



HUNTER
CHRISTIAN
SCHOOL



2024 Annual Report

www.hunterchristian.nsw.edu.au

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We acknowledge the traditional custodians of this land, the Awabakal people. On this land, they taught their children their beliefs, knowledge, and culture. We pay our respects to elders past, present and emerging as we seek to do the same. As we gather on these lands, we acknowledge God our Heavenly Father who made the heavens and the earth. He entrusted this land to the traditional owners, and it is to Him that we are responsible for its current stewardship.



School Overview Information

School Context

Commencing in 1981 and located in the inner Newcastle suburb of Mayfield, Hunter Christian School is an independent Christian school. The school is a member of the Australian Association of Christian Schools, the Association of Independent Schools in NSW and Christian Schools Australia.

Hunter Christian School has over 40 years of experience catering for students from Pre-Kindergarten through to Year 12. Hunter Christian School students come from a broad geographic area within the Newcastle LGA, Maitland LGA, Port Stephens LGA and Lake Macquarie LGA.

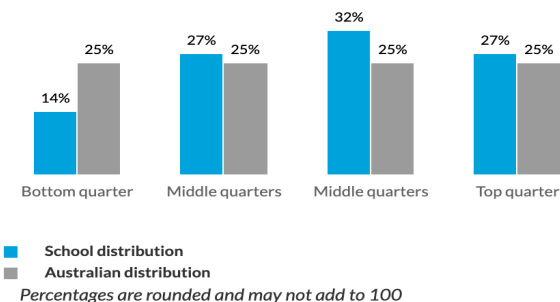
Student Background

Student background

Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value	1057
Average ICSEA value	1000
School ICSEA percentile	71

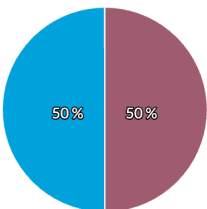
Distribution of Socio-Educational Advantage (SEA)



Students

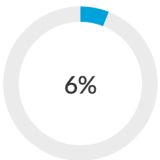
Total enrolments:
310

Boys 155
Girls 155



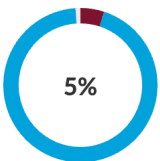
Full-time equivalent enrolments: 310.0

Indigenous students



Language background other than English

Yes (5%)
No (94%)
Not stated (1%)



Data collected from myschool.edu.au/school/44020

Message from Key Bodies

Hunter Christian School Board

Hunter Christian School was blessed with God's provision and direction throughout 2024 as step-changes were implemented in alignment with the school's values and strategic plan. Late in the previous year, the Board and Executive Principal Simon Herd developed a 2024 to 2028 Strategic Plan. The plan focuses on 2024 being a year of measurement and assessment, whilst 2025 to 2028 are expectant to be the years of harvest. Through the plan, five pillars were assigned that were considered fundamental to delivering the school's mission and vision. The pillars include:

1. Christian Life & Service
2. Academic Innovation & Excellence
3. Entrepreneurship
4. Quality Leadership
5. Resourcing & Investment

All the above strategic pillars are considered to facilitate a positive Christ-centred place of learning where each student is empowered to ignite a life of purpose. Working groups are formed and routinely come together to determine how the concepts flow down in their areas of application.

One of the key responsibilities of the Board is to assess risk, and ensure the operations are equipped to deal with these risks and procedures in place to mitigate against these risks. The Board attended the annual Association of Independent Schools Risk Symposium. We were encouraged and challenged by case studies from other schools, and teachings from industry leaders in demographic and social trends to consider.

Key actions and changes that the Board supported through 2024 included:

- The Board set aside a retreat to focus on the school's risks and various elements of social trends to be considered in our risk assessments. Monthly risk register reviews were ongoing.
- Board makeup self-evaluation continues whereby we review and assess the effectiveness of the Board membership, both in skill set and numbers. We challenged ourselves on discernment, collaboration, awareness, enquiry and spiritual seeking God's will for the school.
- The Board maintained monthly meetings alternating between full report agendas and focus sessions. These focus sessions concentrated on a shared meal with various staff groups to connect and partner, followed by a forum on particular priorities, allowing for strategic exploration rather than repeated business.
- Finance sub-committee continued to meet monthly to fulfill fiduciary governance. This has allowed direct connection with the finance team to streamline financial reporting, with summary recommendations presented to the Board.
- A new financial management system was implemented giving more thorough visibility for the financial team, and more comprehensive reporting back to the Board.

- The Board continue to track political/social changes in legislation, including gender fluidity and religious freedoms.

The performance of the company from a fiduciary perspective was slightly decreased from the previous year, largely due to unforeseen teacher wage increases in enterprise agreements initiated from the public sector. Although the increases had not been agreed at association/union level, the Board considered it important to firstly implement them at a step change fashion to even out the impact, and secondly, to honour the increases deserving of the teaching staff. Pleasingly through careful and diligent accounting management, the impact was adjusted from a significant forecasted loss to a surplus of \$214,351.

Another key change in 2024 was the association with Hunter Region Independent Schools (HRIS). The decision to align with HRIS was made after much consideration, including a broader sporting competition and the diversity of opportunities the association offers, including non-sport related extra-curricular gatherings such as debating, staff professional development and networking events. Furthermore, HCS was a founding member of HRIS, and we believe this decision brings greater opportunity to students in exposing opportunities for a life of purpose.

Partnership with Mayfield Baptist Church was intently increased, identifying opportunities for cross-collaboration and strengthening of the intentional partnership. We are constantly encouraged for the synergy that occurs through the Bible-based leadership in both organisations and how that empowers the direction and support to each other.

The Board continued to track updates to legislation of religious freedoms and not-for-profit principles, particularly Section 83C of the Education Act (1990 (NSW)). In collaboration with Executive Principal Simon Herd, the Board sought to define the school's Service Strategy in view of the expected legislation changes, including mission and learning opportunities for students in both domestic and international settings.

As the school moves into 2025, diligent alignment to the strategic plan whilst continually seeking and assessing market opportunities sets the direction of the school leadership. We appreciate being able to continue partnering with our current family community and look forward to broadening to new student and staff communities. Most of all, we pray and seek God's guidance and wisdom in all decisions and considerations we make.

On behalf of the Board of Hunter Christian School
Ben Morris
Board Chair

Hunter Christian School Executive Principal

In 2024, Hunter Christian School celebrated notable academic success. Nine students achieved results in the top 2 bands of their HSC courses and 3 attaining a band 6 result, with several excelling across multiple subjects.

The school's strong academic preparation was further demonstrated by 62% of students applying for early university entry who received offers, highlighting the effectiveness of staff support and guidance, and a growing relationship with both Avondale and Newcastle Universities.

Students in Years 5 and 6 participated in the eHealth Health Challenge, emerging from the developing relationship with eHealth NSW, where they developed digital solutions to real-world health issues. This initiative fostered teamwork, creativity, and digital literacy, marking the school's first involvement in such a program at the primary level.

The launch of a Creativity and Innovation Festival as part of our focus on entrepreneurship encouraged students to think outside the box and pursue their passions, reinforcing the school's commitment to providing innovative learning experiences.

The school hosted its first Open Day since the COVID-19 pandemic, welcoming families and the wider community back onto campus. This event showcased student learning and achievements, strengthening community bonds. Coupled with this was the reestablishment of community building through working bees. The first working bee saw students, parents, staff, and board from across the school engage.

Weekly chapel services remained a cornerstone of school life, with students leading worship and engaging with guest speakers from local churches, supporting the school's faith-based ethos. The positive engagement was also evidenced by the school hosting Cru regional activities to support the formation of a positive Christian culture amongst students.

Teacher Appreciation Week featured special events involving students, reflecting the strong sense of community and gratitude within the school.

The Discovery Learning team continued to provide tailored support and enrichment opportunities, ensuring all students could thrive and feel confident in their educational journey, including students from non-English speaking backgrounds and refugee students.

The school initiated a new tradition of Grandparents' Day, actively engaging parents and grandparents in service opportunities, classroom activities, and special events. These initiatives reinforced the importance of family involvement in student development.

Hunter Christian School continued to build on its legacy as the first independent Christian school in the Hunter Region. The school remained focused on innovative education and nurturing each child's God-given purpose.

These highlights reflect a year marked by academic achievement, innovation, and a vibrant, supportive community at Hunter Christian School in 2024.

Simon Herd
Executive Principal





Hunter Christian School Student Leaders

Throughout 2024 the student leadership team participated in and ran many events, aiming to contribute to and make a lasting impact on the school culture.

On a few occasions throughout the year, the student leadership team shared their goals and ideas with a variety of people. We shared with the staff at a morning devotion in May – speaking about our goals for the year and how they could get involved with the Bible plan etc – and also at the HRIS Head of Schools Meeting, where we sat on a panel and answered a range of questions about our target areas for change.

Chapel Transformation

Our primary goal in 2024 was to transform Chapel by creating an entirely student-led and interactive framework.

With support from fellow students and staff, several elements of Chapel have been introduced. We started to implement term themes, some of which include Philippians, Psalms and 'Leading like Jesus'. The themes were used as a guideline for the speakers at Chapel, a weekly Bible verse – which was chosen by the leaders – and a Bible plan which was open to the entire student body and staff. The leaders completed the plans together and discussed key points and highlights from the daily passages. Several of the leaders also stepped up and volunteered to give the Chapel talk.

As another new addition to Chapel, we started a weekly Bible verse competition, encouraging and challenging students to remember a verse each week for a prize.

Several of the leaders also shared a passion for music and worship which led to the formation of a worship band and weekly lunchtime practices. All students were invited to join the band if willing and by the end of the year, the band comprised of students from a diverse range of year groups. It is hoped that the younger students will continue to run the band.

We also added a weekly video to smooth the transition from class into Chapel. The videos were created mostly by Monique and Amy (with the help of several other students) and have become a highlight of Chapel.

Community Connection

All the leaders have expressed that weekly gate duty is also a highlight of the week. Greeting parents, students, and staff as they start their days has been a great way to get to know not only the High School, but the Primary as well. We've loved having a quick chat with parents and students as they enter the school and helping to make younger students more comfortable when they struggle to leave their parents.

School Representation

Another standout from the year was the Lord Mayor's Prayer Breakfast and Student Forum. At this event, the leadership team was given the opportunity to hear from other leaders in the community and also interact with other school leaders from a variety of schools in Newcastle.

The Leadership team has also been on hand to assist with setup and welcoming at Mother's Day, Father's Day and Grandparents Day events. These were a great opportunity to get to know and serve the rest of the school community.

Overall, it has been a great year of changes and new activities that we hope will be continued and adapted by future year groups. We hope the next student leadership team enjoy their time as leaders as much as we did.

Isabelle Wong and Lachlan Ponsen

2024 School Captains, on behalf of the Student Leadership Team



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Student Information

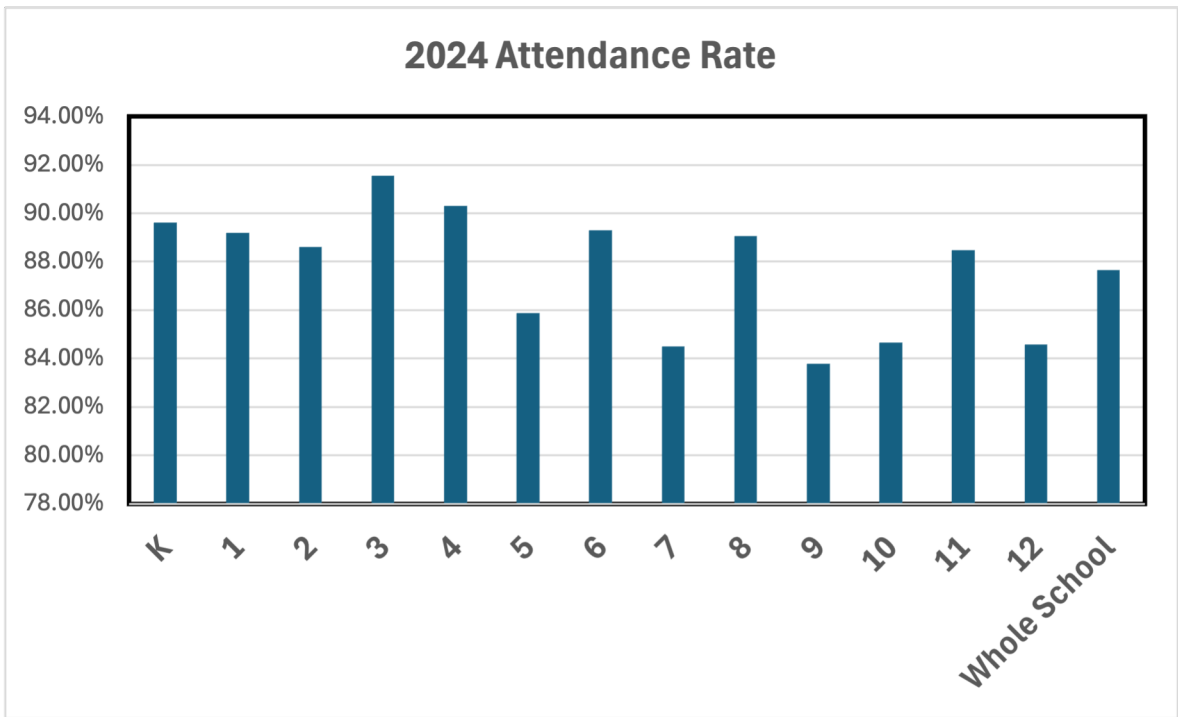
Student Body

Along with our Pre-Kindergarten class, Primary consists of Kindergarten, two Stage 1 classes, two Stage 2 classes, two Stage 3 classes and Secondary consists of two Year 7 classes, two Year 8 classes, two Year 9 classes, two Year 10 classes, one Year 11 class and one Year 12 class.

Primary have captains and vice captains from Year 6 as well as house captains for sport houses. Secondary have captains from Year 12 and other student leaders from Years 11 and 12. Secondary captains and student leaders are representatives over Secondary sport houses and the whole P-12 school community.

Student Attendance Rates

The 2024 average annual rate of whole school student attendance was 87.6%.



The school recognises a small decrease in student attendance. A review of procedural action has been undertaken as well as identification of outlining circumstances that skewed the data.

Summary of Procedures for Non-Attendance

The Principal and school staff, in partnership with our students and their parents will usually be able to resolve problems of non-attendance. In 2024 we continued to refine our strategies to support student attendance difficulties. Our Wellbeing, Learning Discovery and staff teams met regularly to review students of concern.

Targeted school-based strategies include:

1. Primary staff are expected to record attendance each morning and Secondary staff are expected to record attendance each session, with the official roll taking place at the start of the day. Staff are asked to flag immediately with a member of our Leadership team for Primary and Wellbeing support team for Secondary if a student fails to attend class as expected; a follow up process is activated.
2. Initial contact from the Family Engagement team to parents on the first day of absence assists us in quickly identifying if additional factors are in play.
3. A new layer of care has been activated through the classroom or pastoral care teacher following up with a student/family after a few days of absence or if there is a pattern emerging regarding attendance.
4. Referral to the school's Wellbeing Team via classroom or pastoral care teachers aims to identify and implement strategies that address and support needs for the student. The Wellbeing team (Secondary) became the focal co-ordinating team for interventions and regular monitoring of student attendance concerns, procedures for attendance management being a high priority for improvement throughout the 2024 school year. Referral to the school counsellor for the development of an attendance improvement plan may be arranged; this is a collaborative process between the counsellor, student, parent and where relevant may involve the students external team. Additionally, a meeting with the Director of Educational Strategy to develop a plan to catch up on missed learning (often a significant barrier to students feeling able to return to school) will be activated.
5. Requesting and sharing information and working collaboratively with other agencies and services to best support the child and family.

Other general processes for attendance follow up include: The school identifying if other agencies are involved with the family and consult with them when a student's attendance is of concern and where it is determined that the issues impacting on attendance are outside of the role of the school to address in isolation.

Family case discussions may be attended by school representatives if the issues relate to students whose attendance is a concern. Meetings and interviews at the school may also involve representatives from support agencies.

School Policies

The following school policies are publicly available on the school website:

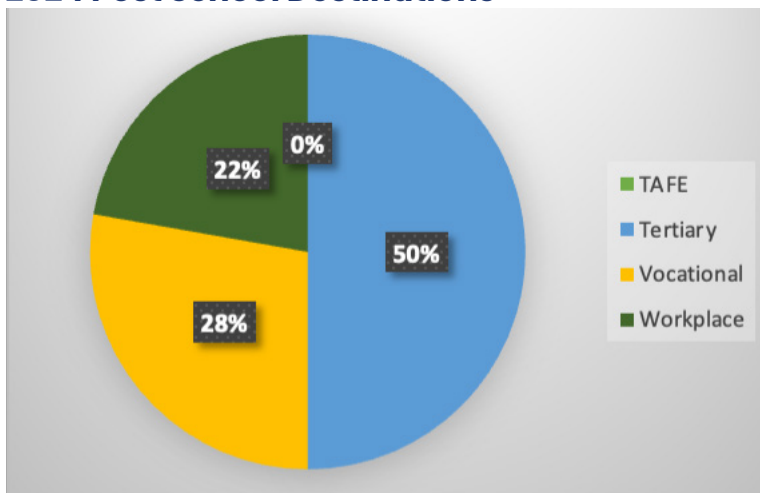
- Enrolment Policy
- Child Protection Policy
- Anti-bullying Policy
- Discipline Policy
- Complaints Policy

Retention of Year 10 to Year 12

26 students completed year 10 in 2022. 25 students completed year 11 in 2023. 17 students studied through to completion in Year 12 in 2024.

Retention of students from Year 10 to Year 12 was 65%.

2024 Post School Destinations





Staff Information

Workforce Composition

In 2024 the workforce was composed as follows:

School Staff	Number of Staff
Teaching staff	38
Full-time equivalent teaching staff	31
Non-teaching staff	18
Full-time equivalent non-teaching staff	14.9

Teacher Accreditation

Teacher Accreditation Level	Number of Staff
Doctorate Qualified	1
Masters Qualified	6
Proficient	32
Provisional	4
Conditional	2

At our school all staff are committed Christians, active in their local church. None of our staff members have identified as Aboriginal or Torres Strait Islander, but we welcome applications from First Nations teachers and other staff.

Stakeholder Satisfaction

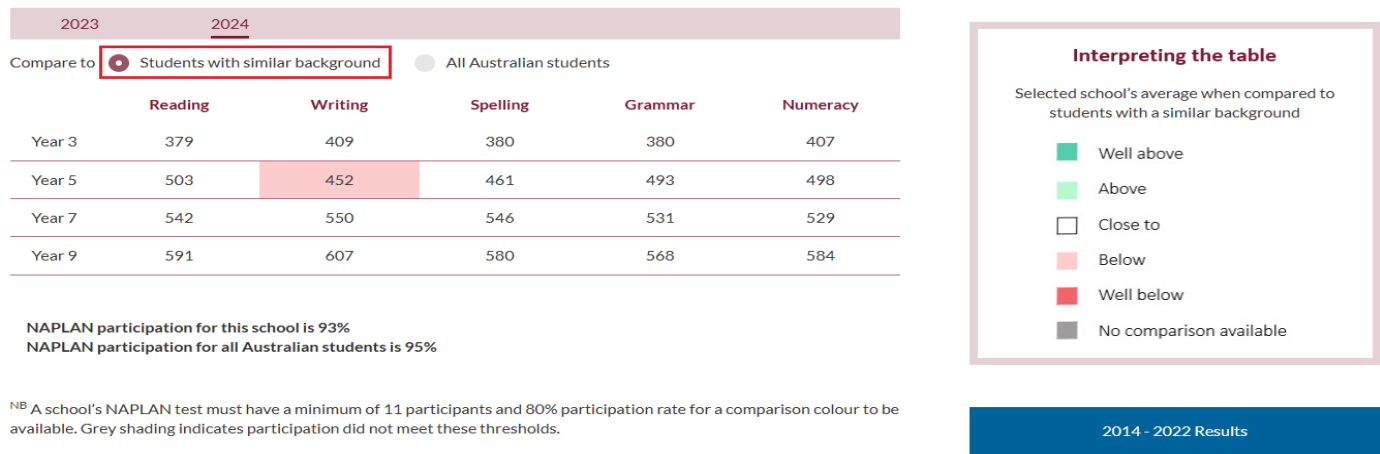
The school organised a number of student and parent forums in order for families to provide feedback to the school on the level of satisfaction. It is the school's position that engagement is an important outcome of schooling. Active student participation within the school and engagement in whole school and extra-curricular activities allows students to more easily identify themselves with the school, foster a sense of belonging that can help to promote a feeling of self-worth and assist students to become resilient learners. As has been the case over the past few years, informal feedback from staff members and executive staff indicate staff are generally satisfied in all areas of the school.



Student Outcomes and Performance

2024 NAPLAN

Student outcomes in standardised national literacy and numeracy testing:



www.myschool.edu.au/school/44020/naplan/results

2024 Record of School Achievement (RoSA)

The granting of Records of School Achievement.

Year Group	Year 2024 Qualified for a RoSA	Year 2024 Nominated for a RoSA
10	27	2
11	23	0
12	17	0

Number of school leavers on record.

2024 Senior Secondary outcomes

Senior School outcomes including:

- Percentage of students in Year 12 undertaking vocational or trade training
- Percentage of students in Year 12 attaining a Year 12 Certificate or equivalent VET qualification

Vocational or Trade Training	Year: 2024
Year 12	3 students with VET subjects = 17%

Year 12 Certificate or VET Qualification	Year: 2024
Year 12	Year 12 attained HSC = 94%

2024 NSW Higher School Certificate

In 2024 – 18 students sat the Higher School Certificate in 14 courses.

All Year 12 students who sat for the Higher School Certificate received a Higher School Certificate credential.

Results of the Higher School Certificate including comparison of student performance to state-wide performance and trends in student performance.

The 2024 HSC cohort for Hunter Christian School presented skewed data due to the array of courses offered by the school to accommodate the unique student needs resulting in very small classes. The data set for the small classes present information that determine a percentage whereby 1 or 2 students may have been the entire class or the significant majority of the class. Additionally, the students of HCS seeking University pathway entry in 2024 through school processes all received early entry offers. The increasing trend of early entry offers presented to students prior to completion of the HSC examinations present a trend that further skews the data set for examination results. Students are seeing less relevance in the examination data of the HSC given they have already been offered unconditional entry to University. 91% of students achieved Band 3 or above and 68% of students achieved Band 4 or above.

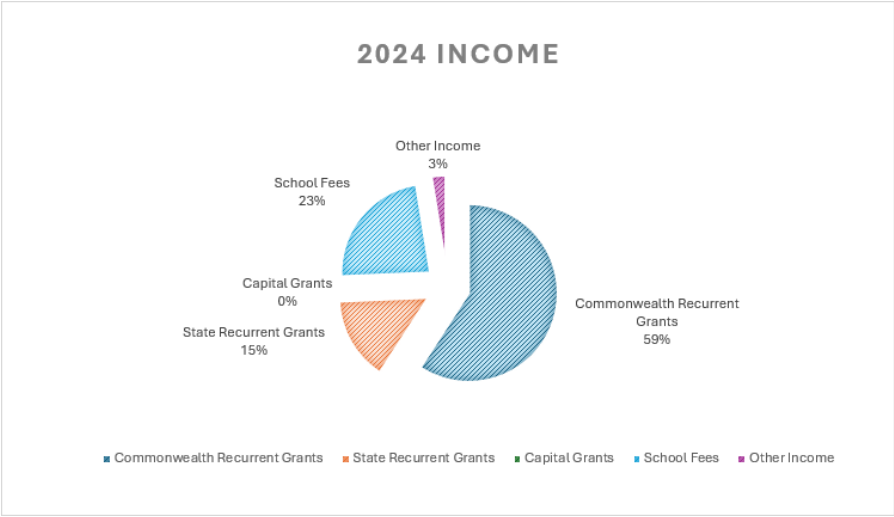
	2024 % of top 3 bands			2023 % of top 3 bands			2022 % of top 3 bands		
	Students	School	State	Students	School	State	Students	School	State
Ancient History	3	33	65	3	33	61	5	60	53
Biology	2	100	70	7	29	64	10	50	63
Business Services Examination	-	-	-	3	67	75	4	25	57
Business Studies	3	33	64	8	50	64	6	17	64
Chemistry	-	-	-	-	-	-	1	0	64
Community and Family Studies	4	100	71	2	-	72	9	78	73
Construction Examination	-	-	-	5	100	77	3	100	57
Design and Technology	-	-	-	-	-	-	-	-	-
Drama	-	-	-	-	-	-	-	-	-
English Advanced	10	100	96	7	29	95	10	40	93
English Standard	7	43	67	13	23	60	15	7	55
Food Technology	3	33	60	-	-	-	-	-	-
Industrial Technology	4	100	55	2	-	55	5	40	51
Investigating Science	-	-	-	5	80	71	-	-	-
Legal Studies	-	-	-	-	-	-	-	-	-
Mathematics Advanced	4	25	77	5	-	75	10	10	76
Mathematics Extension 1	-	-	-	2	-	96	-	-	-
Mathematics Standard 1 Examination	-	-	-	-	-	-	-	-	-
Mathematics Standard 2	13	54	59	14	29	58	15	20	54
Modern History	-	-	-	2	100	64	-	-	-
Music 1	4	100	89	2	100	69	5	100	89
Personal Development, Health and Physical Education	4	75	67	5	20	64	9	56	50
Physics	-	-	-	3	-	68	-	-	-
Studies of Religion I	-	-	-	16	19	84	15	47	80
Studies of Religion II	11	64	81	4	25	82	9	22	79
Visual Arts	5	80	94	8	100	91	3	33	92



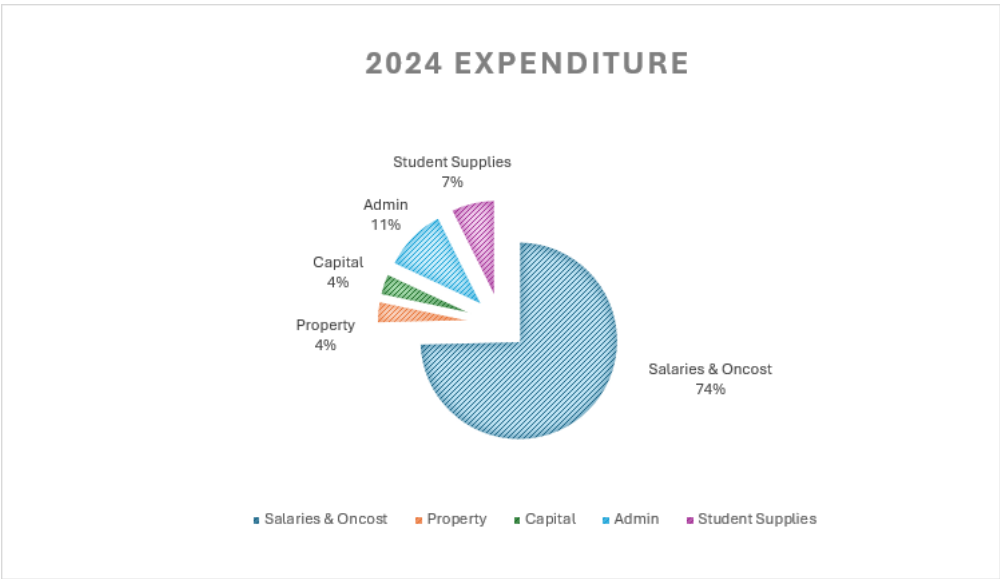


Financial Information Summary

Recurrent/capital income



Recurrent/capital expenditure



Vision Statement

At Hunter Christian School our vision is to empower every student to influence their world through enriched learning, enhanced resources and Christ-like service.

Mission Statement

Hunter Christian School ignites learning through Biblical foundations and grows young people in a life of hope, purpose and influence.

Values Statement

At Hunter Christian School we are:

- Christ Centred
- Community Contributors
- Inspirational Influencers
- Passionate Persuaders of Knowledge
- Serving Authentically

Hunter Christian School's Strategic Plan 'Good to Great by 2028'

Strategic Pillars:

- Academic Innovation & Excellence
- Christian Life & Service
- Entrepreneurship
- Quality Leadership
- Resourcing & Investment

Strategic Goals:

- **Academic Innovation & Excellence:** Students should have access to and experience an outstanding academic learning program that is comprehensive in design through each section of the school.
- **Christian Life & Service:** To provide an authentic relational understanding of the Christian faith where Christ-like service enhances individual learning experiences and the formation of a selfless community.
- **Entrepreneurship:** To promote entrepreneurial mindsets developing real-world skills that will help students to lead exceptional lives in a rapidly changing world.
- **Quality Leadership:** To provide an authentic leadership model that values and delivers distributive leadership across the entire community.
- **Resourcing & Investment:** To provide an exceptional experience that has an evidently sustainable business model that is ethical and authentic in purpose and delivery.

Statement of Faith

The following is the Baptist Churches of NSW & ACT Our Beliefs and Statements of which are adopted by the Company. We interpret and apply this statement of faith as conservative, protestant, evangelical Christians.

- The Nature and Unity of the Godhead – There is one God Who is eternal personal Spirit. He is infinite in power, wisdom, holiness and love. God is Triune in essential being and revealed to us as Father, Son and Holy Spirit.
- The Deity and Humanity of Christ – Jesus Christ as the second Person of the Godhead is eternally one with God the Father of whose person and glory Jesus is the accurate expression. To become human He was conceived of the Holy Spirit and born of the virgin Mary, so that two whole and perfect natures, the nature of God and human nature, were united in one Person; truly God and truly human.
- The Holy Spirit – The Holy Spirit as the third Person of the Trinity is eternally one with the Father and the Son yet He is sent by Them to achieve the divine purpose in the world and in the Church.
- The Divine Inspiration of the Scriptures – The Scriptures, consisting of the sixty-six books of the Old and New Testaments, are the infallible Word of God. They were written by holy people of God inspired by the Holy Spirit and have supreme authority in all matters of faith and conduct.
- The Sinfulness of People – People were made in the image of God and for fellowship with God. By transgression of God's command humankind fell from fellowship with God and their nature was corrupted. As a consequence all people are spiritually dead under Satan's dominion and control and subject to God's wrath and condemnation. Therefore, apart from God's grace, people are helpless and hopeless.
- Christ's Atonement for Human Sin – In order to redeem people from the guilt, penalty and power of sin, Jesus Christ became human and died a sacrificial death as our representative substitute. By His resurrection, God's acceptance of His atoning death was demonstrated. This atonement is sufficient for the whole world, but effective only in those who receive it. The sinner is justified and reconciled to God, not through any personal merit, but solely on the basis of God's gracious gift of salvation in Jesus Christ received through faith.
- The Work of the Holy Spirit in Salvation – The ministry of the Holy Spirit is necessary for the acceptance of God's provision of salvation. The Holy Spirit convinces sinners of their sinfulness, leads them to personal faith in Jesus Christ as Lord and Saviour and so brings them to spiritual birth as God's children and to fellowship in Christ. Working within the life of believers the Holy Spirit makes real the presence of Christ, witnesses to their relationship with God, leads into all truth, bestows gifts for effective service and produces graces for holy living.
- The Church – The Church is the body of people whom God has separated from the world through faith in Jesus Christ as their Lord and Saviour. All regenerate persons are members of the universal Church of God which takes local form wherever groups of believers unite for worship, fellowship and service in accordance with scriptural principles. All believers are called to a priestly ministry in the offering of spiritual sacrifices and sent into the world to be witnesses. God calls individuals to positions of oversight and leadership or to special ministries. The Church recognises such by ordaining pastors, commissioning missionaries,

appointing deacons and other leaders, following New Testament practice.

- The Baptism of Believers Only by Immersion – Baptism is an ordinance of the Lord Jesus Christ. It is a public declaration of a person's faith in Jesus Christ as Lord and Saviour. In accordance with New Testament Scripture it should be administered only by total immersion which symbolises the believer's identification with Christ in death, burial and resurrection, the remission of sins and the believer's dedication of themselves to God to live and walk in newness of life.
- The Communion – The Lord's Supper is an ordinance of the Lord Jesus Christ instituted by Him to be celebrated with the elements of bread and wine by believers in Christ until the end of the age. It commemorates and declares our thanks for the Lord's substitutionary death. The celebration of the ordinance expresses our fellowship with and in the Lord Jesus Christ as members of the Body of which He is the Head.
- The Return of the Lord Jesus Christ – At the end of this age, according to His promise, Jesus Christ will return personally and visibly in His glory to the earth. The full consummation of the Kingdom of God awaits His return.
- The Resurrection of the Dead – At the end of the age, there is to be a resurrection both of the righteous and the unrighteous. After death people's bodies return to dust, but their spirits return immediately to God – the righteous to be with Him and the unrighteous to be reserved for the judgment.
- Rewards and Punishments in a Future State – God has appointed a day of final judgement for the world. At that time Jesus Christ will judge every person and each will receive reward or punishment according to their deeds. Those judged righteous, in their resurrected and glorified bodies, will receive their reward and will dwell forever in Heaven with the Lord. The unrighteous will be consigned to Hell, the place of everlasting punishment.
- Statement of Life and Conduct – The Company has adopted the Statement of Life and Conduct to expand upon and clarify the values, beliefs and doctrines of the School community. This Statement shall not be inconsistent with the Statement of Faith of the Company and must be read in conjunction therewith.

Final Authority for Matters of Belief and Conduct

- The Statement of Faith does not exhaust the extent of the beliefs of the Company and its members. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that the Company and its members believe.
- For purposes of the Company's faith, doctrine, practice, policy, and discipline, the Church Executive is the Company's final interpretive authority on the Bible's meaning and application provided that any such interpretation:
 - (a) shall be consistent with the Statement of Faith; and
 - (b) the doctrines, tenets and beliefs of the Church



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www.hunterchristian.nsw.edu.au

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