



CHRISTIAN  
SCHOOLS  
*Australia*

# 2024 ANNUAL REPORT



PROGRESS

Directional Outward



PERFORM

Deliverable Commitments



PRESERVE

Distinctive Character



PROTECT

Deliberate Approach



PROMOTE

Developmental Focus

# CEO REFLECTION

Dr Daniel Pampuch



2024 was a strong year for CSA. We continued to experience growth within our existing membership, alongside the addition of new schools joining the CSA family. A particular highlight was CSA's advocacy in the area of religious freedom, where we collaborated with a broad range of churches, advocacy groups, and associations through Faith in our Future events. These efforts played a vital role in ensuring that Christian schools retained their current federal protections.

CSA concluded the year in a healthy financial position, with surpluses reinvested into resource development, continued advocacy, and a range of global initiatives. I commend the dedicated work of the CSA staff, National Council, and SALT teams for their unwavering commitment to seeing Christian education thrive and supporting the flourishing of students and families.

## STRATEGIES

### FOCUS

### STRATEGIC PRIORITIES



Greater Segmentation engagement

The Collective expansion to accommodate zones for non-teaching staff.

Provide avenues for formal certification as well as micro-credentials

Micro-credentialling

Provide CSA Members with tangible access to PD, certification, resources and events

Multimedia and hybrid approaches utilised, at a State and National Level.



Appointment of Specialist Staff

New roles created to extend the support offered by CSA

Communication to all segments of CSA's membership through a broad range of digital channels & media

Intentional expansion of social media messaging on all platforms, as well as the development of Global Connect channels

Publication of key material by CSA Team

Publications of research and thought leadership pieces, such as white papers, journal articles, field guides and books



Research Engagement

Attract broad participation in Research Projects

Diversification

Promotion of Modes and Models of Schooling  
Distance Education, Indigenous Schools, International links

Membership

Sustain and attract like-minded member schools in each State

Global Impact

Participate and lead Christian schooling conferences and events in Asia-Pacific and globally, bringing together thought leaders from around the world



Engage in political campaigns

Focus on protections of schoolings with regards to Religious Freedom, Discrimination Law and Conversion Practices Ban

Response to media requests and topic issues

Relevant and timely responses to Media, and membership awareness of topical issues

Expanding staffing of advocacy at Federal Level

Appointment of Executive Officer - Government Relations & Advocacy

Broaden advocacy approaches

Co-hosting of Faith in our Future Events



SRS Resources

Support of members in NSW/ACT, and interstate connections developed

Develop Emerging Leaders

Continued development of the 'Step Up' Leadership program.  
Development of the Senior Leaders' Institute

Develop a range of field guides

Video and guides produced for Formation Development

# CSA OPERATIONS

CSA STAFF

20 STAFF >> 16.01 FTE

FINANCES

\$483K SURPLUS >> IMPROVEMENT OF \$409K

## KEY PERFORMANCE INDICATORS

New Collective networks developed. Wellbeing space launched ready for 2025 focus (169 members)

Christian Heritage College (CHC) and Australian College of Ministries (ACOM) onboard to recognise microcredentials from Step Up and SLI

117 events offered: in-person, hybrid, online and on-demand, with 12575 participants in 2024 (inc FIOF)  
 Participants in Specific Leadership Training: 309 (plus NLS/NPF/NBC, Flame: 1333);  
 Governance Training: 124

Appointment of Executive Officer, Govt Relations; Executive Officer - Industrial & Employment Relations; Director of Member Services.

Rebranding of CSGC and NHI Facebook pages and generation of LinkedIn and Instagram accounts. Reach of CSA accounts grown to a total of 11.5K followers, reaching 232K accounts via 3104 posts across all platforms.

Publication of 7 articles and 21 presentations at events by Director of Research and Innovation.  
 CSA Blogs Published (15)

2 projects undertaken in 2024. CSCP second wave (60 schools, 6238 participants); Student Flourishing (57 schools): First wave participants 22,092, second wave participants 17,295

2 Videos generated (Digital Learning and Online Education)

16 schools and 10 sites joined CSA in 2024, bringing membership to 166 schools on 206 sites

863 teachers participated in New Hope International's 'Effective Teaching and Learning Series (ETLS)' teacher training in 2024 impacting over 400 school communities across six countries

10 Submissions made, Faith in our Future campaigns launched

24 Media Releases, 88 Briefings published, 15 Blogs published

Appointments made in October 2024

6 cities hosted events, 4000 attendees, 15 Federal MPs and Senators, 171 schools participating, 50 stories told of changed lives, 4,000 messages sent to the Prime Minister, 12,000 supporters signed up

49 schools serviced, 295 enquiries attended to, 66 email updates released, SRS Roadtrip.

Full program release of Step Up in 2024, with 84 participants, Senior Leaders Institute 33 participants, Teachers Coaching Masterclass 22 participants, Arrow Coaching 6 participants

CSA Formation Framework Playbook and video series produced and launched at NLS 2024

## STATISTICS

166 SCHOOLS  
 206 SITES  
 LOCATIONS around the country

STAFF at CSA schools  
 13,892

87,909 STUDENTS around the country

EVENTS hosted by CSA  
 117

12,575 PARTICIPANTS in CSA events

CSA WEBSITE Activities  
 1.2 MILLION

190 CAMPAIGNS  
 107,144 RECIPIENTS  
 EMAIL campaigns

## RESOURCES LAUNCHED IN 2024

A key initiative of 2024 was the launch of the CSA Formation Framework. This resource has been developed to help schools thoughtfully consider their approach to student formation. It lays a theological foundation centred on the biblical narrative and the person of Jesus, while also exploring the practical role of the school in the formation journey.

The framework is intended to serve as a guiding document for the development of content within the CSA Hub. It presents a model of formation that can be progressively unpacked and used as an audit and evaluation tool, enabling schools to take a strategic, whole-of-school approach to formation.

The resource aligns seamlessly with other CSA materials, including the Christian Studies Program, Service-Learning Guide, Biblical Worldview resources, and Compass student programs. We trust this resource will serve as another valuable tool for schools as they seek to deliver a distinctive Christian education.



## RESEARCH HIGHLIGHT



A major undertaking for CSA in 2024 was the *Student Flourishing in Australian Christian Schools* project. The Project was coordinated by CSA and led by a research team at The Human Flourishing Program at Harvard and Research Schools International. For the past five years, CSA has pursued an ambitious research agenda exploring the impact of student relationships, graduate contributions to the common good, parent decision-making, employee wellbeing, and now, human flourishing.

This latest study serves as a capstone project, drawing together the previous body of research to both identify effective practices and measure their contribution to overall student flourishing. In 2024, data was collected from 57 schools and approximately 22,000 students. The findings will be released in 2025 as part of the National Leaders' Summit. This body of work will clearly demonstrate the significant role Christian education plays not only in student formation but also in their lifelong flourishing.