

Principal Application Information: Araluen Christian College



NT Christian Schools

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All people who work for NT Christian Schools are expected to have a clear understanding of, and unqualified commitment to, its biblical basis, the Statement of Faith called 'What We Believe'.

They are expected, both in the work place and in other areas of life, to act in ways that are consistent with that basis. Acknowledging that all people are fallible and good can ultimately only come from God, staff members are expected to be committed to Jesus Christ and ought to serve and love one another as Christ loves them.

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Our school is about developing the community and developing the kids... I see God's hand in things all the time. God is using our schools to do things in the Northern Territory that wouldn't happen otherwise.



The NT Christian Schools story



We are able to provide different learning opportunities for kids, so they have the chance to recognise their God-given skills and abilities in order to build their own futures and be of service to others.



40 years ago, a small group of Christian parents came together in Darwin, NT. They held a shared and growing concern about their children's education and sought an alternative based on the biblical direction to ***train up children in the way they should go.***

An Association was formed and the first school opened at Marrara in 1979. From this small beginning our Association flourished over the years, with schools subsequently established in Palmerston, Alice Springs, and Bees Creek (outer Darwin), then Nhulunbuy, Woolanang (near Litchfield National Park), Gäwa on Elcho Island and, in 2010, Mäpuru in East Arnhem Land.

Guided by our vision ***“to be a Christian community learning together to live life as God intended, offering hope for the world”***, our schools are characterised by some special and unique distinctive.

We enjoy the strong involvement of parents, who established NT Christian Schools to ensure ongoing partnerships between parents, teachers and churches to educate children within a Christian worldview.

NT Christian Schools is also committed to partnerships with Aboriginal communities seeking to secure a stronger future for their children, with a school on homeland Gäwa.

Key to these partnerships has been the development of family group homes in place of a boarding school in Darwin, so dedicated house parents can care for remote indigenous students and maintain close contact with their families.

We began offering the Families and Schools Together (FAST) program into urban and remote communities to promote strong community and family engagement.

We also run a Registered Training Organisation to equip young people and adults with vocational skills and qualifications.

And crucially, there is our committed staff - teachers, house parents, administrative and support staff – about 400 in all. Responding to God’s call on them, they come from far and wide to meet the unique challenges and experience the deep joys of building a hope-filled future for all in this unique part of the world.

Our Vision and Mission Statement

"To be Christian communities, learning together to live life as God intended, offering hope for the world"

NT Christian Schools seeks to provide education, training and care in faithful response to the Gospel of Christ by:

- Partnering with Christian parents to help them fulfil their mandate of educating their children in Christ;
- Supporting all parents and carers who choose Christian education for their children;
- Developing, building and maintaining Christian schools;
- Assisting every school community to provide the highest quality education from a Biblical perspective, so that students are educated within a Christian worldview;
- Promoting Christian education in the Territory and beyond;
- Providing opportunities for vocational training, both through the organisation's own entities and in collaboration with other organisations;
- Developing a wide range of partnerships that support the achievement of the vision and mission

Our National Partners

NT Christian Schools is proud to be a member of the wider [Christian Education National](#) family of schools in Australia.

In providing education from a uniquely Christian perspective, NT Christian Schools is strongly supported by the Christian teacher education body of the [National Institute for Christian Education](#). NT Christian Schools has a close relationship with the National Institute and regularly supports staff members to receive Christian professional development and post-graduate study through the Institute.

NT Christian Schools also receives a high level of support from the [Australian Association of Christian Schools](#), whose mission is to assist Christian schools in Australia, advocating for them and protecting their interests at a national level.



The school and the staff have a strong commitment to providing a distinctively Christian education.



NT Christian Schools Statement of Faith

Background

The Statement of Faith is the central document of this organisation. NT Christian Schools is founded on, and constantly informed by, a Christian worldview. The Statement of Faith seeks to explain and make clear how NT Christian Schools understands what it means to be a Christian organisation, as well as Christian individuals. It is a lens through which the organisation expresses the depth and importance of the Christian faith and worldview.

Today, the breadth of activity and influence of NT Christian Schools places it in a unique and blessed position. As an organisation NT Christian Schools has the opportunity to share the love of God and tell His story to an ever widening audience of people across the NT, including contacts in business and government as well as people connected with our various school communities, for some of whom we may be the only witness for Christ in their lives.

The original Statement of Faith was adopted in 1977 at the time of the initial incorporation of the Darwin Christian Schools Association (later NT Christian Schools Association). It was a clear and sound expression of the fundamental truths at the heart of the organisation.

Over time there was a developing awareness that the language of the original Statement of Faith was becoming less understandable to many, including the numerous Indigenous communities with whom the organisation interacts, families that have a non-English speaking background, and those who are young in the faith or not steeped in a theologically rich tradition. With this awareness grew a desire to make the Statement of Faith more accessible to all those people who the organisation exists to serve. A rigorous process of reviewing and rewriting the Statement of Faith in 'plain English' was undertaken. The document 'What We Believe' is the result.

The plain English Statement of Faith holds fast to the fundamental truths of our Christian beliefs. It has been built on the original Statement of Faith and reflects its doctrinal content. The review and rewording of the Statement of Faith also presented the opportunity to:

- more fully and overtly recognise the depth and breadth of God's love for His people,
- express the wonder of being in relationship with Him,
- reiterate the great commandments to love God and love one another, and
- reaffirm our responsibilities here on earth, particularly our daily witness for Christ and the task of telling everyone about who God is and what He's done.

In 'What We Believe', much of the rich language and theological terminology of the original Statement of Faith has necessarily been altered. Nevertheless the fundamental truths inherent in those words have been preserved. 'What We Believe' affords NT Christian Schools the opportunity to continue to be salt and light in making the truth of the Gospel known to all, but especially to new generations through use of language they can more readily relate to and resonate with.



All teachers who are passionate about Christ and passionate about education should consider NT Christian Schools; it is not a compromise if you love these two aspects.



‘What We Believe’

Jesus Christ is Lord of everything. Because we know Jesus, we want to reflect His love through all our activities in education, training and care. We want to tell His story and share His goodness with all people, especially the children and families we serve.

As Christians, this is what we believe:

There is one God who is Father, Son and Holy Spirit.

God created the world and He created us to be His people. God loves us and is our Father in Heaven. He rules over the world and He provides us with everything we need. God reveals himself to us through His creation, through His Word and most of all through His Son Jesus Christ.

The Holy Bible is God’s word. In the Bible, God tells us how much He loves us and how He wants to be with us forever, as family. The Bible guides and directs us on how God wants us to live. It tells us what God is like and that His plan for us is good.

God is Holy and His law is perfect. Since the beginning when Adam and Eve disobeyed God, all people have broken God’s laws, this is what sin is. God is offended when we break His laws. Unless we turn to Him and away from our sin, we will be separated from Him forever.

But God loves us and does not want to be separated from us. God wants us to choose to be in His family. He wants us to honour Him because He made the world and He rules over the world. He wants us to learn about Him from the Bible. He wants us to talk to Him and enjoy being with Him.

God’s plan is to allow us to be in His family again. We can do this when we believe in Jesus. Jesus is God. He came to earth as a man and taught people about God. Jesus lived exactly how God planned for Him and never broke God’s law. Jesus took God’s anger for us when He died on the cross. Because of this, God promises that He will forgive us when we turn to Him and away from our sin. Believing in Jesus and why He died for us is the only way we can be in God’s family again.

Jesus died for us, but that was not the end! Jesus also rose from the dead. He is alive again! Jesus is the ruler of the world. He broke the power of sin. The Bible says that Jesus is now in Heaven. He rules over the world with God. Jesus is preparing a place in Heaven for every person who believes and trusts in Him.

Because Jesus is the ruler of everything, we can be sure that his promises are true. Jesus sent the Holy Spirit to us to help us to believe God’s promises and to understand the Bible. The Holy Spirit helps us to believe in Jesus. The Holy Spirit helps us to see all the things we do that break God’s law, and helps us to be more like God made us to be. He encourages us to do God’s work here on earth. God is bringing His world back to himself and He wants us to help Him with this job. One day Jesus will come again to this world, and everything will be made new and right again.

God wants us to tell every person in the world about how much he loves them. God wants us to tell all people about how He is the ruler of the world. God wants us to tell people about Jesus and why He died for us. Every person who believes this is part of God’s family called the church.

This is God’s world and Jesus is at the heart of all things. Jesus is the ruler and Lord of everything we do. He is Lord in our schools, in our homes, in our lives and hearts. Everything we do can be done with thanks for everything God has given us and be an act of worship to Him.

NT Christian Schools Overview

Each school operating within NT Christian Schools is blessed by being a **part of a system** of schools and other functional entities that interconnect and support one another, and also receive significant support from the System Office. The Chief Executive Officer of NT Christian Schools is responsible to the Board for the operation of the organisation as a whole. School Principals work in partnership with the CEO and System Office staff in support of their particular school, and work in partnership with other Principals across NT Christian Schools and the CEO in support of the broader vision and mission of our organisation.

NT Christian Schools

Governance: Board (elected by Members)

Management: CEO

NT Christian Schools System Office staff providing support for Schools within the broad areas of Finance, Funding and Project Management, ICT, Human Resources and Payroll, Policy, Reporting and Compliance obligations, Curriculum services, as well as Pastoral Care and the facilitation of professional development opportunities.

Our Schools

Governance: School Councils (exercising delegated Board authority)

Management: Principal

Within the overarching 'System' support framework, each of our Schools operates as a unique educational entity, with the Principal exercising high levels of responsibility as Educational Leader of the School. Principals are expected manage their school within the context of the NT Christian Schools family, as well as implement the strategy and oversee the work involved to fulfil the mission of their own School and the broader organisation.

For more information on each of our Schools please see the NT Christian Schools website.

Araluen Christian College	Gäwa Christian School	Marrara Christian College	Nhulunbuy Christian College	Palmerston Christian School	Sattler Christian College
<i>Transition - Year 9</i>	<i>Indigenous Homeland School</i>	<i>ELC + Transition - Year 12</i>	<i>Transition - Year 10</i>	<i>ELC + Transition - Year 10</i>	<i>ELC + Transition - Year 9</i>
Alice Springs	Elcho Island	NT Christian College – operating across these school campuses (years 10-12)			Bees Creek
		Darwin	Nhulunbuy	Palmerston	

Governance

NT Christian Schools has a commitment to deliver and promote education, training and care based on Christian principles and from a distinctively Christian worldview.

As a Company Limited by Guarantee, we are a member based organisation; Christian parents and carers (and others dedicated to the cause of Christian education) are encouraged to join our membership. Encouraging active membership is one way in which we partner with Christian parents to help them fulfil their mandate of educating their children in Christ.

The Board of NT Christian School is elected by the members. The Board is responsible for the governance of the entire organisation. Each School may also be governed by a School Council. The role of each Council is to make specific governance decisions, as delegated by the Board, which are relevant for each individual school. The School Principal of each school in the system sits on their school Council and is responsible to report to the NT Christian Schools Board (via communication with the CEO) regarding the decisions that have been made.

NT Christian Schools is therefore a complex organisation that involves a number of levels of governance. The intended effect of the structure of NT Christian Schools is that the organisation has a *centralised system of governance with local empowerment*.

We firmly believe that *good and effective governance is not simply something we work toward because it is a mechanism to meet secular compliance obligations, good governance is ministry, and by engaging in it, we are maximising our effectiveness as a Christian organisation working in this ministry of education.*¹

Like more information?

Please visit our website

www.ntchristianschools.com.au.

Other resources that can be made available on request:

- *Position Paper: Governance and Management roles in NT Christian Schools*
- *NT Christian Schools Constitution*



I love being part of a big system of schools because you can really see what God has done... you can see how God has fulfilled people's hopes and dreams and changed their futures.



¹ Position Paper: Governance and Management roles in NT Christian Schools

The NT Christian Schools ‘family’

Some of the ways Principals in NT Christian Schools are both **supported by** and **responsible to** the broader organisation include:

Centralised Financial Management, Human Resource Services and ICT support – NT Christian Schools provides centralised support for schools across a broad range of areas.

For example:

The development and oversight of the budget and financial management for each school takes place between the Principal and the CFO of NT Christian Schools.

All staff are appointed by the CEO of NT Christian Schools, therefore the recruitment, selection and screening of staff occurs through the System Office in partnership with the Principal, with input from Principals according to the specific needs of their own school.

The provision of ICT infrastructure, service and support is also a centralised process, allowing for a pooling of resources and a consistency across NT Christian Schools.

Forum of Educational Leaders (FOEL): a quarterly gathering for all NT Christian Schools Principals, which generally occurs around the middle of each term. FOEL is a time for the Educational leaders of our varied schools to come together to be informed of and discuss relevant issues, to strategise and provide direction, and to simply meet together, pray together and share one another’s joys and burdens. Principals also meet via ‘teleconference’ link up on an as-needs basis during each term.

Over the Top (OTT) – The annual NT Christian Schools conference is held for all staff in the mid-year break. This is a great time for Professional Development, inspiration and the opportunity to spend time all together as the NT Christian Schools ‘family’.



Teaching within NT Christian Schools is an amazing experience and you get a lot of support from the other teachers who are all on the same page as you.



Job Specification

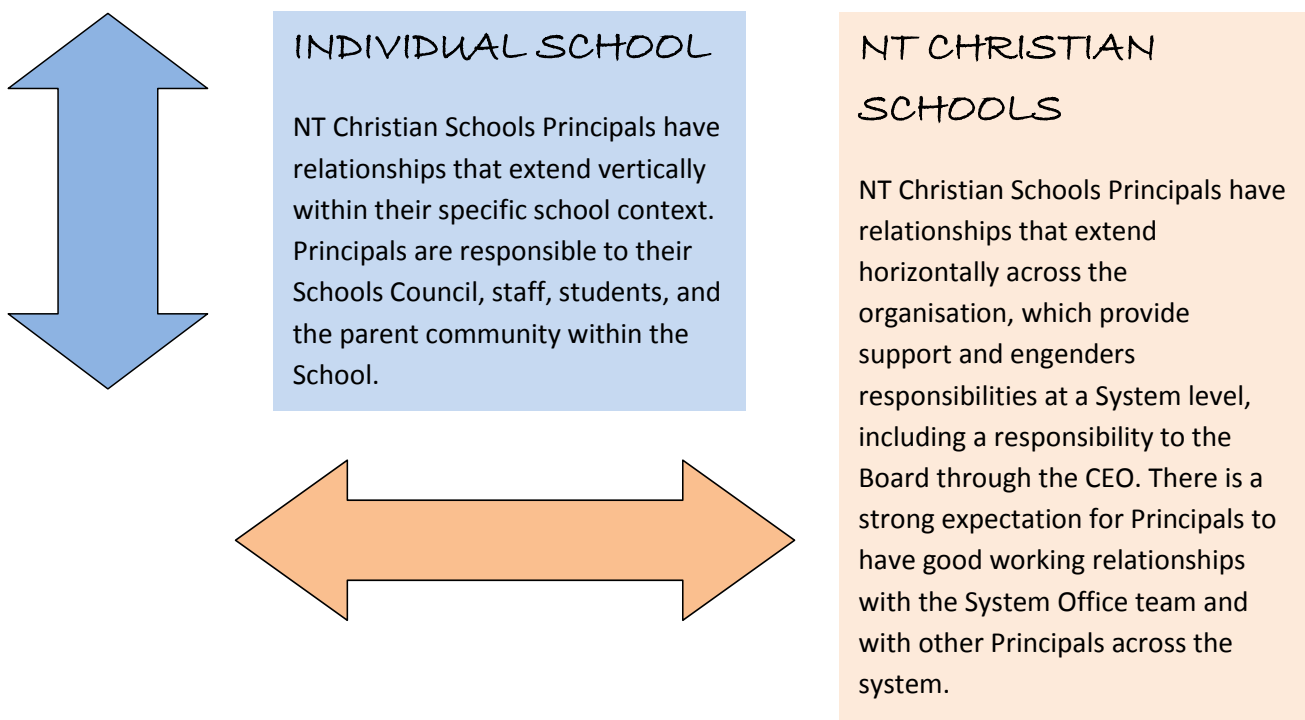
Each School Principal is appointed by the Board to be the educational leader of the School. The Principal is responsible for managing the day to day running of the school.

Principals work in partnership with the Chief Executive Officer of NT Christian Schools. The CEO is responsible to the Board for overseeing the operation of each of the Schools across the organisation, and therefore also responsible to oversee work undertaken in each school.

The School Principal has the central role in carrying out their Council's strategic plan and is called on to implement the policies and decisions of the Board and Council within their school context.

Reporting

The Principal reports to, and works in fellowship with, the NT Christian Schools Board and the System Office. There is also a horizontal relationship with the other campuses of NT Christian Schools. The principal is responsible to the school council and the local community.



Key Task Areas

Educational Leadership – Develop and maintain a strong and effective partnership between parents and staff for the benefit of students’ learning. Ensure all curriculum development has a Christ-centred focus and is of the highest quality.

Strategic Leadership and Vision – Be actively involved in shaping the school community’s educational and community plan and implement the Council’s local goals and policies in the governance and educational programmes of the school.

Provide positive contribution as part of a team of Principals to the strategic leadership and vision of NT Christian Schools as a whole.

Spiritual & Theological Leadership – Demonstrate strong commitment to the Lord, His Word and to partnering with parents and carers to provide and promote Christian schooling based on a firm biblical foundation.

Pastoral Leadership for Staff & Students – Provide for effective staff development, deployment, appraisal and pastoral support and ensure that staff act as a cohesive team committed to the biblical educational goals of NT Christian Schools and the local school community.

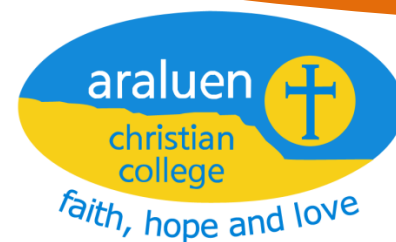
Oversee and take responsibility for the pastoral care of students. Provide clear leadership and witness of faithful service to God for the entire school body.

Management – Manage the School’s facilities, resources and budget. In conjunction with the NT Christian Schools CFO, supervise the financial operations of the school.

Advocacy, Promotion of Christian Education and Marketing of School – Motivate and excite people and groups to strengthen Christian schooling in the local community; represent, project and promote the school in the local community and present a Christian perspective in State and Commonwealth settings.

Please see the Selection Criteria provided for further information about expectations and requirements for this position.

Selection Criteria



Principal

Araluen Christian College, a campus of NT Christian Schools

Welcome to Araluen Christian College – a distinctly Christian College for students from Transition to Year 9, in Primary and Middle School.

At Araluen Christian College, we believe in the importance of relationships within community. The Christian faith says that as individuals, we were created to be in relationship with God and with each other. As committed Christians, our teachers recognise this truth and this is an important feature of our college.

The College programs, including our strong academic focus must be supported within a frame work of caring relationships. Our College is built around a foundation of community. Our community ensures, children feel they are cared for and that they belong. Cross-age relationships are natural, and at Araluen, age, gender and Year Level are no barrier to growth and development personally and in the educational journey.

Relationships between staff and parents are equally important. The best outcomes for children are possible when parents and teachers partner together.

Parameters for this position

The Principal is expected to provide educational leadership in the College community. This requires the highest commitment to the Lord, His Word and to Christian schooling where parents play a central role and community input and engagement is sought.

The Principal is expected to be actively involved in shaping the College's educational and community plan and has the task of implementing the local community plans in the governance and educational programmes of the College.

The Principal is expected to assist the College community in setting and pursuing achievement of organisational goals and policies and to manage activities and projects arising from these cost-effectively. The Principal is expected to motivate and excite people and groups to strengthen community managed Christian schooling in the region served by the College.

Key areas of responsibility

The Principal is accountable to the Board through the Chief Executive Officer, reports to the College council and is required to:

- provide educational leadership resulting in programmes consistent with our statement of faith and biblical direction of NT Christian Schools;
- provide leadership to, and overall responsibility of, the College Executive;
- ensure curriculum development with a Christ-centred focus and of the highest quality;
- develop and maintain a strong and effective partnership between parents, other significant community members and staff for the benefit of students' learning;
- be an excellent teacher and be flexible to teach all year levels as required;
- ensure effective staff development, deployment, appraisal and educational and pastoral support;
- supervise the financial operations of the College;
- report to the council at each meeting as to achievement of the Council's objectives;
- report on the operation of the College to the Board through the CEO;
- represent, project and promote the College in the locally and throughout the region and present a Christian perspective in Territory and Commonwealth jurisdictions.

Responsibilities and Duties

In meeting these key responsibilities the Principal is specifically required to do the following with respect to:

1. **Governance**

- assist in the development of a strategic and business plan for the effective operation of the College;
- develop and implement strategies for regular input and consultation with key community members;
- contribute to and implement school-based policies;
- advise the Board through the CEO in relation to staff requirements and utilisation of staff, as necessary or required;
- provide information as required to the Board through the CEO.

2. **Management**

- Initiate, supervise and coordinate curriculum development and planning for the College from a biblical perspective, meeting students' needs and government requirements;
- oversee the quality of curriculum and its implementation;
- ensure maintenance and evaluation of high quality educational programmes;
- develop and regularly conduct review procedures for educational programmes;
- lead an annual 'self-audit' process in two key areas of the School Improvement and Renewal Framework (SIRF) process;
- complete all compliance requirements as required by NT and Commonwealth Governments;
- teach as required;
- provide care for staff and students in the classroom context;

3. **Staff**

- Be involved in employment of staff and deploy staff to adequately meet teaching, administration and maintenance needs within the resource constraints of the College as determined by the Board;
- ensure that whole College staff act as a cohesive team committed to the biblical educational goals of NT Christian Schools and the College community;
- provide opportunities for all staff members to work together to support each other in all elements of College community life;
- encourage and facilitate staff members to be involved in extra-curricular College activities eg; after school sporting programs, camps, excursions, community visits, worship activities;
- ensure adequate induction and on-going support for staff, with particular attention to the unique personal/professional development needs of the College eg: training in 'conflict resolution' skills/strategies, strategies for building relationships with students in the classroom context;
- implement the staff appraisal policy involving both formative and summative appraisal of all staff;
- ensure there is a clear link between staff appraisal and staff professional development;
- advise about and provide, as necessary, in-College training and courses to assist in the professional development of staff.

4. **Financial Management**

- Supervise the financial operations of the College;
- in consultation with the College community, develop the annual budget in the context of the strategic and business plans of the organisation and the council;
- be willing to search for creative solutions to ensure financial stability for the College community;
- provide information as required to NT Christian Schools and the government.

5. ***Community management – “civic” responsibility***
 - Ensure that the College is effectively managed as an educational institution as well as in its “civic” activities and requirements;
 - Ensure that the College community has input into making decisions about the operation of the “civic” functions of the College;
 - Seek opportunities for College facilities to be used for wider Christian educational purposes especially at those times when students are not in residence.

6. ***The wider community***
 - Exercise delegated authority on behalf of the Board in all forums including dealing with relevant people and entities in the wider community in the interest of the College community;
 - maintain regular contact and liaise with NT and Commonwealth governments as they affect the College operation;
 - maximise opportunities to access government programmes and resources;
 - maintain regular contact with, contribute to and obtain input from Christian Education National;
 - liaise with relevant education and other organisations;

7. ***Marketing and Promotion***
 - Contribute to and implement a marketing plan for the College;
 - promote the school both within and outside the school community at every opportunity;
 - perform all duties expected in the area of marketing and promotion.

8. ***Communication***
 - Communicate frequently with all staff, parents and students with the aim of promoting information flow, teamwork, transparency, cohesion and harmony within the College;
 - ensure that students are adequately informed of all subject requirements;
 - be instrumental in developing and conducting regular forums for staff communication including ‘section’ meetings (eg: Teaching staff) as well as whole College staff meetings;
 - be proactive in carrying out both formal and informal communications with all staff and students on a daily basis;
 - be deeply engaged with staff and students in all facets of the College community life, including classroom activities and extra-curricula activities;
 - facilitate regular opportunities for face-to-face connections/communication between College staff and stakeholder communities.
 - consult about the school or unit’s operation through the quarterly Forum of Educational Leaders.

9. ***General***
 - Ensure all NT Christian Schools policies are implemented in the College;
 - oversee the organisation of schedules and procedures as needed;
 - any other duties agreed, from time to time, in writing between you and the Board through the CEO.

Essential Criteria

- Ability to demonstrate your commitment to the Christian faith and your commitment and understanding of a Christ centred worldview and its impact in education. Being a part of a faith community would be an anticipated expression of this demonstration.
- Ability to demonstrate a commitment to the NT Christian Schools statement of faith, 'What We Believe'.
- A faithful and inspiring educational leader, with experience in teaching, and demonstrated leadership and management experience in a school context.
- Ability to demonstrate a commitment to and experience in developing and implementing curriculum from a biblical foundation which also complies with Australian Curriculum (and NT Curriculum Framework) requirements.
- A team player and team builder in the context of a small, committed, prayer-filled, faithful staff body.
- Experience and passion to build up and pastorally care for a team of teaching and non-teaching staff.
- Sound administrative capacity in order to facilitate the ongoing compliance of the College.
- Sound ICT competence in MS Office and Student Management Systems.
- Exceptional communication, interpersonal and conflict resolution skills.
- Ability to demonstrate creativity and wisdom in lifting the profile of the College within the wider community and/or empower others within the school community to assist in promoting the school on an ongoing basis.
- Demonstrate professional conduct and personal integrity at all times.

Desirable Criteria

- Additional qualifications in education or Christian Leadership.
- LR (Light Rigid) Vehicle License.
- Willingness to engage in new and emerging technologies from a sound biblical and pedagogical basis.
- Experience working in Christian schools.
- Experience in school leadership.

Qualifications

- Registered or eligible for registration with the Northern Territory Board of Teacher Registration
- It is expected that all employees across NT Christian Schools will hold a *Certificate of Christian Education* from the National Institute of Christian Education (NICE). If employees do not hold this at the time of appointment, the opportunity is provided for all staff to complete this throughout their first year of employment.


Other critical documentation

- Hold or eligible to hold a Working with Children Ochre Card.
- A recent criminal history check is required for this position.

Application Information

Thank you for considering the position of Principal within NT Christian Schools.

For your application to be considered please include the following:

Requirement	
A covering letter introducing yourself to the Board and describing your church involvement, skills, abilities, knowledge, qualifications and experience relevant to the position.	
A completed NT Christian Schools <i>Principal Application Form</i> , which must include the names and current phone numbers of 3 referees, including the Minister or Pastor of the church or fellowship you are currently attending, and current Principal, Supervisor or Board Chair (if possible) who may be contacted to testify on your professionalism and Christian character.	
A signed copy of our Statement of Faith 'What We Believe'	
A current curriculum vitae / resume that includes your personal details, current and relevant employment history, education, training courses, qualifications and professional memberships, and a current passport size photo if possible.	
Detailed response to the provided Selection Criteria (maximum of 1 page / criteria)	

Complete applications can be mailed / emailed to:

Human Resources

NT Christian Schools

P.O. Box 228, Karama, NT 0813

Ph: +61 8 8920 4355

Fax: +61 8 8920 4399

Email: human.resources@ntchristianschools.com.au

Position Commences January 2019 or as negotiated

Applications close 1 July 2018

NT Christian Schools • Araluen Christian College • Gäwa Christian School • Marrara Christian College • Nhulunbuy Christian College • NT Christian College •
 • Palmerston Christian School • Sattler Christian College •

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