

Annual Report 2022



**Freshwater
Creek**
Steiner School

*We respectfully acknowledge
the Wadawurrung people of the Kulin nations,
the traditional owners of the land
on which the school community gathers today.
We pay our respects to the local people
and to their Elders;
past, present and future*



The background image shows a school garden area. In the upper left, a child in a light-colored jacket and dark shorts stands near a chain-link fence. The ground is dirt with patches of grass and weeds. Several chickens of various breeds, including black, brown, and speckled, are scattered throughout the scene. A large, semi-transparent circular overlay is positioned in the upper left, containing the title and the first part of the table of contents. Another similar semi-transparent circular overlay is in the lower right, containing the second part of the table of contents.

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CHAIRPERSON'S REPORT



I recall the Chairperson report for the 2021 Annual Report, and how we began that year with a sense of optimism. A similar feeling was present at the beginning of the 2022 school year. We all had high hopes that our children's dreams would be able to be lived out daily within the joyful environment at FWCSS. Lived dreams they were in 2022 with a return of camps, excursions, shared food plates, parent helpers, assemblies, festivals, fairs, craft groups, parent choir and many, many gatherings. What an action packed and highly successful year it was.

It goes without saying that much of this success was attributed to the dedication of FWCSS staff as they provided so many opportunities for our children, classes, and broader school community to connect. I would like to thank all staff for their tireless contributions and energy they provide daily. A special thank you to Tanya Carmody who volunteered to attend Council meetings in 2022. Each year a member of College of Teachers provides a very important link between College, School Leadership and Council, attending scheduled Council meetings for the year. This is the interwoven fabric of a Steiner School.

It has been a busy year for Council as it embarked on a significant project early in 2022. Additional to normal governance business occurring throughout the year, Council established a School Development Committee. This committee was tasked to investigate the feasibility of a High School, amongst the current school development activities underway. The extensive breadth and depth of research has been valuable in understanding our school, our community and resource planning for the future. The report is on track to be completed in early 2023 and will be summarised for Council before findings are shared with the school community.

Another significant project the school completed in 2022 is the Enterprise Agreement which supports staff in their workplace. Council unanimously agreed to proceed with the proposed changes that the Independent Education Union on behalf of employees, and Independent Schools Victoria on behalf of the FWCSS Association sought to include. Following approval from the Fair Work Commission the agreement is now enacted until 1st April 2026. Much appreciation to Emily Galang who was able to ensure a well organised and smooth negotiating process for all involved.

About Council

The FWCSS Council is charged with the responsibility of governing the school. The broad term "governing" encompasses the strategic direction of the education, the management of the school infrastructure, financial management, and the appointment of the Head of School (Principal). Council membership for FWCSS seeks a balanced skill set from the education, legal, administration, accounting, construction, farming, business and development, and health and wellbeing industries. The blend of these professionals

forms an energetic and supportive School Council that takes a vital interest in the long-term sustainability and success of FWCSS to provide a spirited education for our children.

An equally warm interest in the future direction of the school is held by staff, and school community members. As an association governed by its members (parents), School Council relies on feedback which is gathered annually through the MYP School Survey. The results are utilised in decision making regarding allocation of resources, areas for improvement and enhancement of strengths. Data is analysed year on year to establish trends and ensures all voices are heard, even if yours is not the loudest. In 2022 the survey commenced on July 18 and concluded July 31 with a very pleasing overall satisfaction score of 79% which is consistent with previous scores. There were 96 respondents from an eligible 240, a response rate of 40%. Council monitors the results for negative trends and ongoing strengths. 2022 results continue to identify strengths in our learning environment, resources and facilities, values and culture, and student engagement, amongst others. Areas that don't achieve as positive a result are regularly discussed to establish if they are a priority for development, and if more resources were to be allocated to them, where would those resources come from i.e., what program or area might be impacted. For instance, student transition did not score as well in the survey. We analyse this data and discuss the findings; what current transition programs exist and should they be better? If so, might it come at the expense of another program? What would we be happy having less of? Is the low score acceptable within context of other development areas? This is an example of how feedback through the MYP survey is important and we thank you for taking the time to contribute.

Council Membership

A stable Council supports the long-term prosperity of FWCSS. There will always be changes, and they are welcome, as new energy and perspectives enhance our school's governing body. Confidence can be realised in the amount of organisational knowledge that has strengthened Council who, at the end of 2022, have collectively contributed over 20 years of voluntary governance service to the school.

Council welcomed some new members throughout 2022. Julia Gutbrod took up a vacant position early in the year and at the May AGM both Richard Bolus and Peter Miller were appointed for 2-year terms by the parent body. They all immediately took up a role on the School Development Committee. I am sure you will join me in thanking these members of our school community for the quiet contributions they are making in the background to the success of our school.

It seems fitting to conclude with a return to dreams. The dreams of past parents who established FWCSS, our dreams that have brought us all to FWCSS, our teachers' dreams which inspire our children's creativity. These have allowed our children to live their dreams in 2022 and I am sure they are looking forward to even more in 2023.

Best wishes

Tom Cannavan
Chairperson, FWCSS Council





HEAD OF SCHOOL'S REPORT



2022 started with some hope that we were past the worst of the pandemic. Many restrictions were still in place and we were all aware of the wellbeing impact on our students and community.

While continuing to work in the context of the vaccine mandate, masks, RATs, ventilation needs, attendance and isolation requirements, the staff worked diligently to meet the needs of their students, as they returned from 2 years of disrupted schooling. From mid year we were very relieved to give up the Karaaf roundabout and start the return to “normal”.

2022 was a dynamic and wonderful year with many bright highlights.

The floods in the northern states inspired our “Flood with Love” drive, with the children making cards for the impacted students at Rainbow Ridge Steiner School and raising over \$1000 through the coin pipe, and raffle of an Easter hamper, donated by Darren Cheeseman, State Member South Barwon.

Classes held their school camps and outings. A Class 3-6 trip to the MSO, a tour by Little Yarra Steiner School Class 8-10 ensemble, and the incursion by Arnhem land dancer Ryka Ali, were highlights. Sporting schools also returned with basketball, gymnastics and tennis clinics.

The commencement of the Berry Street Education professional development course for all staff in “Trauma Informed Positive Education” brought foundational ideas for our wellbeing approach, which will continue in 2023. This aligned with the rich input from Steiner guest educators including Eurythmist Diane Tatum, Extra Lesson teacher Janina Papas and Child Development and Family Support facilitator, Melanie Deefholts.

Our Cultural and Nature Walk team were granted \$17,000 through the Planting Trees for the Queens Jubilee program, and another \$13,500 from Landcare, which will fast track this project into the fencing and planting stage during 2023. Libbi Coker, Federal Member for Corangamite, launched these grants at our Spring Festival, along with State MP, Darren Cheeseman; Cr Rose Hodge, and Cr Garry Allen from Surf Coast Shire. This project was shared with over 50 representatives of Australian Steiner Schools at the Steiner Education Australia August Delegates meeting.

The Resource Smart Schools group also worked on the installation of solar panels, a waste-free final Spring Fair, and continual education activities to raise the children’s awareness of sustainability.

Community life thrived with Parents and Friends (PnF) building on their initiatives of the last 2 years, with weekly groups and gatherings and creating a wonderful final Spring Fair. We were very happy to give the

community a first viewing of the school's new Brand assets, which were finalised after a lengthy process with branding company Taylor and Grace.

Friend of the school, Evan Hardy hung the first of his beautiful hand carved signs for the Wadawurrung room names.

The inaugural Festival of Spirit and Word was held during Reconciliation Week, to acknowledge the universal spirit that exists among all peoples of the world and to recognise the diverse cultural backgrounds and life experiences that are represented in our school community.

We felt excited about the future, as tasks were fulfilled – toilet renovations, an upgraded emergency siren, new shade sail over the Wetlands deck, carpark upgrade, technology improvement – and long term aspirations began to be realised. The first stages were put in place for the McIntyres Rd upgrade, long term wastewater treatment, and new classrooms. It seems possible to materially work towards these projects now, as the school goes from strength to strength.

Each year we have some staff turnover. Laura Moore, music teacher, and Tony Whelan were both farewelled during 2022. Laura had been on maternity leave and decided to stay there.





Tony had been a Class teacher at FWCSS since 2014, teaching classes 5 and 6, and then a Class teacher cycle from 2017 to June of 2022. Thank you to both of these teachers, and best wishes for future endeavours.

With change comes opportunity. We warmly welcomed Shannon Latter, who delighted Class 6 for the remaining 6 months of their primary schooling. Other welcome additions were Amy Murphy, as Class 5 teacher and Isabella Guirina as Class 2 teacher. Elle Hopton joined as temporary Craft teacher; Cassandra Thieme, Adele Calvert, Ollie Fabinyi, Marg Licciardello and Odette Downey-Boogaard joined Student Support. Sarah Hindson joined us as violin tutor for part of 2022. We are grateful to Sara Sentfleben, who completed the year. Lucy O'Grady joined staff as singing tutor. We were fortunate to have educators who excelled in both their roles and their commitment to the continued growth of FWCSS.

Support was provided for two Student Practicums: Chloe Reynolds, Victoria University and Emily Clark, from Melbourne Rudolf Steiner Seminar.

After being endorsed at the 2022 Steiner Education Australia (SEA) Annual General Meeting, I continue to serve on the SEA Board of Directors. This role connects FWCSS to the national development of Steiner Education in Australia, strengthening the SEA goal of making Steiner Education accessible to all who seek it.

Our school continues to be built by its community, and none more important than those who voluntarily serve on our School Council. On behalf of all the staff, I sincerely thank the Council for its service, and the personal and professional support they have given the school throughout 2022. Without this, we would not have a school.

Best wishes

Gabby
Head of School





FRESHWATER CREEK STEINER SCHOOL

OUR VALUES

Warmth • Integrity • Balance • Inclusivity • Vitality

OUR MISSION

To provide children with a living, artistic and natural Steiner education in a loving, learning community.

OUR VISION

The children's healthy and holistic learning and development is at the centre of all we do.

- ❖ We work together, to develop clarity of thinking, depth of feeling, and strength of will in each child, creating a balance between head, heart and hands.
- ❖ We teach and learn through the creative arts, connecting the children to the beauty of the world.

- ❖ In the classrooms, playgrounds, farm and bushland the children are loved, and held in warmth and security.
- ❖ FWCSS students retain a sense of wonder, love learning, and grow as creative, cooperative and capable individuals, who confidently step forward to greet the next stage of their education.
- ❖ We are a community of seekers, brought together by our search for an education that will support our children’s healthy and holistic growth and development.
- ❖ The cultural and social life surrounding the children is enriched by the unique world view and experience of each individual and family.
- ❖ FWCSS is a learning community where adults are continually deepening their understanding of humanity through inner work, study of anthroposophy and individual initiative. Our united community is the sum of the individual strengths of each member.
- ❖ FWCSS Community works together to guard and nurture the school for future generations.
- ❖ School Council governs with integrity.
- ❖ School Management balances the sustainable resourcing of the growing school with meeting the needs of the children who are coming.
- ❖ The Administration supports and facilitates the work of the teachers, families and the governing body.
- ❖ The Teachers collaborate to bring the living art of education to the children.
- ❖ The Parents and Friends warm the heart of the school, with their generosity, their vitality and their creative gifts.

FWCSS is a sanctuary for our local flora and fauna. The children are immersed in this natural world.

- ❖ By living and working with the natural environment, and the seasons, FWCSS students develop a sense of respect, responsibility, resilience, courage and an understanding of the constancy that lies beneath change. Through sustainable practices, use of natural materials, practising “old skills”, and bonding to “special places” they connect profoundly to the natural world that sustains them.
- ❖ Our 24-acre site is a beautiful, natural and sacred space for our children from Playgroup to Year 12.
- ❖ We acknowledge and respect the Wadawurrung people; the traditional owners of the school site, and we seek reconciliation and friendship for our children and our community.

HISTORY AT FRESHWATER CREEK

The impulse which led to FWCSS was first expressed when Steiner-inspired playgroups began in Geelong in the 1990s, followed by the opening of the “Friend-in-hand Kindergarten” in 1996. The school commenced operations in Humble St, East Geelong in Term 1, 2000 with 20 students.

The premises in Humble St were not secure. A school family, the Colemans, offered to nominally lease 2.8 hectares of farmland in Freshwater Creek, to the school, for the eventual establishment of a permanent

home. A planning application, which included a Master Plan and justification for having a Steiner school at Freshwater Creek, was submitted to the Surf Coast Shire in December 2002. The application was initially rejected on zoning grounds, but following a successful appeal, a permit was granted in May 2003, allowing the school to relocate to the farm. Through donations and loans from school families the adjoining property at 735 Anglesea Rd, was purchased with the objective to eventually amalgamate the two land parcels and gain a title for the school's own property.

In 2003 families and teachers prepared the farmland. The school opened on its new site, for Term 1 in 2004. Initial buildings consisted of the house that was already on the adjoining site, 5 portable classrooms, and a toilet block, elegantly titled 'Dan's Dunny', after a school Dad. The first purpose-built building was erected in 2005 with the help of funding from the Commonwealth Government Block Grant Authority (BGA). The building consisted of a general-purpose room, first dubbed "the Big Room", and now called Wirran; an office, Barnong; and new toilets for staff and students. Two of the portable classrooms were linked to create the Early Childhood Area, made up of one Kindergarten and a Prep room. Playgroups continued to be held in the house at 735 Anglesea Rd.

The period between 2006-2009 saw various improvements to the buildings, playgrounds and natural environment of the school including the creation of Kandlelop nong (the Wetlands). Funding from a second BGA grant paid for the construction of an outdoor kitchen facility, which was later walled in to become the Honey House.

In 2010 the school received Building Education Revolution (BER) funding for the completion of the "Wetlands Building" adding two classrooms, Go Yin and WurrWirrt, a kitchen, storeroom, foyers and a deck.

Continued growth put pressure on spaces. In 2015 FWCSS self-funded the expansion and renovation of the Class one, two and three portables (Kanjul, Mon Garrk, Yandal) to cater for increased class sizes. A spacious Prep classroom was constructed which allowed for the expansion of the kinder program to two dedicated rooms, and additional playgroups. The Wetland foyers were converted to offices for Reception and Head of School; shipping containers and portables were brought on site for additional office space, curriculum, maintenance and community storage, and a small library.

In 2016/17 a school-funded multipurpose space, the Rose Room, was built. This room was dedicated to the Coleman family at the 2016 Annual General Meeting and named after Mary Rose Coleman, the school farmer and elder, and her mother Rosemary Coleman (d. 2015), who had played a vital role in the school's development since its inception.

In 2018, after lengthy negotiations, it was confirmed that amalgamation with the block at 735 Anglesea Rd was not feasible. The school opened negotiations for an alternative plan - to sell the adjoining block,

purchase 7.2 hectares of land from neighbouring Smith and Coleman families and amalgamate the new land with the original 2.8 hectares that had been donated by the Coleman family. The block at 735 Anglesea Rd was sold, with settlement occurring in early 2019. Throughout 2019 the school continued to work closely with our neighbours, and the Surf Coast Shire, to meet the requirements of the subdivision. In late 2019 the Surf Coast Shire issued a new s173 agreement, signifying the completion of the subdivision.

On 27th November 2020, the first 4.4 hectares to the north of the current school site, was settled with Andy and Claire Smith. On the same day the FWCSS Strategic Plan for 2021-2023 and the Master Plan for the new land was launched! This day represented a major turning point for the school; one that cemented our commitment to providing Steiner Education in this beautiful location and community.

The second parcel of land, 2.8 hectares purchased from Mary Rose Coleman, was settled in February 2021. FWCSS received notice of the official title of the 10 hectare school site on March 4th, 2021.

During 2020 and 2021 the school contended with the challenges of the COVID 19 pandemic. Focus remained firmly on supporting the children's learning as we moved in and out of lockdowns, and on community wellbeing. Though this slowed the apparent growth of the school, the community spirit and dedication to the vision for the school deepened.

In 2022, the school partnered with Sustainability Geelong in the installation of a 20kW solar system. The school is now running on solar generated electricity during the school days and feeding power into the grid on weekends, public holidays and school holidays.

Planning for the fulfilment of the section 173 agreement with the Shire began in 2022 with experts called upon to assist in planning for a new waste water dispersal system and the sealing of McIntyres road. The completion of both of these projects are condition of any future planning and building on the school site.





SCHOOL STRUCTURE

Freshwater Creek Steiner School was registered as a non-profit Incorporated Association on 1 November, 1999. All parents at the school, from Playgroup to Class 6, are members of the FWCSS Association.

FWCSS is governed by the School Council (Council). Council members are nominated and elected by members of the Association. During 2022 the School Council consisted of office bearers: Chairperson, Vice-Chairperson, Treasurer and Secretary, and ordinary members.

The first and primary duty of the Council is to ensure that the school's fundamental principles embodied in its Key Values, Mission and Vision, are carried out and implemented. The Rules of the Association clearly states that the Council has the ultimate responsibility for all matters relating to the running of the school. In 2020 the School Council updated the FWCSS Council charter which outlines the role and responsibilities of Council. This document provides clear direction for the benefit of members of the association, and nominees for Council.

The Head of School is an ex officio member of the Council and reports to Council.

The Head of School is delegated the task of overall management of the school and employs staff to fill educational and operational roles on behalf of the School Council, who is the legal employer.

The Business Manager is delegated the task of financial and business management for the school and oversees the administration and operations staff. The Business Manager reports to the Head of School and is a member of the Council's Audit and Finance Committee.

All staff are accountable firstly to the Head of School and then to Council. The Head of School appoints a Learning Coordinator to lead the Primary School Faculty in educational matters, and a Kindergarten Nominated Supervisor to lead the Early Childhood faculty.

The role of College (of Teachers) in Steiner Schools is defined by the individual school.

At FWCSS the College is an advisory body made up of members of staff who are committed to holding and deepening the understanding of Anthroposophy and Steiner education in the context of 21st century Australia. The College is a highly respected organ of the school. The Head of School is a member of College. Council members attend College meetings and College representatives attend Council meetings so that the flow of information and understanding of each area is maintained. One of the core principles of Steiner Education is that Steiner schools exist by virtue of the collaboration between parents, teachers and other staff.

Additional to being members of the Association and electing the Council, parents and friends of the school and early childhood area are members of the FWCSS community. Community activities surround the children and warm the “heart” of the school. Community activities vary from year to year and include Craft Circle, Community Choir, Chai Cafes, Spring Fair and voluntary help with classroom activities. Inclusivity and vitality are FWCSS values that are embodied within the school community.



IN THE CLASSROOM

EARLY CHILDHOOD

In 2018 the Freshwater Creek Steiner Early Childhood Centre became the first in Victoria to be accepted as a member of the Australian Association of Rudolf Steiner Early Childhood Educators (AARSECE), giving international recognition as a quality Steiner Early Childhood Centre.

Playgroups provide an opportunity for parents to learn more about Steiner education and enjoy the peace and friendship of other parents.

Our Jerringup and Gnarri Kindergarten rooms provide rhythmic daily programs in nurturing environments filled with beautiful, natural play materials. The outdoor spaces allow for the development of gross and fine motor skills, and imaginative play.

Prep is recognised as the first year of primary school, in accordance with the Department of Education guidelines. However, in Steiner schools Prep is held in the Early Childhood area, aligning with the 5-6-year-old child's developmental stage. Literacy and numeracy are developed through play, stories and the arts.



PRIMARY SCHOOL

Freshwater Creek Steiner School follows the Australian Steiner Curriculum Framework (ASCF), which was developed by Steiner Education Australia, and is recognised by the Australian Curriculum and Reporting Authority (ACARA) as an alternative to the National Curriculum.

The ASCF is fully mapped to the National Curriculum and recognises the integrity of Rudolf Steiner's indications regarding child development, and recommendations regarding pedagogy.

We nurture each child's gifts, growing imagination, skill, confidence, respect, and empathy.

From Class 1 the children learn literacy and numeracy in their Main lesson, through stories, painting, modelling, bookwork, language arts and more.

Specialist subjects include Music, Japanese, Craft and library. In Class 3 children do farming and building and start to learn their stringed instrument. Singing, recorder, woodwork, clay work, excursions, camps, cooking, gardening, sport activities and community events all form part of the student's school and community experience.





MUSIC

Singing is integrated into the daily routine for every child from playgroup to Class 6. The love of music, singing and playing instruments, unites our school community.

From Class 1 children learn recorder and later learn either violin or cello, play in ensemble and sing in the Choir. Music generates a wealth of growth in the children; it is truly holistic, being a physical, social, intellectual, creative, and spiritual activity.

FARMING AND GARDENING

Our school is on a large rural site. Students and their families work in the kitchen and Class gardens, the restored wetlands, on the farm and in the surrounding local area. Class 5 study botany, Class 6 horticulture and all enjoy the fruits of the orchard in the centre of the school grounds.

Class 3 work each week with our farmer Mary Rose on her Biodynamic farm next door, and in the school grounds. Through propagation and planting of native vegetation, fruit and vegetables, mulching, weeding, feeding and caring for the animals, the children learn to revere the Earth that sustains us and the importance of biodiversity and sustainable land practices.



FESTIVALS

Each season brings awareness of the cyclical nature of life. We celebrate the seasons – Spring, Autumn and Summer – with festivals held during the school day. The Winter Festival is a whole-community event at Winter solstice, when the longest night of the year takes us to the turning of the season, and the days begin to lengthen again. Other festivals are celebrated during the school year, such as the primary school Festival of the Spirit and Word.



SUSTAINABILITY

In 2022 the school community continued to build on the solid work of previous years to reduce resource consumption, such as water, energy and waste to landfill, while focusing on increasing and improving biodiversity on and around the school grounds. This biodiversity focus brought deeper understanding and reverence of the beauty, complexity and significance of our natural world and our part within it. We continue to work towards progress in planning and planting of The Cultural and Nature Trail.

Work towards becoming a 5-star ResourceSmart School continues with the awarding of our Second Star and Biodiversity module. Sustainability Victoria were impressed with the biodiversity efforts of the school. We can view and measure our school as a biodiverse space and as habitat. We complete a habitat survey of our school grounds each year; monitoring the size, types and quality of plants and trees, soil, weeds, mulch, and other improvements. This provides an overall indication of the quality of habitat our school provides for native fauna, flora and fungi species in the context of our area. Our overall Biodiversity/Habitat Quality score has increased dramatically over this past year which is testament to the 2022 revegetation efforts.

We have been awarded several grants to further support our biodiversity efforts. The successful award of the Queen's Jubilee grant was a highlight in this.


Calendar Year 2022

Introduction

ResourceSmart Schools is a Victorian Government program that helps our school embed sustainability into our curriculum, our campus operations and in our community. Our school is taking action to minimise waste, save energy and water, promote biodiversity and reduce our greenhouse gas emissions.

Since starting our school's ResourceSmart Journey in May 2017 our school has achieved the following:

Modules



Stars

1 star - Awakening	100%
2 star - Discovering	100%
3 star - Transforming	20%
4 star - Sustaining	0%
5 star - Leadership	0%

2022 Key Achievements in sustainability:

- ❖ Curriculum innovation and enhancement through enriched and expanded curriculum offerings in biodiversity. Including connections with local biodiversity experts.
- ❖ Staff involvement through Professional Development sessions and regular sharing at faculty meetings.
- ❖ Community continues to be engaged with biodiversity through regular newsletter articles and community sessions such as Biodynamic Composting.
- ❖ Completion of RSS Biodiversity Module and 2 Star status.



- ❖ Increase in Quality Habitat Biodiversity score with significant plantings, from 66 to 86 within the year.
- ❖ Billing data regularly uploaded to RSS online, used to inform improvements and calculate usage savings.
- ❖ Despite the cost of resource usage going up the school continues to have saved a total of \$13, 273.33 across all resources.
- ❖ Reductions in resource consumption across electricity, landfill, paper and water.
- ❖ Reduction of CO₂ emissions – 10 tonnes of CO₂. That’s equivalent to removing 7 petrol powered cars off the road every year.
- ❖ Working alongside Waste Free Jess to support a waste free Spring Fair, less than 8kgs of waste was collected from the day.
- ❖ Installation of a 20kW solar system. The school now runs on solar generated electricity during the school days and feeding power into the grid on weekends, public holidays and school holidays.

Usage report

Resources	Benchmark (per student)	Usage				Currently meeting or below benchmark
		Baselined on	Baseline year per student	Current Year 2022 total	Current Year 2022 per student	
Biodiversity*	>75	2017	72	86	-	-
Electricity	250 kWh	Dec - 2021	210.6 kWh	711 kWh	4.44 kWh	Y
Generation	N/A	-	N/A	N/A	N/A	-
Landfill	0.3 m3	Dec - 2021	0.24 m3	4 m3	0.02 m3	Y
LPG	N/A	Dec - 2021	14.64 L	N/A	N/A	-
Natural gas	N/A	-	N/A	N/A	N/A	-
Paper	N/A	Dec - 2021	1.68 ream	30 ream	0.19 ream	-
Recycling	N/A	Dec - 2021	0.12 m3	9 m3	0.05 m3	-
Water	4 kL	Dec - 2021	12.96 kL	207 kL	1.29 kL	Y

*Biodiversity Habitat Quality Assessment Score (HQAS) is an aspirational goal.

The usage report reflects usage based on the number of students (160) for the selected year.

Note: Baseline figures fluctuate depending on the number of students for the selected year.

Cost savings

Resources	Cost (Annual Total)		Cost (per student)		Savings Comparison	
	Baseline year	Selected Year	Baseline year	Selected Year	\$ Total	\$ Per Student
Electricity	\$9,248	\$196	\$58	\$2	increased savings by \$9,052 ▲	increased savings by \$56 ▲
Generation	-	-	-	-	-	-
Landfill	\$2,158	\$223	\$14	\$2	increased savings by \$1,935 ▲	increased savings by \$12 ▲
LPG	\$0	\$0	\$0	\$0	-	-
Natural gas	-	\$0	-	\$0	-	-
Paper	\$1,834	\$205	\$12	\$2	increased savings by \$1,629 ▲	increased savings by \$10 ▲
Recycling	\$913	\$405	\$6	\$3	increased savings by \$508 ▲	increased savings by \$3 ▲
Water	\$4,910	\$489	\$31	\$4	increased savings by \$4,421 ▲	increased savings by \$27 ▲

Compared to our baseline year, our school has saved a total of \$13,273.33 across all resources.

Note: The baseline year costs and savings are calculated based on the selected year's student numbers.

In 2023, the focus will move to minimising consumption of natural resources and production of waste, better known as waste management. A waste audit to determine our waste practices will be undertaken. This will inform our efforts to further reduce the amount of waste we are sending to landfill. It is expected that the Waste module and 3rd star will be submitted for certification with Sustainability Victoria during the year. Biodiversity growth will continue with the second stage for The Cultural and Nature Trail well underway.



PARENTS AND FRIENDS

Parents and Friends comprises many initiative groups whose projects are co-ordinated by the administration staff. The following are some of the ways that parents are involved in our school community:

CHAI CAFÉ

Our chai cafés are beautiful community building and nurturing events held once per term, hosted by two class communities for the school community. Chai cafés centre around the sharing of community made chai and food to fundraise towards future PnF and/or school endeavors.

SPRING FAIR

The biggest community activity co-ordinated by the Parents and Friends of Freshwater Creek Steiner School is the annual Spring Fair and Open Day. In 2022 we held the final FWCSS Spring Fair. The event was a joyful school community day that focused on rebuilding our connections, after a 2 year period without Fairs. Plans began immediately after Spring Fair 2022 to switch to an Autumn Fair from 2023. March/April typically has more favourable weather for this event and 2022 seemed the perfect opportunity to call the change.

COMMUNITY CHOIR

The FWCSS Community Choir has been a continuous feature of the school since its inception and is open to anyone who loves to sing! The group learn a repertoire of international, soul rich and joyful songs together. Many are connected to the music the children are learning in class so the different groups can sing together at assemblies and festivals.

CRAFT CIRCLE

Craft Circle is led by a wonderful parent group. As well as teaching craft skills for making things at home and helping children with their handcraft program, they also make things for the school. All parents are welcome to join this social group – it is both rewarding and practical. No crafting experience is needed, you can even just come along for a cuppa and share parenting stories! Young children are welcome as there is much for them to do while their parents' hands are busy elsewhere.

SCHOOL COUNCIL

COUNCIL MEMBERSHIP AND ROLES AS AT DEC 2022

Role	Councillor	Date Joined
Chairperson	Tom Cannavan	AGM 2019
Deputy Chairperson	Casey Tutungi	AGM 2020
Treasurer	Mark Kilinski	AGM 2019
Secretary	Erin Betz	Nov 2021
Ordinary Members	Joel Orenstein	AGM 2016
	Julia Gutbrod	Mar 2022
	Richard Bolus	AGM 2022
	Peter Miller	AGM 2022



ATTENDANCE AT 2022 COUNCIL MEETINGS

Councillor	Meeting Number								
	1	2	3	AGM	4	5	6	7	8
Tom Cannavan	Y	Y	Y	Y	Y	N	Y	Y	Y
Casey Tutungi	Y	Y	Y	Y	Y	Y	Y	Y	Y
Mark Kilinski	Y	Y	N	Y	Y	Y	N	Y	N
Erin Betz	Y	Y	Y	Y	Y	Y	Y	Y	Y
Joel Orenstein	Y	N	Y	Y	N	Y	Y	Y	Y
Julia Gutbrod	Joined	Y	Y	Y	Y	Y	Y	Y	N
Richard Bolus	–	–	–	Joined	Y	Y	Y	N	Y
Peter Miller	–	–	–	Joined	Y	Y	N	Y	Y

Legend: Y: attended, N: apology, L: approved Leave of absence

EDUCATIONAL AND FINANCIAL REPORTING

Information in this section of the Annual Report is provided in compliance with the Federal Government's accountability regulations.

WORKFORCE COMPOSITION

Freshwater Creek Steiner School employed 29 teaching staff in 2022; comprising of 8 full-time class teachers, 2 part-time class teachers, 6 part time specialist teachers and a further 13 part-time specialist tutors or assistants. An additional 5 staff were employed in the areas of administration and leadership. No indigenous staff members were employed in 2022.

EDUCATION STAFF		
Full-time	Male	Female
Kindergarten	1	
Prep		1
Class 1		1
Class 2		1
Class 4		1
Class 5		1
Class 6	1	1
Total Full-time	2	6

Part-time		
Kindergarten teacher		1
Class 3 teacher	1	
Classroom Assistants		6
Violin		1
Cello		1
Choir		1
Craft teachers		2
Student Support Teachers	1	2
Student Support Assistant		1
LOTE (Japanese) teacher	1	
Library		1
Gardening / Playgroup		1
Farming		1
Total Part Time	3	18

NON-TEACHING STAFF		
Full-time		
Administration		1
Total Full-time	0	1
Part-time		
Administration		4
Total Part-time	0	4

TEACHER QUALIFICATIONS AND PROFESSIONAL DEVELOPMENT

All of the full and part-time teachers employed by FWCSS are VIT registered and our part-time specialists all have qualifications and extensive experience in their areas of expertise (violin, cello, choir, library, gardening and farming).

Staff are allocated a budget of \$2,000 each for professional development (pro rata for part time employees) and are encouraged to develop their own professional development program to best meet their needs. Some of the workshops attended in 2022 were:

- ❖ Steiner Education Australia, Teacher Intensives (various teachers)
- ❖ Steiner Education Australia, Developmental Approaches to Assessment Course (various staff)

- ❖ Melbourne Rudolf Steiner Seminar, Primary Rudolf Steiner Education (various staff)
- ❖ Independent Schools Vic, Building a thriving school culture (Gabby Brennan)
- ❖ Somerset Education, Breakfast Summit Series (Emily Galang)
- ❖ Independent Schools Vic, New Business Managers Program (Emily Galang)
- ❖ Parcor, Fire Warden Training (various admin staff)
- ❖ Janina Papas, Remedial work for the 12 senses (various staff)
- ❖ Trauma Informed Positive Education, Berry Street Model (all staff)
- ❖ All teaching staff and many specialists and administration staff completed or updated their HLTAID003 – Provide First Aid training.
- ❖ All staff commenced Berry Street Education Model “Trauma Informed Positive Education” , which will continue in 2023.

Total spending on training and professional development for 2022 was \$31,940.

NAPLAN RESULTS

Due to small class 3 and 5 classes in 2022 there is no comparable data available for the school NAPLAN results.

- ❖ NAPLAN participation for Freshwater Creek Steiner School is 63%
- ❖ NAPLAN participation for all Australian students is 95%

STUDENT ATTENDANCE

	Attendance Rate Semester 1*
Attendance rate	85%
Attendance level (% of students attending 90% or more of the time)	35%

*Mandatory reporting period

	Attendance Rate Term 3*
Attendance rate	86%
Attendance level (% of students attending 90% or more of the time)	58%

*Mandatory reporting period

PROCEDURE FOR ABSENTEEISM

If a child will not be attending school, the parent must notify the school before 9.00am on the day, giving reasons for the absence. If the school has received no notification after morning roll call has been registered, the Head of School or the Administration staff will contact the child’s parent/guardian for an explanation of absence.

The Head of School, Administration staff, or other staff members continue to attempt to make contact with the child's parent/guardian up until 1pm on the day of absence. In cases where the parent/guardian cannot be contacted via home phone, mobile or sms, further action will be taken by contacting the child's emergency contacts to ascertain the child's safety.

Should the absence without notification or explanation continue for more than one day, the Head of School or Administration staff will repeat the steps above. Further follow up may be taken and may include, but is not limited to, the Head of School and another staff member attending the child's home or writing to the parent/guardian/carer at the child's home address.

Where the Head of School or another staff member is concerned about the safety of the child and holds a reasonable belief that a child is at risk of physical abuse, a notification will be made to DHS Child Protection (1800 075 599), as soon as such a belief is held. Where the Head of School or another staff member is concerned about the general safety or wellbeing of the child, a referral will be made to ChildFirst (1300 551 948) or the local police station, as appropriate. In either of these instances, further action will be in line with advice received from the nominated authorities and/or contact with the local police station.

Where a child returns to school after a period of absence without an explanation having been provided by the child's parent/guardian/carer, the Head of School or Administration staff will request an explanation. The explanation will be noted on the child's electronic file. A refusal to provide an explanation will also be noted.

POST-SCHOOL DESTINATIONS

Our Class 6 graduates of 2022 secondary school destinations were: Kardinia International College, Christian College Geelong, Grovedale College, Western Heights College, Lorne P-12 College, Surf Coast Secondary School and home school.

SCHOOL SATISFACTION

In June 2022 Freshwater Creek Steiner School conducted parent and staff-wide School Results surveys, provided by MYP Corporation. All parents of currently enrolled students and all staff members (full and part-time) were encouraged to provide feedback on their experience and school satisfaction, via an online survey. A summary of key responses from the two surveys can be found in Appendix 2 – Parent Summary Report and Appendix 3 – Staff Summary Report. For a more detailed summary of the responses, please contact the school's Administration Office.

FURTHER INFORMATION

This Annual Report is available for download from the school website: www.fwcass.vic.edu.au.

Further information, including printed copies of the report can be requested from the FWCSS School Office.

TREASURER'S REPORT



It is my pleasure to report to the members on the state of the FWCSS Finances. I table at the Annual General Meeting in May 2023 the audited financial accounts for 2022.

The independent audit was completed by Davidsons Accountants and Business Consultants, and all necessary documentation was supplied. Freshwater Creek Steiner School Association Inc is a not-for-profit Association incorporated in Victoria under the Associations Incorporation Reform Act 2012 ('the act'). The financial reports have been prepared to meet the reporting requirements of the Act and in accordance with the Australian Accounting Standards and Accounting Interpretations.

In 2022, our school returned to somewhat normal operations post COVID-19. Financially, the school's total revenue increased from \$2.89M in 2021 to \$2.98M in 2022 inclusive of a 2021 impairment of \$86k in relation to the over payment of 2021 Commonwealth funding.

Our total expenses also increased from \$2.7M to \$2.9M in 2022, due mainly to employee costs and building and grounds maintenance for the year. The result was a profit for the year of \$84k, compared to a profit in 2021 of \$173k.

The school is in a healthy financial position with total equity of \$2.5M, as well as enough cash reserves to pay staff and debts during the funding lulls over the year.

Appreciation

I thank Emily Galang for all her efforts during the year, Emily continues to offer a positive and supportive contribution to our school, our community and school council.

Mark Kilinski

FWCSS Treasurer

AUDITED FINANCIAL REPORT FOR THE YEAR ENDED 31 DEC 2022

Freshwater Creek Steiner School Association Inc

ABN: 32 925 426 918

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 31 December 2022

	2022	2021
	\$	\$
Revenue from ordinary activities		
Grants	2,017,583	2,036,294
Repayment of 2021 Commonwealth funding	(86,333)	-
Tuition fees	990,883	829,011
Parents & friends income	16,324	3,187
Site maintenance levy	41,591	12,864
Other income	3,702	6,944
Finance income	-	1
Profit on sale of disposal	500	-
Total revenue from ordinary activities	2,984,250	2,888,301
Expenses from ordinary activities		
Administration	(183,576)	(197,920)
Doubtful debts	1,195	(5,089)
Borrowing costs	(2,603)	(210)
Depreciation	(72,752)	(70,771)
Buildings and grounds	(212,374)	(186,588)
Utilities	(9,764)	(10,599)
Classroom expenditure	(101,705)	(91,162)
Employee benefits expense	(2,287,738)	(2,122,108)
Other expenses	(3,020)	(1,464)
Misc whole school expenses	(15,377)	(19,357)
Centralised resources	(5,960)	(7,692)
Fundraising expenses	(6,555)	(2,803)
Total expenses from ordinary activities	(2,900,229)	(2,715,763)
Net result for the year	84,021	172,538
Other comprehensive income for the year	-	-
Total comprehensive income for the year	84,021	172,538

The accompanying notes form part of these financial statements.

Freshwater Creek Steiner School Association Inc

ABN: 32 925 426 918

Statement of Financial Position

As At 31 December 2022

	Note	2022 \$	2021 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	601,662	573,118
Trade and other receivables	4	43,271	36,723
Prepayments		82,076	51,203
TOTAL CURRENT ASSETS		727,009	661,044
NON-CURRENT ASSETS			
Property, plant and equipment	5	2,536,580	2,406,635
TOTAL NON-CURRENT ASSETS		2,536,580	2,406,635
TOTAL ASSETS		3,263,589	3,067,679
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6	361,844	366,692
Employee benefits	7	291,401	235,293
Other provisions	8	86,333	-
TOTAL CURRENT LIABILITIES		739,578	601,985
NON-CURRENT LIABILITIES			
Employee benefits	7	17,765	43,469
TOTAL NON-CURRENT LIABILITIES		17,765	43,469
TOTAL LIABILITIES		757,343	645,454
NET ASSETS		2,506,246	2,422,225
EQUITY			
Retained profits	9	2,506,246	2,422,225
TOTAL EQUITY		2,506,246	2,422,225

The accompanying notes form part of these financial statements.

Freshwater Creek Steiner School Association Inc

ABN: 32 925 426 918

Statement of Changes in Equity

For the Year Ended 31 December 2022

	Retained Earnings	Total
	\$	\$
2022		
Balance at 1 January 2022	2,422,225	2,422,225
Profit for the year	84,021	84,021
Balance at 31 December 2022	2,506,246	2,506,246
2021		
Balance at 1 January 2021	2,249,687	2,249,687
Profit for the year	172,538	172,538
Balance at 31 December 2021	2,422,225	2,422,225

Freshwater Creek Steiner School Association Inc

ABN: 32 925 426 918

Statement of Cash Flows

For the Year Ended 31 December 2022

Note	2022	2021
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from operations	3,370,439	3,510,243
Payments to suppliers and employees	(3,139,199)	(2,941,574)
Net cash provided by/(used in) operating activities	10 231,240	568,669
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of property, plant and equipment	(202,696)	(406,194)
Net cash provided by/(used in) investing activities	(202,696)	(406,194)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Net increase/(decrease) in cash and cash equivalents held	28,544	162,475
Cash and cash equivalents at beginning of year	573,118	410,643
Cash and cash equivalents at end of financial year	3 601,662	573,118

The accompanying notes form part of these financial statements.

Freshwater Creek Steiner School Association Inc

ABN: 32 925 426 918

Notes to the Financial Statements

For the Year Ended 31 December 2022

The financial statements cover Freshwater Creek Steiner School Association Inc as an individual entity. Freshwater Creek Steiner School Association Inc is a not-for-profit Association incorporated in Victoria under the *Associations Incorporation Reform Act 2012* (the Act).

The principal activities of the Association for the year ended 31 December 2022 was the provision of education to primary and early childhood aged children based on the child development principles of Rudolf Steiner.

The functional and presentation currency of Freshwater Creek Steiner School Association Inc is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

In the opinion of the Committee of Management, the Association is not a reporting entity since there are unlikely to exist users of the financial statements who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the Act.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 107 *Statement of Cash Flows*, AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* and AASB 1054 *Australian Additional Disclosures*.

2 Summary of Significant Accounting Policies

(a) Revenue and other income

Grant revenue

Grant revenue is recognised in the statement of profit or loss and other comprehensive income when the Association obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

When grant revenue is received whereby the Association incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

School fees

Revenue from school fees is recognised upon delivery of the education service to the students.

Other income

Other income is recognised on an accruals basis when the Association is entitled to it.

(b) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Freshwater Creek Steiner School Association Inc

ABN: 32 925 426 918

Notes to the Financial Statements For the Year Ended 31 December 2022

2 Summary of Significant Accounting Policies

(b) Goods and services tax (GST)

Receivables and payable are stated inclusive of GST.

(c) Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment.

Freehold land is shown at fair value based on periodic valuations by external independent valuers. Freehold land was last revalued as at 31 December 2019 based on a sworn valuation.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to the Association, commencing when the asset is ready for use.

The following table indicates the rates upon which depreciation charges are based:

Class of Fixed Asset	Depreciation Rates
Buildings	2.5%
Software	20%
Plant and equipment	20% - 33.3%

(d) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, at banks and on deposit.

(e) Employee benefits

Provision is made for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy any vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows at their nominal amount.

Contributions are made by the company to employee superannuation funds and are charged as expenses when incurred.

Freshwater Creek Steiner School Association Inc

ABN: 32 925 426 918

Notes to the Financial Statements

For the Year Ended 31 December 2022

3 Cash and cash equivalents		
	2022	2021
	\$	\$
Cash on hand	(686)	145
Bank balances	602,348	572,973
Total cash and cash equivalents	601,662	573,118
4 Trade and other receivables		
Trade receivables	58,776	53,423
Provision for impairment	(15,505)	(16,700)
Total current trade and other receivables	43,271	36,723
5 Property, plant and equipment		
Freehold land		
At cost	527,418	527,418
Total Land	527,418	527,418
Buildings		
At cost	2,744,892	2,588,581
Accumulated depreciation	(770,657)	(708,287)
Total buildings	1,974,235	1,880,294
Office equipment		
At cost	70,815	61,687
Accumulated depreciation	(52,968)	(47,329)
Total office equipment	17,847	14,358
Computer software		
At cost	4,481	4,481
Accumulated depreciation	(4,481)	(4,481)
Total computer software	-	-
Classroom equipment		
At cost	121,472	104,234
Accumulated depreciation	(104,392)	(101,649)
Total classroom equipment	17,080	2,585
Total property, plant and equipment	2,536,580	2,406,636

Freshwater Creek Steiner School Association Inc

ABN: 32 925 426 919

Notes to the Financial Statements For the Year Ended 31 December 2022

5 Property, plant and equipment

Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year

	Land	Buildings	Office Equipment	Computer Software	Classroom Equipment	Total
	\$	\$	\$	\$	\$	\$
Year ended 31 December 2022						
Balance at start of the year	527,418	1,862,274	14,358	-	2,585	2,406,635
Additions	-	176,330	9,128	-	17,238	202,696
Depreciation	-	(64,369)	(5,639)	-	(2,743)	(72,751)
Balance at the end of the year	527,418	1,974,235	17,847	-	17,080	2,536,580
Year ended 31 December 2021						
Balance at start of the year	237,554	1,820,211	9,183	189	4,077	2,071,214
Additions	289,864	105,114	10,389	-	827	406,194
Depreciation	-	(83,051)	(5,214)	(189)	(2,319)	(70,773)
Balance at the end of the year	527,418	1,862,274	14,358	-	2,585	2,406,635

6 Trade and other payables

	2022	2021
	\$	\$
Trade payables	17,446	32,248
GST payable	72,603	96,068
Pre-paid school fees	226,215	198,301
Other payables	45,580	40,077
Total trade and other payables	361,844	366,692

7 Employee benefits

CURRENT		
Provision for long service leave	224,914	190,334
Provision for annual leave	66,487	44,959
Total current employee benefits	291,401	235,293
NON-CURRENT		
Provision for long service leave	17,765	43,489
Total non-current employee benefits	17,765	43,489

Freshwater Creek Steiner School Association Inc

ABN: 32 925 426 918

Notes to the Financial Statements

For the Year Ended 31 December 2022

8 Other Provisions

	2022	2021
	\$	\$
CURRENT		
Overpayment of Commonwealth Funding	86,333	-

Freshwater Creek Steiner School have received notification during the year of an overpayment of funding in 2021 from the Australian Government Department of Education. The Department have requested that this is to be repaid by offsetting the amounts in 2 equal instalments over the next 2 recurrent payments - being July 2023, and October 2023.

9 Retained earnings

Retained earnings (accumulated losses) at the beginning of the financial year	2,422,225	2,249,687
Net profit/(loss) for year	84,021	172,538
Retained earnings at end of the financial year	2,506,246	2,422,225

10 Cash flow information

(a) Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:

Cash and cash equivalents	601,662	573,118
---------------------------	---------	---------

(b) Reconciliation of result for the year to cashflows from operating activities

Reconciliation of net income to net cash provided by operating activities:

Net profit/(loss) for year	84,021	172,538
Non-cash flows in profit:		
- depreciation	72,751	70,773
- overpayment of Commonwealth funding	86,333	-
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	(37,421)	288,346
- increase/(decrease) in trade and other payables	(4,848)	41,265
- increase/(decrease) in employee benefits	30,404	(4,253)
Cashflows from operations	231,240	568,669

Freshwater Creek Steiner School Association Inc

ABN: 32 925 426 918

Statement by Members of the Committee

The committee has determined that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 2 to the financial statements.

In the opinion of the committee the financial report as set out on pages 1 to 9:

1. Presents fairly the financial position of Freshwater Creek Steiner School Association Inc as at 31 December 2022 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Freshwater Creek Steiner School Association Inc will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:

Treasurer 

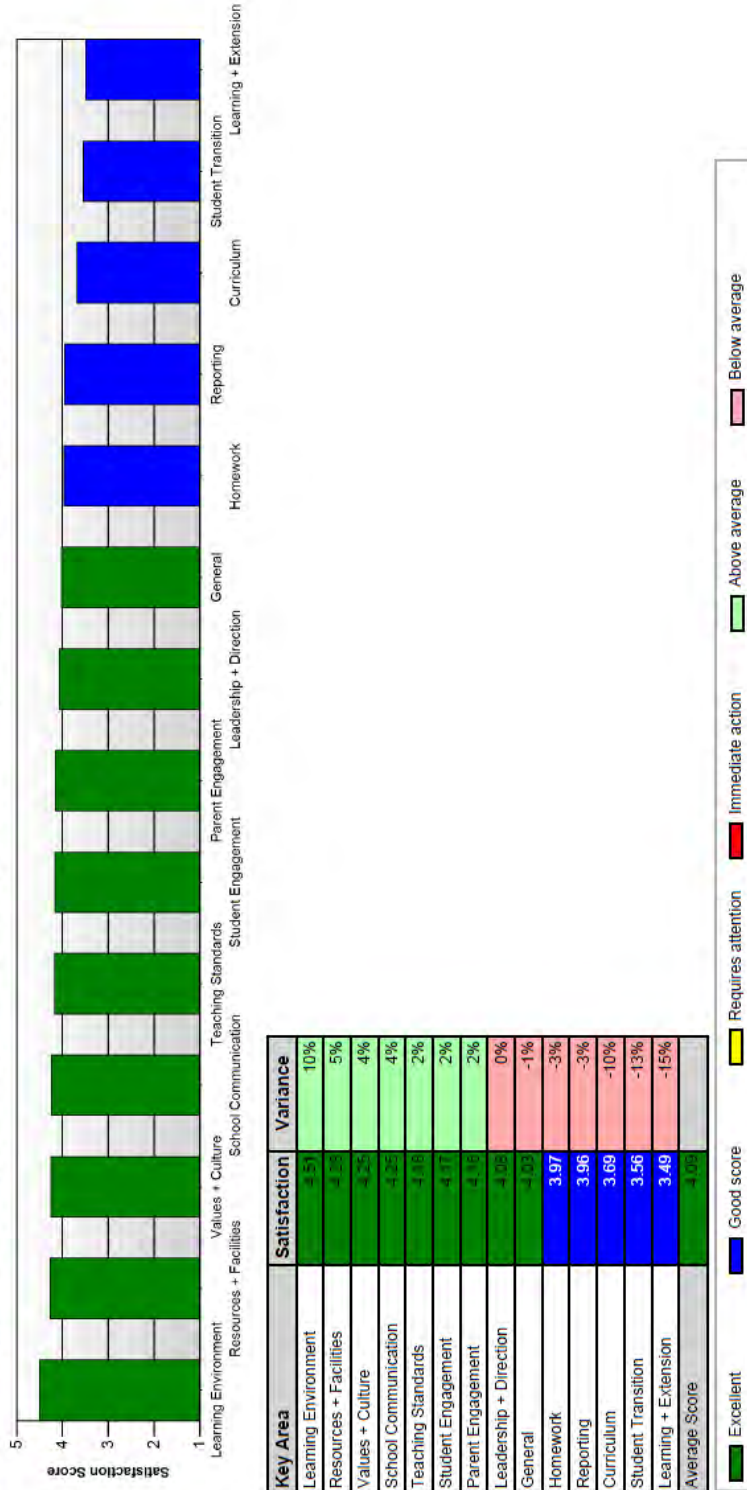
Dated this 4th day of May 2023

PARENT SUMMARY REPORT

SRS PARENT FEEDBACK SURVEY, JUNE 2022

6. Section 3 - Summary of Responses by Key Area

This report section provides a summary of the total responses grouped by key area. Results are ranked from highest to lowest and compared to the average overall score.

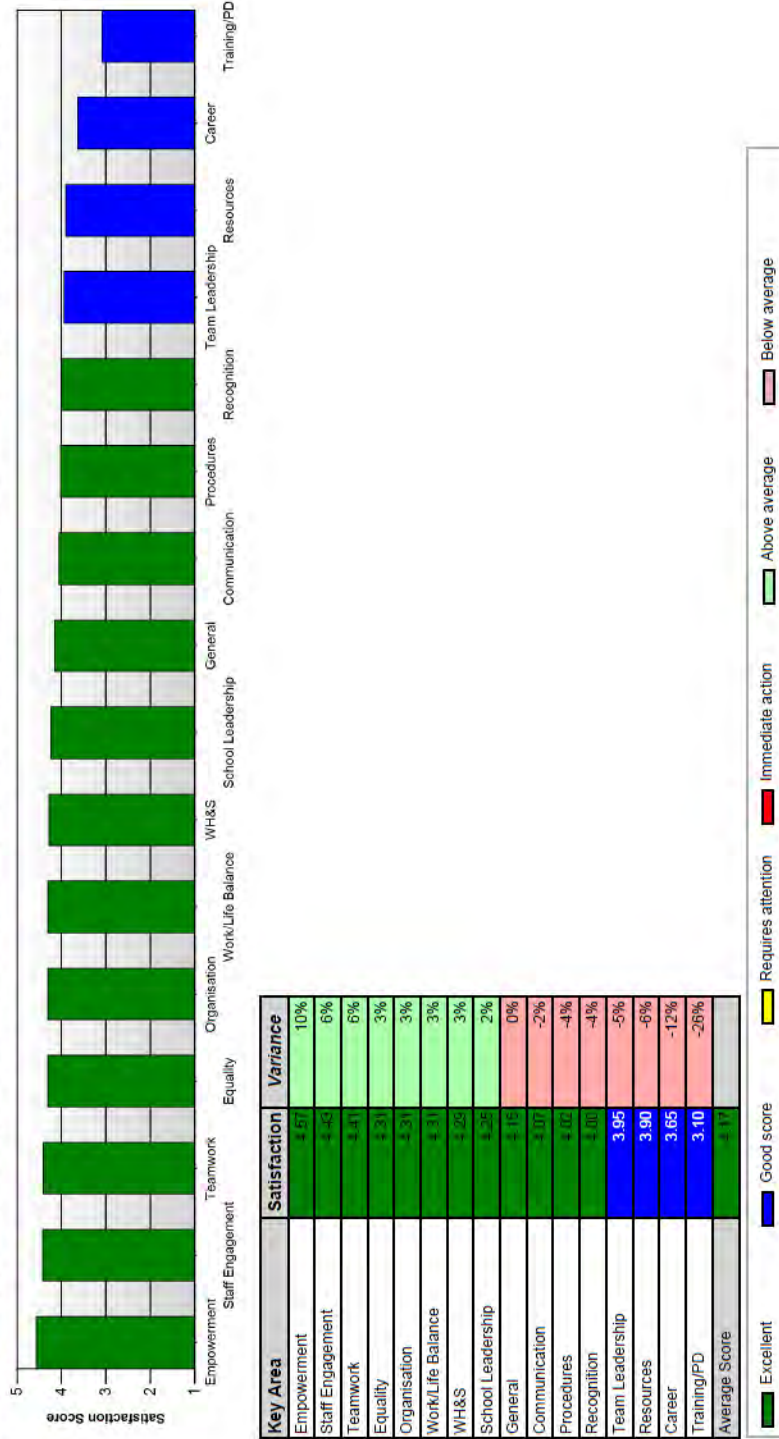


STAFF SUMMARY REPORT

SRS STAFF FEEDBACK SURVEY, JUNE 2022

5. Section 2 - Summary of Responses by Key Area

This report section provides a summary of the total responses grouped by key area. Results are ranked from highest to lowest and compared to the average overall score.





fwcss.vic.edu.au | info@fwcss.vic.edu.au

52 McIntyres Road
Freshwater Creek Vic 3216

ABN 3 925 426 918
Assoc. Number A0032232B