

YOU ARE THE
LIGHT OF THE
WORLD.

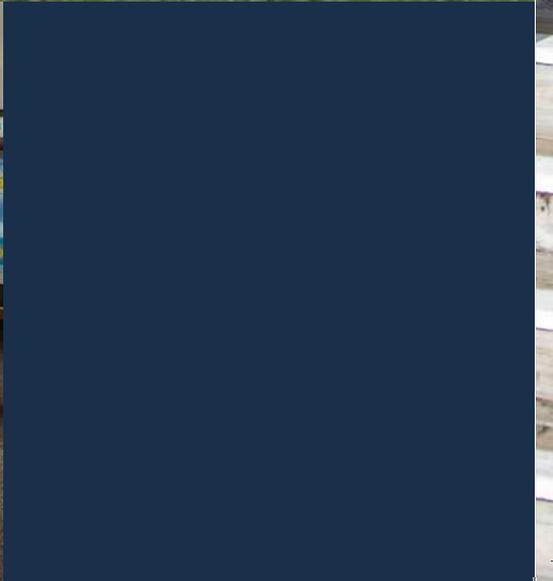
A CITY ON
A HILL.

MATTHEW 5 :14



CHRISTIAN
EDUCATION
TRUST

**ANNUAL
REPORT
2019**





CHAIR'S REPORT

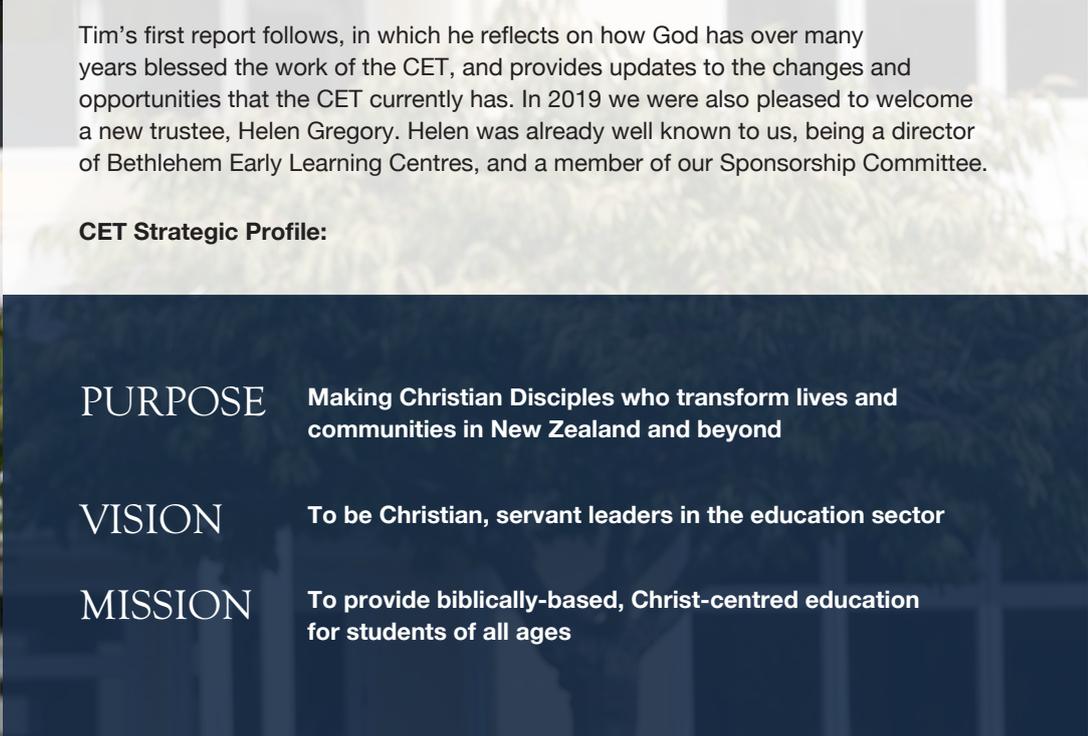
Welcome to our 2019 Annual Report. Thank you for taking the time to read this report, which should enlighten you as to how God is working in our community. You may recall that in the last annual report I advised how in 2018 the Christian Education Trust had renewed its Strategic Profile and introduced a Strategic Governance Map.

This was implemented during 2019, which most visibly, saw the bringing together of CET office staff into our building at the top of Elder Lane, and the appointment of Dr Tim Collins, as CET General Manager – Services Provision.

Tim's first report follows, in which he reflects on how God has over many years blessed the work of the CET, and provides updates to the changes and opportunities that the CET currently has. In 2019 we were also pleased to welcome a new trustee, Helen Gregory. Helen was already well known to us, being a director of Bethlehem Early Learning Centres, and a member of our Sponsorship Committee.

CET Strategic Profile:

PURPOSE	Making Christian Disciples who transform lives and communities in New Zealand and beyond
VISION	To be Christian, servant leaders in the education sector
MISSION	To provide biblically-based, Christ-centred education for students of all ages



**THIS IS
OUR STORY**



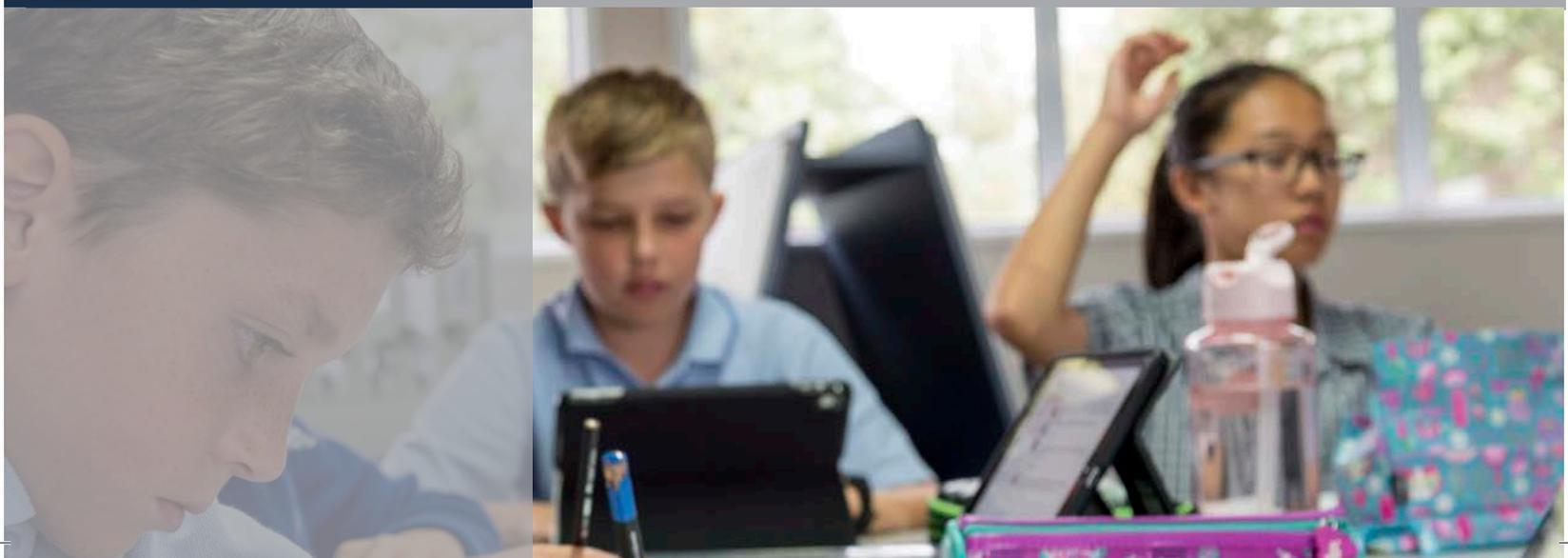
THE FEAR OF
THE LORD IS THE
BEGINNING OF
WISDOM, AND
KNOWLEDGE OF
THE HOLY ONE IS
UNDERSTANDING

Proverbs 9:10

The purpose of the Strategic Governance Map is to determine the core oversights of the trust and identify initiatives that will lead to desired outcomes in each of these areas. By referring back to this document we can regularly re-assess how we are progressing each oversight; Core-Christian, Strategic, Financial, Policy & Compliance, Infrastructural and Performance.

With this framework in place, we are well positioned to both evaluate growth opportunities that are available to us, and properly steward that which we have already been blessed. We look forward with anticipation as we wait on God to reveal what He has in store for us, and pray for wisdom and confidence so that we are willing and able to outwork His purposes.

Peter Haywood
Chairman



GM'S REPORT

It is a delight to write my first report as General Manager of the Christian Education Trust (CET). As I have had the privilege of being involved with the Trust and the Entities over 2019, one of the stand outs for me has been the faithfulness of God over the thirty plus years that the Trust has existed.

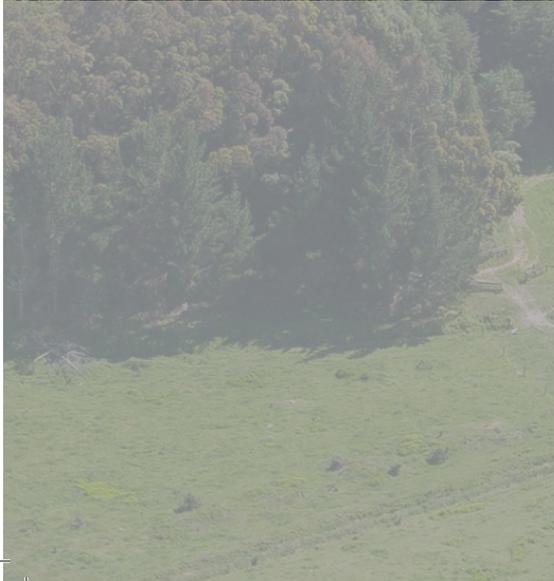
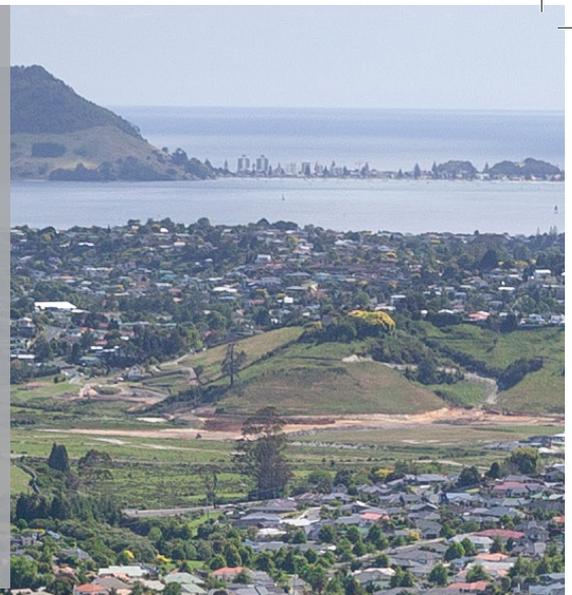
A benefit of being new is that I have had the chance to meet many people who have



been involved over the years, and sit and listen to what has been achieved and how it came about. I have been told story after story of what is here today should not have come about because there was not enough money, or the vision was too grand, or there were not enough people to make it happen. Yet, remarkably, it did happen. The intervention and faithfulness of God in taking ordinary human efforts and making them into supernatural results is a testimony to God and his power at work.

One of my favourite verses in Scripture is Ephesians 3:20 which reads "Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us". The Greek word for "immeasurably" is what Greek scholars call a very rare double compound. It means "exceedingly abundantly".

BY HIS GRACE WE ARE BECOMING
A BIBLICALLY-BASED, CHRIST-CENTRED,
EDUCATIONAL COMMUNITY MAKING
DISCIPLES WHOSE SERVANT-HEARTED
INFLUENCE TRANSFORMS
LIVES AND CULTURE.



I read that verse and I think of the CET and the attached Entities. God has acted “exceedingly abundantly” in what has occurred here. And he continues to do so as we review 2019 and plan and pray and trust for the future. Some of the highlights for 2019 have been,

Omokoroa ELC/Primary School

In 2018 the CET purchased a 3 ha kiwifruit orchard in Omokoroa, an area that is seen to be growing and which is expected will continue to experience much growth in the coming years. The CET’s purchase of the property was a strategic move to have a presence in this developing community. We are currently in the design process for a new Early Learning Centre (ELC) to be built on this land. The design for the building is underway with the resource consent application to be lodged in mid-2020. In the years ahead, the CET hopes to also build a Primary School on the property. This is part of the Trust’s ongoing strategy of having an ELC beside a Primary School. The ELC will feed students into the Primary School, which will then feed students into Bethlehem College at a Secondary level.

Research

The CET is committed to funding ongoing research in the area of Christian education. As such we work closely with BTI for specific research projects. Some of the projects currently being undertaken with this CET funding are: “How Students (Year 7 to 13) at a Christian School understand the biblical idea of being ‘imago dei’ and how that understanding influences the way they live in a digital space”; “A qualitative case study of Teachers’ professional development and student learning outcomes associated with the Ngā Whānau O Karaiti Kāhui Ako project”; and “Finding the Gold: Christian Education which attaches us to God”. It is tremendously exciting to be in partnership with BTI who are at the cutting edge of research in these areas and to take these lessons and apply them in the context of Christian education in this country and overseas.

UN International Holocaust Remembrance Day

In late 2019 the CET worked with the “Holocaust and Antisemitism Foundation, Aotearoa New Zealand” to begin plans to host a UN International Holocaust Remembrance Day in the Performing Arts Auditorium (PAC). The key event was held on Saturday 25 January, two days prior to the 75th anniversary of the liberation of Auschwitz. Guest speakers included Alfred Ngaro (Member of Parliament), Dame Lesley Max and Dr David Cumin, from the Israel Institute of New Zealand.

A display of photographs called “Auschwitz Today” was placed in the foyer of the Performing Arts Centre (PAC) showing different photo scenes and aspects of Auschwitz. This display provided everyone who visited with an opportunity to remember the horror of the concentration camps (particularly Auschwitz) and the Holocaust.

When the CET was founded, Trustees included in their Statement of Belief a clause in support of Israel as a Nation and in support of the place of the Jewish people in God’s plan for salvation. The CET Statement of Belief is a foundational document used by all of the Trust’s Entities. The Remembrance Day event and photo display reinforced the CET’s ongoing commitment to holding a pro-Israel position.

Scholarships

In 1995 a young student at Bethlehem College by the name of Lloyd Schick was tragically killed whilst on a school sailing trip. A memorial Scholarship Fund named after him and managed by the CET Sponsorship committee was set up to enable selected students to attend the College. The CET readily supports students through this in which Attendance Dues and/or Special Character funds are paid for through the Scholarship.

GROWING WITH FAITH



YOUR LOVE
LORD REACHES
TO THE
HEAVENS, YOUR
FAITHFULNESS
TO THE SKIES

CET Timeline

In Psalm 36:5 David writes these words, “Your love Lord reaches to the heavens, Your faithfulness to the skies”. One of the ways the CET wants to recognise God’s faithfulness to this Bethlehem Campus is in the commissioning of a CET Timeline.

This visual demonstration of Gods faithfulness is set up to show the history of the Campus from when Bethlehem College started in 1987, through to the establishment of Bethlehem Tertiary Institute and the setting up or acquiring of five Early Learning Centres.

The Timeline will be situated at the Performing Arts Centre located in Bethlehem College’s grounds. The hope is that this Timeline will remind everyone of how God has provided for the establishment of his work; that the truths on which Christian education is based will be valued and that God will be praised and glorified for what he has already done and for what he will do in the future.

Preston Park

In 1987 the CET purchased the initial 120 acre dairy farm that forms the basis of our Bethlehem Campus today. The intention was that this would provide an asset base for the future and that the land purchase would help Trustees to secure bank funding for future property developments. One of the desires of the CET at this early stage was to set up conservation areas that could form part of the overall curriculum offered at the College as well as an area that could provide a pleasant environment for prayer and reflection by staff and visitors.

Preston Park was officially opened in 2019 and Graham Preston confirmed the vision for the park when he wrote “The park exists to glorify God by providing a

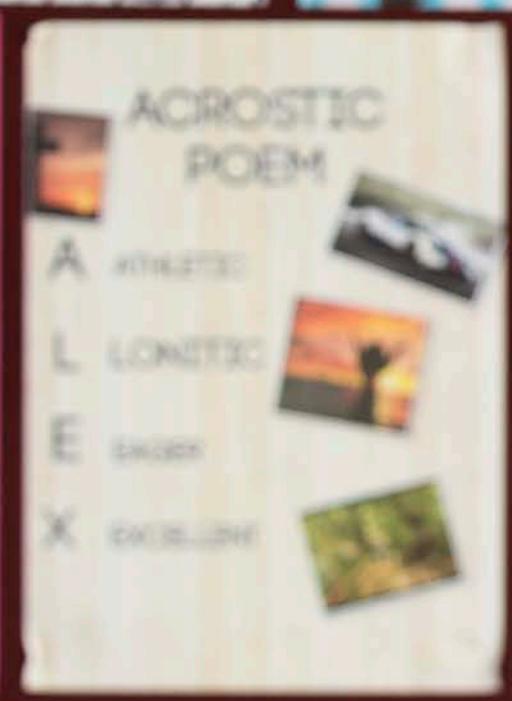
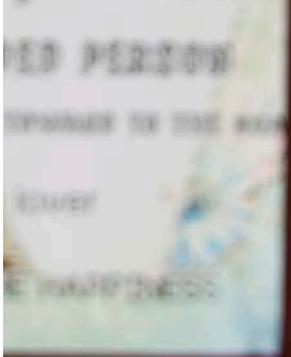


place of natural beauty and meaningful education for everyone”. Over the months ahead we will see more progress being made as the CET develops Preston Park. Ongoing projects currently for the park are, autumn planting, clearing up the pathways through the native forest, and identifying and labelling the zones.

The above is a snapshot of our “exceedingly abundantly” God in action “according to his power that is at work through us”. We are excited to be a small part of whom God chooses to use as we seek to make Christian disciples who transform lives and communities in New Zealand and beyond.

Tim Collins







THE STATEMENT OF BELIEF PROVIDES THE DOCTRINAL FRAMEWORK FOR OUR PHILOSOPHY AND VALUES. WE LOVE THE BIBLE, ESPECIALLY THE TEACHINGS OF JESUS, AND ASPIRE TO BEHAVE IN A CHRIST-LIKE MANNER, WHERE HONESTY, INTEGRITY, FAITH, UNSELFISHNESS, TOLERANCE AND PRAYERFULNESS ARE VALUED.





MISSION

To provide biblically-based, Christ-centred, education for students of all ages.



These are our values

- Love and loyalty to God.
- Love and care for others.
- Absolute truth.
- Faith and prayer.
- Honesty and integrity.
- Service and humility.
- Wisdom and responsibility.
- Peace and forgiveness.





COMMITTEES

Finance

Board development

Sponsorship

CET/BTI Research

Wairoa Scholarship & Cultural

Samaritan

Israel

COMPANIES

Bethlehem Institute Ltd

Bethlehem Early Learning Centres Ltd

Bethlehem College Ltd (Proprietor of Bethlehem College)

Bethlehem Trading Company Ltd

SERVICES

Administration

Property

Finance

Development

**TRUST'S
COMPANIES,
COMMITTEES
& SERVICES**



Moments in time

1986 – 2005

Formation of the Christian Education Trust

1986

Sale of Glade Motor Camp and purchase of Elder Lane property

1987

First 'quickbuild' of A Block at Bethlehem College.

1988

Opening of Bethlehem College

Opening of Bethlehem College Kindergarten
The Chapel arrives at Bethlehem College

1989

Bethlehem College moves into Form 3 (Year 9)
Opening of first secondary block

1991

Bethlehem Teachers College begins
The first intake of international students

1993

Bethlehem College reaches Form 7 (Year 13)

1995

A new name for Bethlehem Teachers College – Bethlehem Institute of Education

1998

Bethlehem College becomes an integrated state school

1999

Opening of the Bethlehem College Events Centre

2001

8.5 hectares of land added to the campus

Opening of the new Bethlehem Institute campus.

2002

Bethlehem Preschool shifts into new premises

Bethlehem Institute begins a teaching programme in Tonga

2003

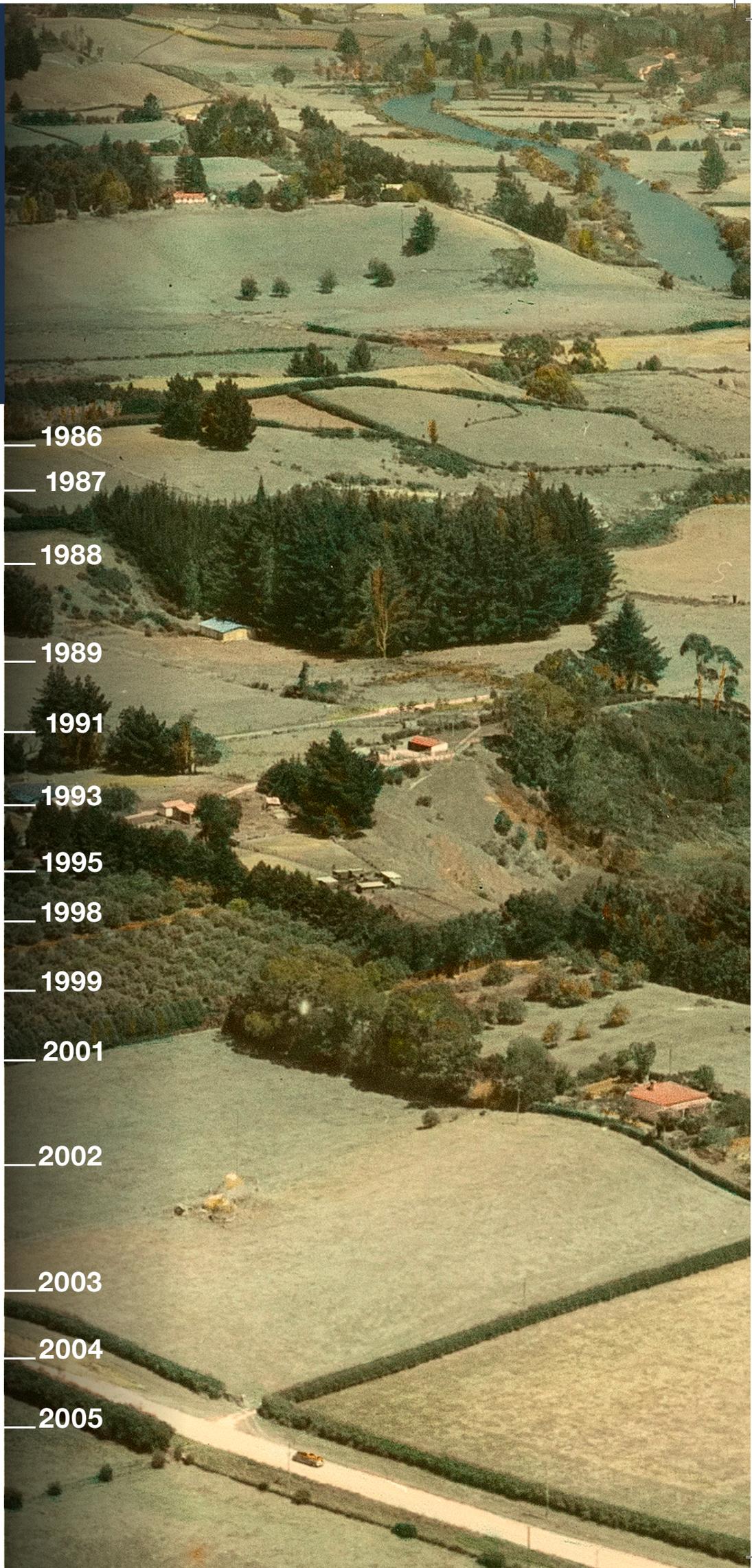
Purchase of First Class Education and Care in Bethlehem

2004

Bethlehem College reaches its maximum integration roll of 1530

2005

Bethlehem Institute is now called Bethlehem Tertiary Institute





Moments in time

2007 – 2019

2006

The Trust purchases another hectare of land

2007

Setting up of St Andrews Preschool in Te Puke

2008

Purchase of Amazing Place Preschool in Rotorua

Purchase of Bay of Plenty English Language School

2009

Opening of the Performing Arts Centre at Bethlehem College

2011

Establishing of Olive Tree Education and Care

2012

Chapel refurbishment and rededication

2013

The campus marks its 25th Anniversary

2014

Completion of the second entrance and new bus bay at Bethlehem College

Development of extended sports fields into the previous adjoining kiwifruit orchard.

New office block at BTI completed

2015

First intake of students into BTI's new Masters of Professional Practice programme

2016

Work begins on a second rugby field at Bethlehem College

2017

Work begins on beautification of the Conservation Area on Bethlehem Campus

2018

Refurbishment of the original Quickbuild – A Block

CET purchase of 3ha at Omokoroa for future developments

2019

Work begins on an extension to the CET Administration building at 7 Elder Lane

BETHLEHEM COLLEGE

2019 marked a new phase in the life of Bethlehem College as it responded to an increasing demand for enrolments and adapted to changes in learning. We opened a refurbished A Block in 2018 and B Block followed this year. These wonderful new spaces have received positive feedback from children, parents and teachers. They have worked tirelessly to ensure the transition from a more conventional space to these environments which has provided new learning opportunities and stimulated inquiry. An effective Christian School should offer Christ-centred, biblically based learning and appropriate pedagogy bundled together. BC is working hard at this across the College, adapted for different stages and ages. We honour the staff for adopting an openness to learning, Ako.

Technology continues to become more important in the learning equation, only as a means to an end though. Having the Senior Secondary students bring devices to school this year has opened up on-line learning for students and teachers. This brings more diversity to the classroom. However, relationships with people are the most important part of any learning environment. The Christchurch shootings reminded us of how valuable and fragile relationships are. The College grieved this event and joined with all of NZ in spreading the important message of love rather than hate. To follow Christ is to love, to love unconditionally as Christ loves us. Putting this Biblical truth into practice is a daily challenge and joy.

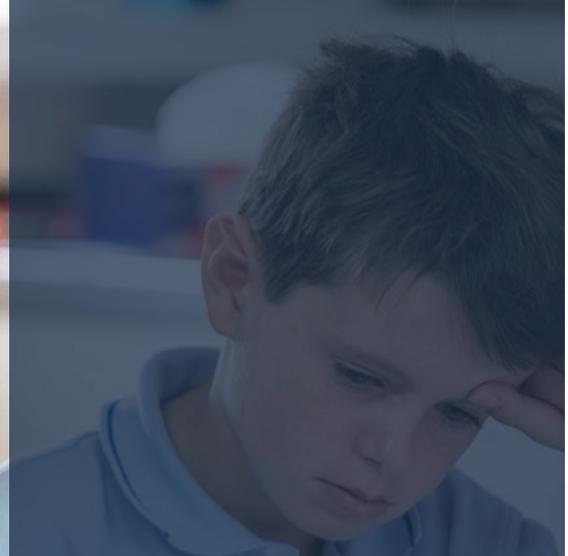
One way of underscoring the importance of relationships is through drama. BC Chapman produced and performed 'The Lion, the Witch and the Wardrobe' while BC Primary's production was 'The Greatest Gift'. It's always a delight to see young people step out of comfort zones and discover gifts and abilities that lie latent within them. It's a further blessing to know that the truths within the narratives of these productions remain alive long after the final curtain. BC was also back to back winners of Stage Art this year, with 'Tear down the Ball (Berlin Wall)'.

The four pillars – the intellectual, physical, cultural and moral, provide a curriculum framework to build young women and men of faith, equipped to use their talents and to serve. Not all pillars are funded equally with the intellectual quadrant attracting by far the most resource. That, however, doesn't mean the others are not important. Indeed, it is in those spaces that students discover much about themselves and create memories for the future. Sport is a wonderful learning area where whole families engage with the College, every week throughout the 'season'. Mission trips are life changing experiences. We thank the support staff, parents, volunteer coaches and managers, the creative and performing arts tutors, the prayer team, the PTA, the BOT and the Proprietor BCL. All of these teams work together to help our young people grow in understanding their world and in building a strong sense of identity, faith and character.

Graham Preston, our founding Principal, named the path by the Chapel, 'The Way'. 'The Way' was the name of the early Church established after Jesus' death and resurrection. Not only did BC host a national conference this year called 'The Way', but we have now expounded 'The Way' into a strategy. 'The Way' describes the development of Godly character attributes under the four headings of Heart, Head, Hands and Habits. As we walk up 'The Way' to school every day, so we finally walk down 'The Way' as we leave... ready, willing and able to serve God in the community and the world. That is our vision of flourishing, of putting right that which is wrong, of developing young people to become all that God wants them to be.

Once again, it is with sadness that in 2019 we said farewell to some long serving members of staff, namely Mr Gavin Hodges, Mrs Ngaire Reimers, Mr Nathan Hockly, Mrs Sharon Gauld, Mrs Helen McMullen, Mrs Delwyn Hyslop, Ms Sue Baker, Mr Eoin Crosbie, Mrs Rachael Kingsbury, Mrs Elize Terblanche, Mr Marcus Norrish, Mrs Janice Bailey, Mrs Jessica Nisbett, Mr Craig Shepherd, Ms Daniela Brown, Mr Luke Williams, Ms Carina Steinmann, Mr Rohit Kumar, Mrs Monica Carey, Mrs Julie Pigneri and Mrs Tanya Kranenburg. Each of these people have had a significant impact on a whole generation of BC students and we honour them. They will be missed! The Head Students for 2019 were Misha Nesbitt,





Rebecca Bridgman, Luca Dehmer and Isabella Johansson. We honour them for their courage, leadership, commitment and service to the students of Bethlehem College.

2020 will see a new season at Bethlehem College. We welcome Mr Larne Edmeades as the new Principal and Mrs Karen Whenuaroa as Head of BC Primary along with all of the new staff. May you be guided and enabled to serve with great wisdom and joy in pursuing your calling in the Kingdom of God – nurturing and enabling young people to become followers of Jesus.

Shalom

Eoin Crosbie and Paul Shakes
Principal and BOT Chair



BETHLEHEM EARLY LEARNING CENTRES LTD

At Bethlehem Early Learning Centre's we have a big heart for children, families and our local communities. We believe that when children feel loved and supported learning naturally follows.

Under the oversight of the CET, we operate five preschools in the Bay of Plenty; Bethlehem College Kindergarten (who celebrated their 30th Birthday this year), and First Class Education and Care are located in Bethlehem, Olive Tree Education and Care is located in Mount Maunganui, St Andrews Preschool is in Te Puke and Amazing Place Preschool is in Rotorua.

Throughout 2019 we saw 447 children enrolled in the preschools. This gave us an amazing opportunity to outreach to them and their families as the majority of the



children attending did not come from Christian homes.

Bethlehem College Kindergarten is situated in Bethlehem College's grounds. During 2019 the Centre has focused on growing its relationship with the Bethlehem College Primary School to establish even stronger links and ensure a smooth transition for children from ECE into the next stage of their learning experience. Under the guidance of the Head Teacher, Clare van Niekerk, a curriculum focus has been "Service Learning" which has seen continued growth in the children's recognition of the needs of others.

First Class Education and Care has continued to grow its support with the local community that its children and families call home. Experienced staff, supported by the guidance of the Head Teacher, Diana Bailey, nurture the children from ages one

to five, giving them creative experiences and the chance to thrive.

Olive Tree Education and Care has seen a growth in community focus and service to and in the community. The Head Teacher, Philip Brickell, has instigated a relationship with Somervale Retirement Village where children have visited weekly to interact and build relationships with elderly residents. These visits have included sharing stories, artwork and visiting residents on their birthdays.

St Andrews Preschool has a heart for service, particularly for those whose situations and experiences mean they need extra support. With a caring, empathetic team under the watchful eye of the Head Teacher, Anne Campbell, and a valued reputation in the small Te Puke community, the children in the Centre have been helping to provide meals for the homeless in Te Puke, as well as welcoming children into the preschool from Kaka Street Special Needs School for visits.

Amazing Place Preschool continues to be BELC Ltd's mission field. Under the guidance of the Head Teacher, Leanne Gulliver, the team supports children and families from a wide mix of ethnic and economically different backgrounds and family circumstances. Enrolments and attendance of children at the Centre fluctuates and the staff work hard to grow an environment where all of each child's needs are met. A focus throughout 2019 was based around the ECE Te Whariki curriculum strand of "Belonging" - encouraging the children to recognise that they are part of God's plan and this was where they had a place.

BELC belongs to Ngā Whānau O Karaiti Kāhui Ako, a Christian community of learners. Throughout 2019 leaders of local Christian schools and preschools met regularly, working together to meet the achievement challenges we, as a team, had set ourselves.

Our primary foci were, Oral Language, Te Reo and Service Learning. Professional development with Waikato University, "Poutama Pounamu", was begun and some work around service learning for the preschools has started as a trial with Bethlehem College Kindergarten.

Technology has once again been used as a tool to communicate with our parents, with all preschools this year linking into one of two new programmes, 'Story Park' or 'Seesaw'. Both programmes directly link the child's day and their achievements by sending 'Learning Stories' to their homes. Through this, the Centres have seen growth in regular interactions between home and the preschools.

As an outreach, the opportunities we have been given by the CET to offer biblically-based, Christ centered education and care sees each Centre continuing to meet the CET's vision and mission. We look back on the year's achievements with gratitude and with anticipation we look forward to another successful year in 2020.

Once again, I would like to acknowledge the exceptional staff working for BELC Ltd and state what a privilege it is to work with a team who continue to strive to attain high levels of excellence. The reputations of our Centre's and the teams for the provision of quality Christian education is viewed positively in our communities.

On behalf of my team I would like to thank BELC Directors, led by our Chair Alan Hood, and the CET for their encouragement and belief in the mission of BELC. I would also like to take this opportunity to thank the support services that the CET provides for their assistance through the year. This background administration has provided the ongoing support which ensures our teams are able to perform their role to the highest standard

Lorraine Schou
BELC Manager



BETHLEHEM TERTIARY INSTITUTE LTD



2019 was another great year of God's goodness and provision at BTI.

We had the pleasure of once again graduating our fine students into their chosen professions of teaching, counselling and social work. Of those graduates:

- **NZ Certificate biggest group since beginning of qualification (2017) – 9 students**
- **ECE biggest group in 4 years (14 students), also 6 of those were with distinction.**
- **There was also a husband and wife graduating together (husband from B Couns, wife from B.Ed Primary).**

We deeply value the special relationship we have with our local iwi and treasure the wisdom of our Kaumatua, Huikakahu Kawe. We have continued our scholarships to Māori students, integrated regular karakia and waiata into the weekly rhythms of our campus life, and displayed whakatauki and Māori Bible verses throughout our buildings.

We gladly welcomed several new staff across the institute, all of whom are taonga in our kete.

We played an active role in the launch of the Community of Learners, Ngā Whanau o Karaiti Kāhui Ako, an initiative spearheaded by BTI staff.

We gained our best result ever in the Performance Based Research Fund rankings, coming in the top five of research active PTEs in New Zealand. We also successfully bid for research funding from Ako Aotearoa in a collaborative project with colleagues from Faith Bible College and Laidlaw College.

We continued offering teaching and professional development, in partnership with NZACS, and in Tonga, PNG, No Boh and China. Multiple BTI staff also attended international conferences in Australia, Asia, the US and South America and continued to publish in international books and journals.

Our relationships with key government agencies and professional bodies was especially fruitful. We had the cap removed on the number of social work places we could offer and we delivered on the allocation of funding we receive from TEC.

Our external monitors' reports were overwhelmingly favourable and reflect the



high calibre of the BTI team and the life-changing experiences of our students.

Operationally, we implemented a new fit-for-purpose student management system and made significant changes to our HR processes, systems and incentives so that BTI remains innovative, forward-looking, and agile.

We began substantial work to prepare for the government-mandated new approval processes for teacher education and for our EER.

We value the warm relationship we have with CET and were delighted that we could provide the venue for their meetings for most of the year. We are grateful too,



for the expertise and support of BTI's Board of Directors.

Helping BTI's students discover more about Jesus is what gets us up in the morning. It is my privilege to work with a team of staff who do that, and much more, every day. It is they who make BTI the success that it is.

Dr Andrew Butcher
CEO and Dean



BETHLEHEM COLLEGE LIMITED (BCL)

Another exciting year has passed for Bethlehem College Limited (BCL). Bethlehem College Limited is the Proprietor of Bethlehem College (BC). As with past years the main roles of BCL are to ensure that:

- a) The CET vision of biblically-based, Christ-centered education is understood.
- b) The Special Christian Character of the school is understood and permeates all areas of Bethlehem College.
- c) The Bethlehem College curriculum is built on biblical principles and staff are committed to delivering the curriculum in an effective and appropriate way.
- d) The property provides the opportunity for BC to not only operate successfully and efficiently but also provides a great environment for staff and students to teach and learn in.

Events of 2019

This year, Wayne Fraser, Head of Biblical Foundations, introduced a new Biblical Foundations programme into the life of the secondary students. The BCL Board believes that this programme will have a lasting effect on students' Christian foundation and their Bible knowledge.

The roll of the College has continued to grow and there is a waiting list for most year levels, as Christian education becomes more sort after by parents concerned about the influence of secular thinking.

Proverbs 14:16a (NLT) says, "The wise are cautious and avoid danger" we are grateful to God, the Health and Safety team, all BC staff and the students for ensuring that in 2019 BC has been a safe environment for everyone involved in the life of the College.

Again the buildings and grounds have been well maintained and we are grateful to Don Ackland and the CET Property Team for their hard work in making sure that all areas of the College are kept to such a high standard.

Financial

The BCL Board is grateful to Brigid McGillivray and the CET Finance Team who, through the year have willingly assisted the College staff and parent body with any financial queries. Their dedication and hard work in producing detailed and informative financial reports each month for the BCL Board and BC BOT has been appreciated.

The financial results for the year were again encouraging. As in previous years a significant loss for BCL is reported due to the ongoing shortfall of Attendance Dues in relation to the market lease amount charged by the CET for the integrated school area, as outlined in the Integration Agreement.

We are thankful to all parents and caregivers who continue to support the College by making the Special Character donation. This money contributes to the high quality of education that BC provides and continues to support the extra staff employed which enables delivery of our Christ-centred Special Character.

General

At the beginning of 2019 the following people were serving as Directors of BC Ltd; Alan Hood (Chair), Graham Preston, Margaret Canter, Marie Abbott, Peter Maslin, Jon Parker, Kevin Fox, and Rodney Lake. I would like to personally thank each of them for their hard work and contributions through the year. It was with great sadness that the Board received resignations from Kevin Fox and Marie Abbott at the end of 2019; we will miss their valued input, wisdom and experience. Bernadette Lampp was appointed as a Director of the Company in November



2019. She, along with Margaret Canter, Marie Abbott and Jon Parker also served as BCL Representatives on BC BOT in 2019.

On behalf of the BCL Board, I would like to thank Eoin Crosbie (BC Principal) for the huge amount of work he has done in his time as Principal of Bethlehem College. Eoin retired at the end of 2019 and we wish him all the best in his retirement. The BCL Board is looking forward to working with the new BC Principal, Larne Edmeades from the start of 2020.

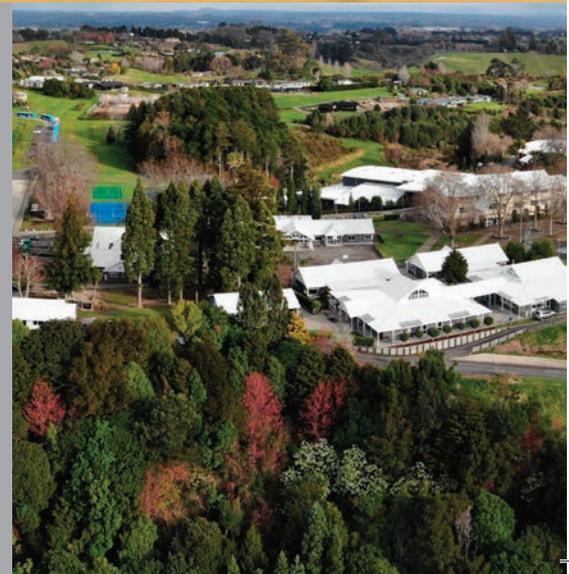
I would also like to thank Heather Booth, outgoing Chair of BC BOT, for her input into BCL discussions during 2019. We welcome Paul Shakes as the new BC BOT Chair and the opportunity to continue in good relationship with the incoming BC Board



of Trustees. Our thanks to Wayne Fraser for his fresh ideas around delivery of our Special Character within BC.

Finally, our grateful thanks to God for His continued favour towards everyone who makes up the community of BCL and BC. Everything we do is for His honour and glory.

Alan Hood
Chair
BC Ltd proprietor for Bethlehem College



BETHLEHEM TRADING COMPANY



2019 was a year of consolidation for Bethlehem Trading Company with sales of uniform items for both Bethlehem College Tauranga and Bethlehem College Chapman being maintained.

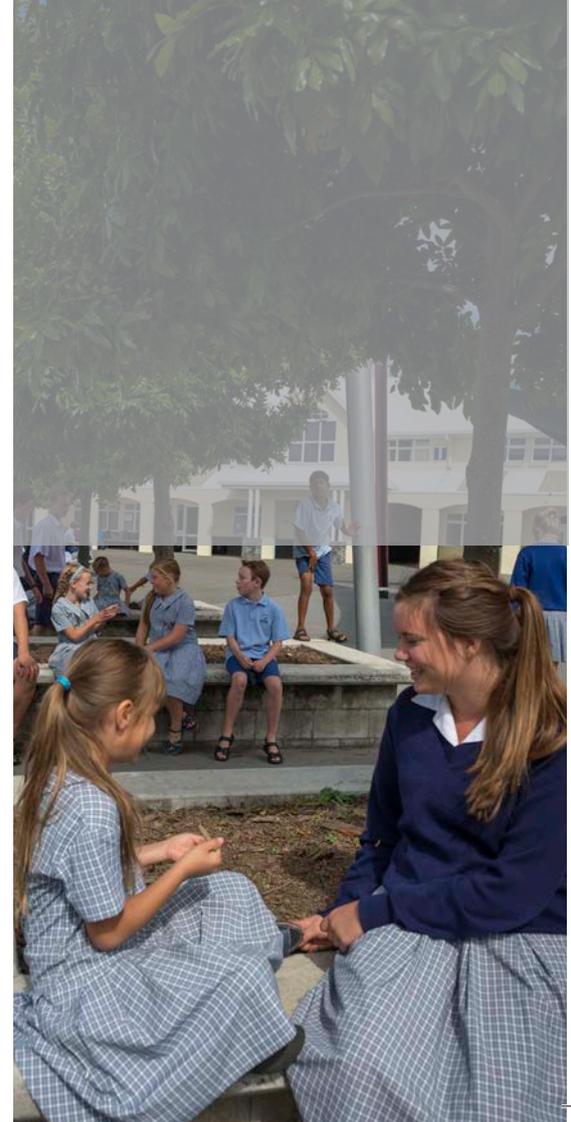
A softshell jacket with a hood attached was introduced for senior students in Years 10 to 11. This has proved to be a popular option with strong sales.

With the imminent retirement of the College Principal and expected arrival of a new one it was decided that any suggestions for possible uniform changes would be deferred and so no other uniform changes or additions were implemented in the year.

I would like to thank the CET General Manager for his support through the year. His listening ear has been appreciated. I would also like to thank Fiona Law as my Assistant for her regular help in the Tauranga shop and Trish Copeland for looking after sales at the Bethlehem College Chapman shop in Rotorua. As always, the CET Property, Finance, Health and Safety and Administration teams are supportive of me and the company, in their respective roles and I appreciate their service.

The Lord continues to bless the work of our hands as we seek to honour Him and support His work in this place.

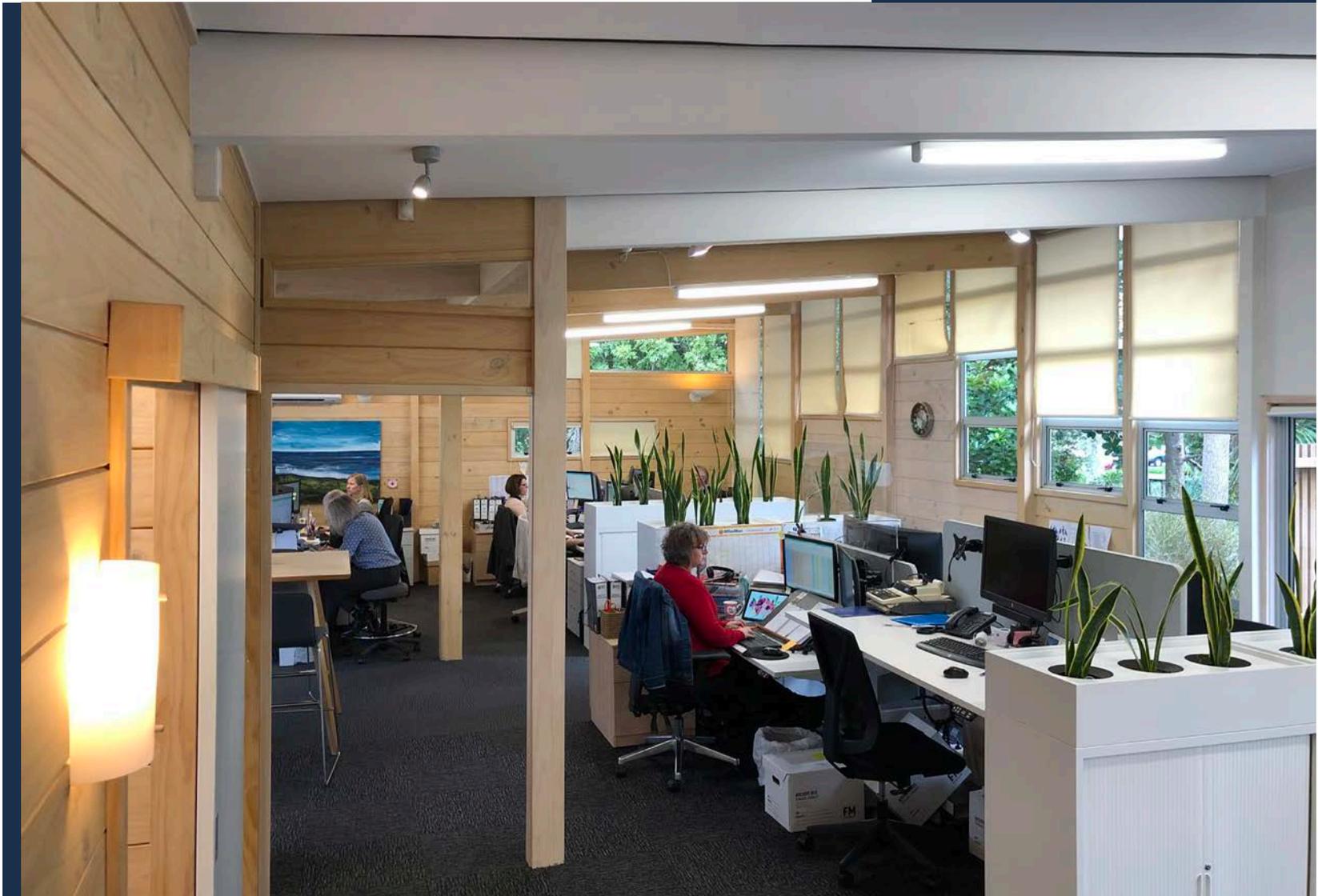
**Lis Seal
Manager**



2019 has been another exciting year with plenty to do.

The start of the year required us to demolish most of the internal partitions in the CET building at 7 Elder Lane and re-establish some walls to create a new office for the newly appointed General Manager – Services Provision, Tim Collins; a reconfigured Reception and a large flexible office space to accommodate the Finance Team, who moved out of L Block in Bethlehem College. This space has allowed for a more flexible, collaborative environment for staff in the Finance team. The new office space was ready for them when they arrived back at work after the Christmas break. On top of the changes, one of the former small office spaces was repurposed as a meeting room suitable for one on one and small group meetings.

CET PROPERTY REPORT



The loss for the year was there was no separate staff room or boardroom available and so, Peter Haywood, Chair of the CET raised the idea of building an extension onto the CET building that would include those rooms, another office space, an archive room and an accessible toilet. With the assistance of Bryce Wordsworth, concept drawings were completed which were well received by Trustees. After some minor changes, plans were drawn and costings sort so that the building work could begin later in the year, depending on compliance and building permits being issued. Work began as planned and the date for completion was to be by April 2020.

Another large project undertaken in 2019 has been the renovations and alterations to turn B Block in Bethlehem College into a flexible learning space, along the same ideas as was done for A Block in 2018. Although similar to A Block in size, B Block





required a different way of deconstructing the existing space because it was decided that the existing timber floor needed to be replaced with a thermally, insulated concrete floor. To do this, the exterior walls required bracing from the inside whilst the timber floor and under floor structure was removed. Once that had happened the area had to be excavated and over 400 cubic metres of soil was removed to be replaced with compacted fill, before the new concrete slab was laid. This exercise took a considerable amount of time, additional cost and effort but the end result has been well worthwhile and the concrete floor has meant much less noise reverberation which would have been a major distraction for Teachers and students during class. Overall the project went well with typical problems associated with this type of work being solved quickly and I am pleased to report with no accidents on site. The project did run over time because of some unplanned structural work which needed additional engineering. Consequently, the initial budget for this project needed to be increased. The result has been a learning space where Teachers, parents and students are happy.

2019 also saw a group of Bethlehem College Teachers travel to Auckland with Bryce Wordsworth and myself to look at specialist teaching spaces in several new Secondary Schools. This was so we could get an understanding of how best to cater for those subjects. The exercise was extremely valuable with many suggestions and new ideas being voiced as a result. I was particularly impressed with the well-laid out, almost commercial in appearance spaces we viewed at a new campus in Albany.

Preston Park was officially opened on 3 May 2019 with the unveiling of a large commemorative stone, surrounded by some plaques in remembrance of several local Iwi identities who have over the years been involved with Bethlehem Campus and the Christian Education Trust.

Development and maintaining of the park is an ongoing project which Graham Preston has taken to heart. His enthusiasm, passion and drive to make this area a local attraction and feature on the campus is inspiring and I look forward to seeing developments.

I remain grateful for my team who work hard – they are like family to me and working with them, other CET staff and other Entity staff is a joy. God's presence is alive and present on the campus and as we continue to allow Him to have His way, we will see great things done in His name in this place.

To God be the Glory!
Don Ackland
CET Property Manager





CHRISTIAN EDUCATION TRUST FINANCIAL SERVICES

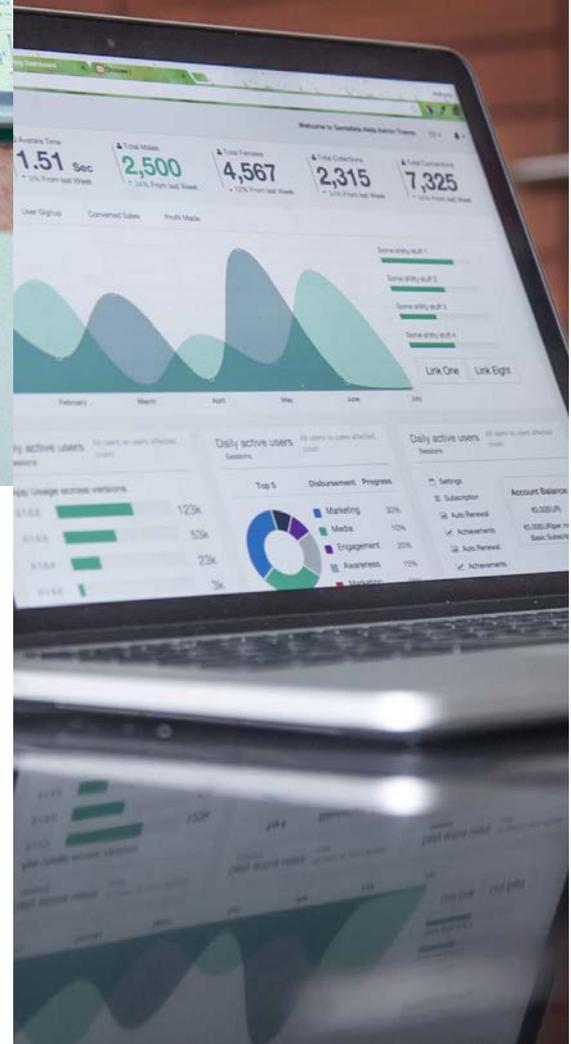
The Christian Education Trust (CET) provides financial services for the parent company CET, its Entities and for Bethlehem College. In early 2019 the finance staff moved offices from inside the school to the main CET building in the newly refurbished open plan office. Don Ackland and the property team worked tirelessly over the summer break to ensure the offices were ready for the finance team to move into after the Christmas holidays.

The new office location and layout has assisted the team to develop a more collaborative approach to providing financial services to the Entities and Bethlehem College. The finance team has appointed several new staff over the year and has been able to build a strong and cohesive team to provide dynamic financial services.

Information technology systems were carefully investigated by Scott Whitwell and after due diligence two new major systems were introduced. Firstly an electronic approval system for the many hundreds of invoices processed every month. This new Filebound system will ensure more efficient, flexible and transparent processes with the added advantage of direct connectivity with our existing financial package PcSchool. This system was introduced into one of the smaller Entities to begin with and then other Entities as appropriate, with the goal of having this fully functioning in Bethlehem College by the end of 2020. The other system is a payroll package 'MYOB', which, while investigated in 2019, will be implemented in 2020 - again starting in one of the Entities prior to installation across all Entities. These new systems assist the team to provide excellent finance service levels and utilise appropriate current technology advancements.

The end goal being a more efficient and effective financial support services team working to serve the vision of the Christian Education Trust and its Entities.

The CET and the Entity annual accounts have been audited by KPMG and are filed with the Charities Commission. Bethlehem College Board of Trustees annual accounts have been audited by William Buck and are available on the school website.

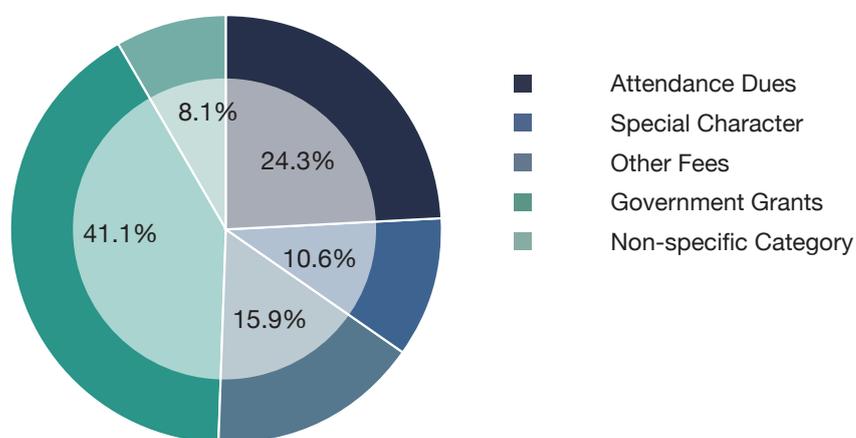


Christian Education Trust Group

Statement of Comprehensive Revenue and Expenses for the year ended 31 December 2019

REVENUE	\$000's	EXPENDITURE	\$000's
Attendance dues	3,465	Salaries and wages	6,229
Special character	1,505	Donation to Bethlehem College	1,507
Other fees	2,271	Other operating costs	3,627
Government grants	5,855	Interest expense	434
Other income	1,161	Total expenditure	11,797
Total revenue	14,257	Net surplus before depreciation	2,460
		Less depreciation and loss/gain on disposals	1,121
		Net surplus	1,339

2019 Income



Attendance Dues

Attendance dues are levied to parents of Bethlehem College in accordance with section 447 of the Education (Update) Amendment Act 2017. The maximum amount is approved and gazetted by the Ministry of Education from time to time. The 2019 revenue from Attendance Dues represented 24.3% of the Trust's total revenue.

Special Character

The Special Character contribution, which is a voluntary donation from College families, represented 10.6% of the Trust income. This special character amount is donated by the Proprietor directly to Bethlehem College, with there being no financial benefit for the Christian Education Trust retained from these funds.

Government Grants

Government grants represent 41.1% of the Trust revenue. These grants are for Tertiary student funding, Early Childhood funding and Proprietor maintenance funding.

Other Revenue

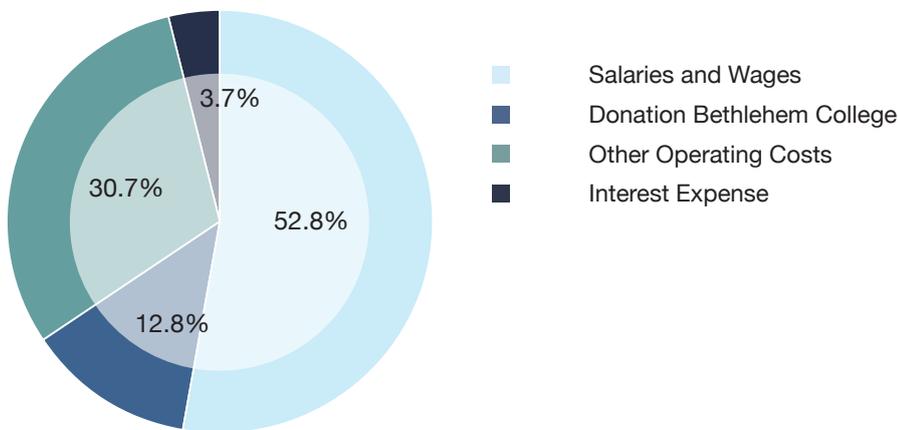
Other revenue is sourced from other fees which contribute 15.9% and other income representing 8.1% of the total Trust revenue for 2019.



AND WHATEVER YOU DO, WHETHER IN WORD OR DEED, DO IT ALL IN THE NAME OF THE LORD JESUS, GIVING THANKS TO GOD THE FATHER THROUGH HIM.

COLOSSIANS 3:17

2019 Expenditure



Salaries and Wages

Staffing expenses are 52.8% of the total Trust expenditure for 2019. This covers the staffing for CET services, the tertiary institute, the early learning centres and the uniform shop.

Donation to Bethlehem College

This is the Special Character donations collected for the school by the Proprietor and for 2019 this was 12.8% of the Trust's expenditure.

Other Expenditure

Other expenditure includes operating costs which account for 30.7% of the total and interest expense which accounts for 3.7% of the total expenditure.

Capital Projects

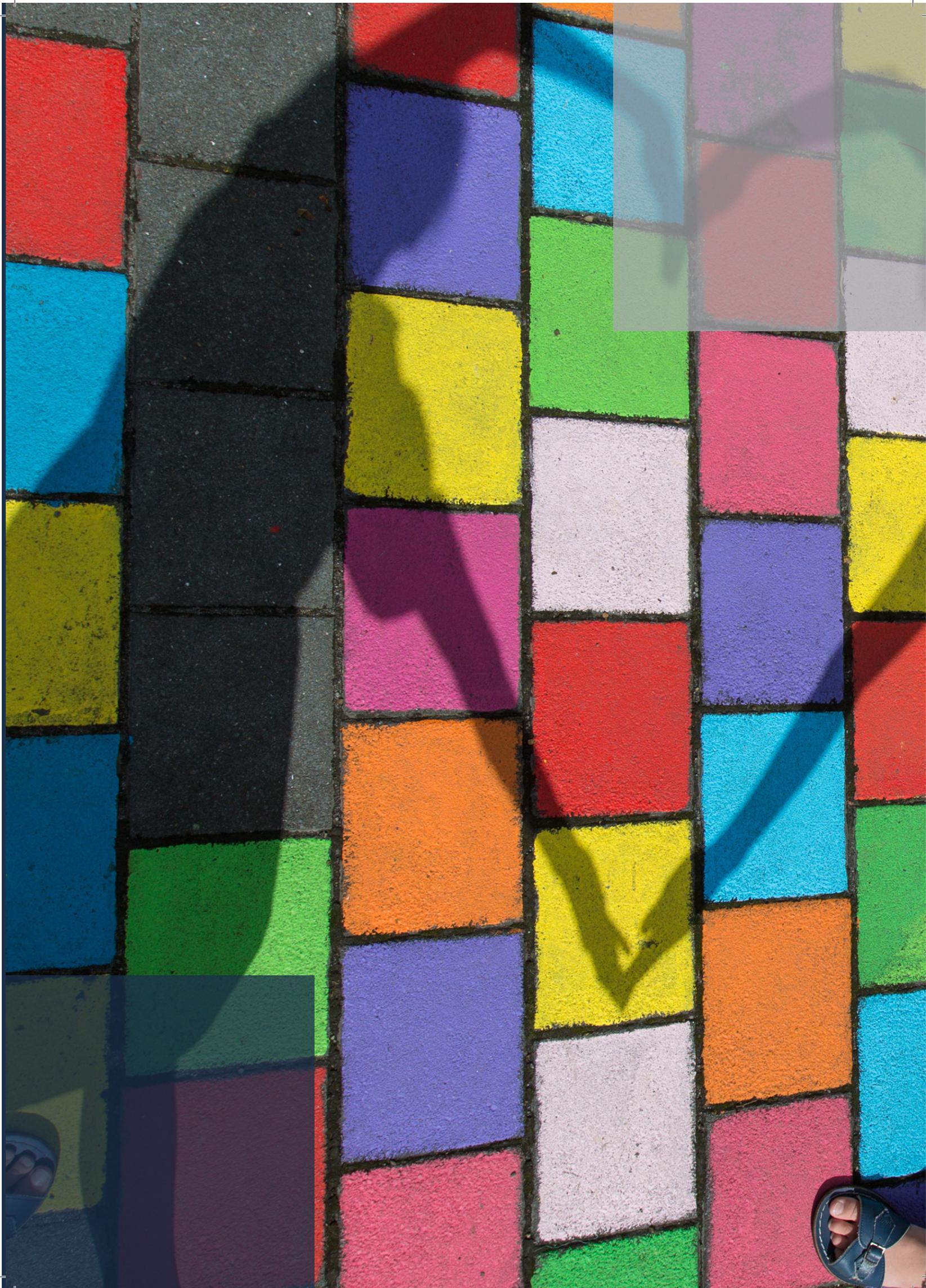
The primary school B Block was fully refurbished in 2019 completing the A&B block project. A building extension project commenced in 2019 to add a staff room and a board room to the main CET building.

Thankfulness

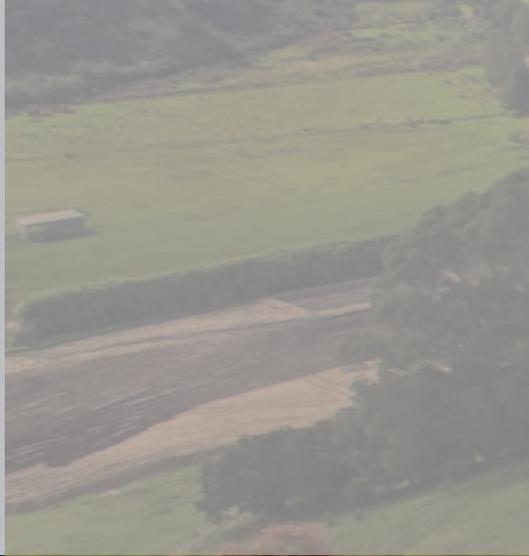
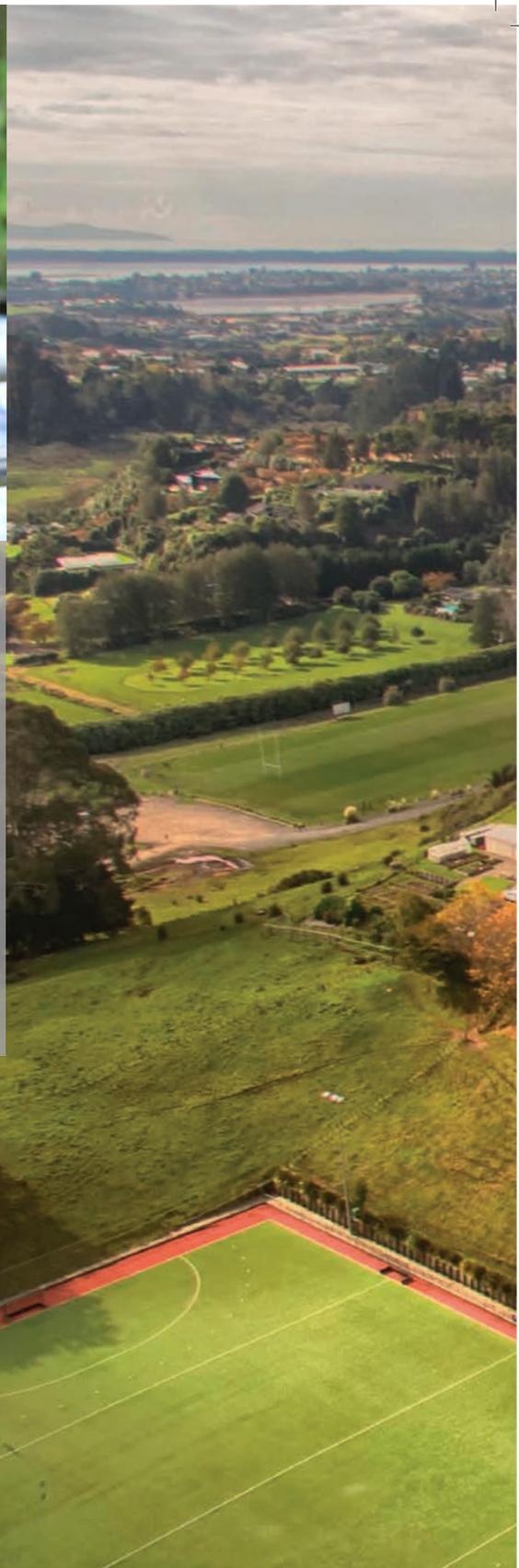
The finance team are continually improving processes in order to serve the vision of the CET. I would like to thank the finance team for their dedication and commitment to providing financial service to the Entities and the college. I would also like to thank Dr Tim Collins for his exceptional leadership and support as General Manager of the services division.

Brigid McGillivray
Finance Team Leader









7 Elder Lane, Bethlehem, Tauranga, New Zealand
Phone. 07 579 1823
www.cet.org.nz