new memory that we will cherish forever.



Investing in our staff: Harvard Professional Learning Course | Visible Thinking

As a staff, we have completed the Harvard Project Zero: Visible Thinking Course. The course has run over three months and we have met weekly in teams to research, reflect and implement routines and dispositions to deepen children's understanding. This has allowed us to further develop our classrooms to ensure they are intellectually stimulating and places where learning is viewed not purely in test scores but in the development of individuals who can think, plan, create, question, and engage independently as learners.

As we celebrate ten years of Island Christian Academy, I am overwhelmed

with joy and gratitude for all of the amazing people who have come before who have contributed to the past and present of the school.

May God bless us all, past, present, and future, as we strive to honour his name in the great privilege of his service, in the education of his children.

In Christ,

Geoff Blaik
Acting Principal
Island Christian Academy





Small World Christian Kindergarten

Small World Christian Kindergarten was founded in 1986 and is dedicated to providing children and families with Christian early years education focusing on whole-child learning, adhering to the belief that each child has been created with unique gifts and talents. Small World is committed to helping each child begin their journey of learning with a firm foundation, built upon faith in God, belief in themselves and respect for others. We offer a curriculum that builds a child's confidence—igniting their desire to learn! For over three decades we have seen the success of our model proven over and over again.



Island Christian Academy

Island Christian Academy opened its doors in 2012 and established itself as a thriving educational community in the heart of Hong Kong Island. The school was operated by Generations in collaboration with the Chinese YMCA of Hong Kong, whose presence has contributed to this Sheung Wan neighbourhood for over a century. For ten years, Island Christian Academy offered quality education through values-based teaching—encompassing the academic, spiritual, socio-emotional and physical facets of all our students. We educated and nurtured our students by instilling in them the courage to explore the unique and miraculous talents that God has given each of them.



Norwegian International School

Norwegian International School—originally known as The Norwegian School in Hong Kong—was established in 1982 to provide education for the children of Norwegian missionaries. In 1994, it repositioned itself as an international school, shifting to English for its primary teaching language, and in 2010 became a part of the Generations family. Norwegian International School engages each student creatively, allowing them to explore their unique talents, while challenging them academically and physically. The school currently has over 200 students across kindergarten and primary campuses, providing small class sizes and big learning initiatives.



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