



ANNUAL
REPORT
2014



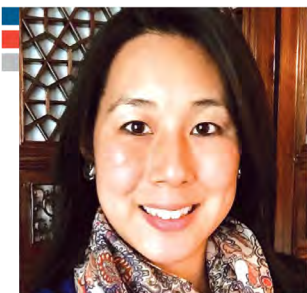
Norwegian International School
A Member of Generations Christian Education



A Message from our Board Chairs



Sonia Lee



Esther Chung

We are privileged to present to you our 2014 Annual Report. Reflecting on God's faithfulness during the past 5 years while looking forward to the next 5 years, we will continue to stand shoulder to shoulder, realizing His vision for Christian education in Hong Kong.

Five years ago, God grew Small World Christian Kindergarten into Generations Christian Education. At that time, with the anticipated transfer of Norwegian International School from the Norwegian Lutheran Mission to us, we prayed for a new name for our organisation that would reflect the work that we believed God had tasked us to do. We went back to the verse that was first given to our founder, Gail Maidment, almost 30 years ago when she came to Hong Kong and started Small World — "So the next generation would know God, even the children yet to be born, and they in turn would tell their children. Then they will put their trust in God and will not forget his deeds but will keep his commands." (Psalm 78:6-7)

These past 5 years, our Senior Leadership Team, principals, teachers and staff at Generations Christian Education, Small World, Norwegian International School and Island Christian Academy have diligently worked to nurture the love of learning in the next generation. We express our sincere thanks to every member of our Generations Christian Education family for cultivating a community and environment in which each member of the next generation feels loved and valued, whilst challenged and edified,

as they grow in wisdom and stature, and in favour with God and men.

We are so blessed as God has continued to build up and strengthen Generations Christian Education. This year, we have focused on deepening our curriculum and developing our staff while working on accreditation for our schools. The Board's top priority remains strategic planning for growth and development, whilst wisely stewarding resources for Small World, Norwegian International School and Island Christian Academy.

We give God glory and thanks as He continues to bless our schools. We ask that you join us to pray as we look to go from strength to strength — planning and moving forward for expansion into the middle years education while continuing to sharpen and build on the good work already being done at our kindergarten and primary years. Please continue to pray for Generations Christian Education: for God to bring us the right people, partners and opportunities to continue to "...call on the name of the Lord and serve Him shoulder to shoulder" (Zephaniah 3:9) in realizing His vision for Christian education in Hong Kong.

We are grateful for each one of you and your support for Generations Christian Education.

Sonia Lee and Esther Chung

Co-Chairpersons
Generations Christian Education Board
of Directors



Terri Appel

The Board of Directors would like to take this opportunity to express our heartfelt gratitude to the humble servant leadership that Terri Appel, Director of Business Advancement, has shown to Generations Christian Education. Her steadfast trust in God and complete dedication to spreading our "Generations" model of nurturing Christian education were instrumental to moving forward with what everyone told us was a seemingly impossible goal of opening an international Christian primary school on Hong Kong island in a 2 year time frame (before we had a site!). Yet God showed us that everything is possible in Him. We ask you to join us to pray for Terri and bless her as she starts a new adventure in her "day" job. At the same time, we are beyond thankful that she is not truly leaving but will continue to serve with us on the Board.

A Message from our Executive Director

Over thirty years ago, God gave me a dream to train up the Generations... through Christian Education. The first step started with the development of Small World Christian Kindergarten with a small team of volunteers who worked together with excitement to see this vision become a reality. Each person on the team lovingly used their gifts, skills and talents with great perseverance and cooperation. Starting with eight lovely children, today Small World has over 250 children. We are so grateful to celebrate Small World's 30th Birthday this coming year!

Those early days provided the foundation of the organisation today of working together side-by-side to accomplish God's plans. What an amazing privilege to see what God has done as the Generations family has grown to include Norwegian International School and Island Christian Academy's partnership with the CYMCA.

Today there are over 750 children with almost 150 staff across four campuses. We are so thankful for the dedicated principals who lead the schools; for the staff at each school and for the parents across each school community.

Behind the scenes, we are also so thankful for the Generations Support Team serving the schools for continual growth and development.

Many thanks go to the amazing team of volunteers who form the Board of Directors. These dedicated men and

women provide a wonderful example of servant leadership.

Recently, I heard an acronym for TEAM — Together Everyone Accomplishes More. I am so grateful for all that God has accomplished through the team of Generations Christian Education thus far, and the way He has called each person to join this team to continue the dream. As you read the Principal's reports, I am sure you will be greatly encouraged. I am excited for what God has in store as His faithfulness extends to every generation.

Gail Maidment

Executive Director
Generations Christian Education



Gail Maidment

Then I will purify
the lips of the
peoples, that all of
them may call on
the name of the
Lord and serve
him shoulder to
shoulder.

Zephaniah 3:9

About Us

Vision

So the next generation would know God, even the children yet to be born, and they in turn would tell their children. Then they will put their trust in God and will not forget His deeds but will keep His commands.
(Psalm 78:6-7)

Mission

We are dedicated to cultivating individuals of character, compassion, courage and competence; by inspiring our students to pursue academic excellence within an engaged, diverse and nurturing community, creating a global people of Christian faith, a people serving others.

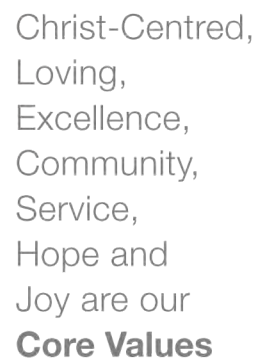
New Strategic Projects 2014-17

During 2014, The Board of Generations Christian Education reviewed our Strategic Development Plan. We have selected to focus on a number of key areas to strengthen our organization and enhance our ability to respond to rapid market changes in Hong Kong. One key target is to seek the well-respected Council of International Schools (CoIS) and International Primary Curriculum (IPC) accreditation.

Other target areas:

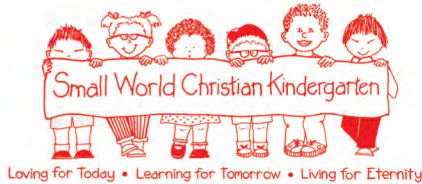
- Continual development of best practices to enhance student learning
- Enrich professional development
- Continuous improvement of our school facilities
- Middle School expansion and community support networks
- Accreditation across all schools

As a Christian non-profit organization, Generations Christian Education is committed to the wise stewardship of its resources.



Christ-Centred,
Loving,
Excellence,
Community,
Service,
Hope and
Joy are our
Core Values

Small World Christian Kindergarten ■■■



Small World Christian Kindergarten was established in 1986 under the authority of Youth With a Mission in Hong Kong. The kindergarten helps children experience the solid foundation of God's love in their exciting and growing world. We share the love of Jesus Christ with all the children who attend, and help them know the meaning of the greatest love of all — God's love.

Norwegian International School ■■■



In 1994, the Norwegian International School (NIS) repositioned itself as an international school, utilizing English as its teaching medium, and relocated to Central Tai Po from Tsim Sha Tsui. In 2008, the NIS Primary School moved to its current location on Kam Shan Road, while the Kindergarten stayed at the original Central Tai Po location. Norwegian International School engages each student creatively, allowing them to explore their unique talents, while challenging them academically and physically. The school currently has over 200 students across two campuses, providing small class sizes and big learning initiatives.

Island Christian Academy ■■■



Island Christian Academy was established in 2012. The school is run as a joint venture project with the Chinese YMCA, whose presence has contributed to this Sheung Wan neighbourhood for 100 years. Island Christian Academy offers quality education through values-based teaching—encompassing the academic, spiritual, socio-emotional and physical facets of all our students. We educate and nurture our students by instilling in them the courage to explore the unique and miraculous talents that God has given each of them.



Tess Baguio

It gives me great joy to report that Small World continues to thrive as a leading Christian early childhood education provider in Hong Kong. Our school community—parents, students and staff—remains central in fostering unity, cooperation and genuine care for Small World’s growth and well-being. Our children continue to be happy and active learners, developing into confident, inquiring and caring individuals. Our members of teaching staff are committed to providing an excellent learning and teaching environment for their young students, and are proactive in continuing their professional development, both individually and collectively.

This school year, we have strengthened our ties and enhanced collaboration between the kindergarten and its community along with other education providers thus fulfilling the cry from. – Zephaniah 3:9 “For then I will give to the peoples purified lips, that all of them may call on the name of the Lord, to serve Him shoulder to shoulder.”

Our Small World team is committed to lovingly serve God in His vineyard, working alongside those who share the same vision, values and ethos in the education of young children. We are dedicated to work hand-in-hand with parents, helping to build a solid foundation in the early years of young learners. Our partnership extends to a wider community of professionals in early childhood education (ECE), such as students in various universities in Hong Kong, from the University of Hong Kong, HK Baptist University, HK Institute of Education to most recently, Yew Chung Community College, providing a program of shared learning to further develop future ECE professionals.

Our kindergarten is blessed with a team who share the same calling—serving God through our work with young children and families. Our teaching staff has been instrumental in providing

a cohesive curriculum that integrates the Biblical Curriculum, IPC (International Primary Curriculum) for Early Years and a sensorial approach. We continue to review and modify our Mandarin program to provide our students with the best and most enjoyable language learning experience in school. I have enjoyed observing our young students’ creative and imaginative skills developing over time in their wonderful works of art. New and innovative ways to display this art work are currently underway as students work cooperatively with each other and their teachers. With Small World’s commitment to continuing professional development, teachers are undergoing practical training on The Hanen Program “Learning Language and Loving It”. This

So the next generation would know God.

Psalm 78

approach helps teachers and support staff to promote children’s social, language and literacy development in the classrooms.

Safety remains a top priority in Small World. Regular risk assessments are conducted in school and this year, we have invested in safety mats to cover the walls and flooring of our indoor play area. First aid training for teachers is mandatory and a review of the school’s Health and Safety policy and procedures is done regularly. It is essential that our

kindergarten is always a safe learning environment for our children.

At the end of the school year, we will bid farewell to our graduating students—it has been a delight to educate and care for these children, watching them grow and blossom at Small World! Our students are moving onto their preferred schools, with the majority joining Island Christian Academy, ESF and other international schools such as CDNIS, HKIS, FIS, GSIS, SIS and many others (see Figure 1). To all our leaving students, we wish you the fullness of God’s love and blessing—may you keep Father God in your heart always, trusting in Him for everything.

It is not possible for Small World to achieve its goals without the help and support of our community, and I would like to take this opportunity to thank all the parents and teachers who have helped to foster a strong working relationship with all the staff at the kindergarten—the learning support team who unceasingly worked for every child with individual needs, the administrative staff, the cleaners and the teaching assistants who have served the school lovingly, hidden and unnoticed, just like salt in every dish. Most of all, I give thanks to our Father God who made what seemed “impossible”, truly possible in His Kingdom! As we approach our 30th year of foundation, Small World is committed to further develop programs to cater to the needs of young families in our community. We intend to pilot a playgroup class in the afternoon, and will introduce more diverse courses for our parents and children. With your support, we hope that Small World, as part of the Generations family, will continue to grow and develop as a place where young children and their families thrive.

Blessings,
Tess Baguio
 Principal

Small World Christian Kindergarten



Schools	Total
Anfield	1
CAIS	1
CDNIS	6
CIS	1
ESF	25
FIS	5
GSIS	1
Harbour School	1
HKA	1
HKIS	9
ICA	57
ICS	1
ISF	1
KCIS	1
KCS	1
Kellet	2
Nord Anglia	1
SIS	6
Total	121

Figure 1. School Year 2014-15. Primary Schools of Small World’s graduating students SY 2014-15



Aaron Wise

There really is no other school like NIS in Hong Kong. Over the past year, it has been fantastic to have been able to balance the structure and purpose that has come from being part of the larger Generations Christian Education family, with the strong sense of community and personal touch that has always been a hallmark of the NIS community. As a result of both of these partnerships, it really has been an exciting year at NIS where a lot of positive steps have been made in making our school an even more wonderful place in which our students learn.

This year, as part of the Generations family, we have seen some fantastic progress in the development of our curriculum and the practices that are used in the classrooms. The curriculum forms the backbone of all that is taught in the school and so the strengthening of this area has provided real benefits to everything that happens at both the Kindergarten and Primary School on a daily basis. Similarly, administrative improvements that have been spurred on by Generations, that mainly happen behind the scenes, have very much



strengthened NIS's ability to provide our students and families with a high quality education and have stabilised NIS for the long run.

The support which Generations has provided NIS has been more than significant this year and I have been pleased by the way that it has enabled NIS to focus on the core strengths that make us unique in Hong Kong. A large part of these strengths comes from the

way NIS families are deeply involved in what happens at the school.

Looking back over the year and the things that have changed, I am pleased to be able to see a large number of the significant improvements were made in partnership with the parents at both the Kindergarten and Primary School:

- The Primary School introduced a new sports uniform this year. The uniform



Love is what
holds everything
together in
perfect unity.
Colossians 3:14



was developed at the recommendation of the parents and the design of the uniform was led by a NIS Parent Association Sub-Committee. Our uniform truly is something we can be proud of, not only because it looks fantastic, but it is also a daily reminder of how NIS improves through the partnership of parents and the school.

- Similarly, the new playground equipment and seating at the Primary School was purchased as a result of fundraising last year by the NIS Parent Association. Parents were then also involved in choosing the design of the playground pieces and this has meant that we now have a fantastic new playground that the students really enjoy.
- At the beginning of the year the Kindergarten expressed the desire to have a dedicated library space for the students. This idea was embraced by the NIS Parent Association who then organised for an outside company to sponsor the entire development of the library.

Further developments at NIS came as a direct result of comments and suggestions that parents made. Parents mentioned that they wanted the school to be more involved in the wider community and to take advantage of working with other schools. As a result of this NIS participated in quite a large number of interschool sporting events this year and a joint choir performance. We also combined with Island Christian Academy for our school camp and partnered with the Boys Brigade to hold a camping sleepover at the Primary School campus.

Other parents wanted the students to have more opportunities to learn outside of the classrooms and this led to a wider variety of field trips happening this year, along with an improved school camp and a study trip to Taiwan for our Year 5 and 6 students. Security at the Kindergarten also was raised as an issue and so a new entrance system was installed to provide greater control over who is able to enter the campus. Similarly, at the Primary School, a closed circuit television system was installed to provide greater security.

For the coming school year, parents

were consulted over the classroom arrangements for the 2015-2016. This parental input and support enabled us to offer places in the Primary School to all of the current NIS K2 students as well as make decisions on how to best use the space at the primary campus in the future to benefit all our school families. Parents were also keenly involved in deciding our hot lunch service provider, and in reviewing how NIS can best communicate with parents in the future.

The strength of NIS has always come from the way in which the parents and the school work together to provide the students with the best learning experiences possible, focusing not only on their academic development, but also on the development of their character. It has been great to see this strength continue to grow from year to year, and over the last few years, how this strength has been enhanced through being part of the Generations family of schools.

With blessings,
Aaron Wise
Principal
Norwegian International School



NIS, A school where academic and spiritual development go hand in hand.

Welcome to our third year at Island Christian Academy!

IslandCA has gone from strength to strength over the last year. This has been possible only through dedicated people serving God “with one accord” – Zeph. 3:9. It is truly a privilege to be a part of this great, growing community and empowering culture. Our happy, talented students and supportive parents, together with the solid base of our dedicated staff, all contribute to making Island CA an energising place to be.

Like all school years, the year 2014/15 has been a big one. We have seen an increase of teaching staff – from 26 last year to 43 this year – and an increase of student numbers, from a roll of approximately 180 last year to approximately 250 this year. Island CA has about 80% international students, 25 different student nationalities, and 11 different staff nationalities.

This year the motto, values, goals and strategic focus were all linked. This has made it easier to focus, and keep the main thing the main thing. Even the youngest students can remember ‘Love, Learn, Live’!



Debbie Middleton

Island Christian Academy students LOVE, LEARN and LIVE.

Island Christian Academy Staff empower students to LOVE, LEARN and LIVE.

Island CA students:	LOVE	LEARN	LIVE
IPC personal goals:	Respect	Inquiry	Morality
	Cooperation	Thoughtfulness	Resilience
	Communication	Adaptability	
Island CA values:	Community	Excellence	Hope
	Service		Joy
Strategic plan:	Grow in Favour with God & Men (Socially & Spiritually)	Grow in Wisdom (Academically)	Grow in Stature & in Favour with God (Physically & Spiritually)



Academic, Physical, Social, Spiritual Development — Teaching and learning programmes at Island CA develop the whole child — academically, physically, socially and spiritually. Some programming ‘firsts’ this year include:

- (a) a very professional school production held in a converted cinema, where children performed on stage under show lights to an audience of 600;
- (b) for Year 5s, a three-day, two-night camp at Pui O with the Year 5 and 6 Norwegian International School students;
- (c) The ‘Science and Technology’ week, in which there were lots of team problem-solving challenges, hands-on science investigations, and fair tests;
- (d) expanding the Physical Education facilities through our access to the CYMCA swimming pool, and Blake Garden’s basketball and soccer grounds.

Academic Excellence — International School Assessments. These external tests compare our students’ achievement with that of thousands of students in other international schools around the world. Island CA results were significantly higher compared with “all other schools” in reading, and significantly higher than “other like schools” for boys. In maths and writing, the results were also higher compared with “all other schools”. Looking at our individual student results, many students achieved well above the standard of their year level.



School Development Planning — Based on our current numbers and forward projections, we are planning for our current Year 5 students (our oldest class in 2014/15) to continue their middle schooling at our current primary school Bridges Street site until the end of Year 9 (the end of the 2018/19 school year). We are seeking EDB approval for this. At the same time, Generations is exploring alternative sites for a middle school that will accommodate our current younger and larger year groups as they progress, since the Bridges Street site is not large enough for our intended full Primary and Middle school. Having, with God’s blessing, achieved so much in just 3 years, I have strong faith that this will come to pass. Please continue to pray with us for God’s favour in the area of school development.



Students thrive in a learning environment where there is a shared purpose, meaningful contexts, teamwork, joy, love and fun. As we reflect on Island CA’s year in 2014/15, we thank God that with the whole community working together there has been an abundance of all these ingredients.

Congratulations to Island Christian Academy community — students, staff and parents — on a great year.

Debbie Middleton
Principal
Island Christian Academy

Jesus grew in wisdom and stature, and in favour with God and man.

Luke 2:52



We give thanks to the Lord for every success.

Financials

Profit & Loss for Year Ended 31 July 2014

Income

Tuition Fee and Levy income	\$33,074,908
Donations	\$71,220
Support service income	2,449,975
Others	\$832,084

Total Income **\$36,428,187**

Expenses

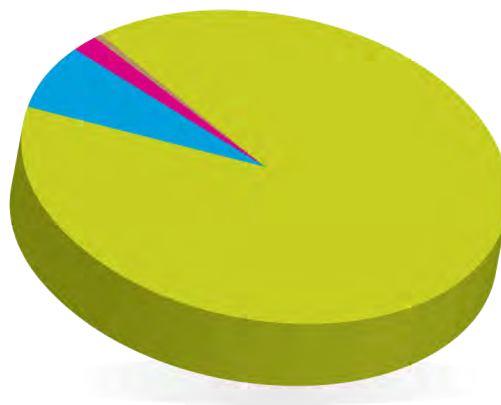
Staff Costs	\$26,586,799
Educational Supplies (Consumables)	\$964,229
Repair, Maintenance, Minor Capitals and Utilities	\$1,142,142
Depreciation	\$1,211,218
General and Administration	\$1,314,226

Total Expenses **\$31,218,614**

Net Surplus **\$5,209,573**

Income Breakdown 2013-14

91%	Tuition Fee and Levy income
7%	Support service income
2%	Others
0.2%	Donations



Balance Sheet as at
July 31, 2014

Assets

Current Assets

Deposit, Prepayment and Other receivables	\$930,567
Financial Assets	\$15,314
Cash	\$25,046,311

Non-current assets

Property and Equipment	\$2,188,004
School Project	\$5,000,000

Total Assets **\$33,180,196**

Liabilities

Current Liabilities

Accruals and Other Payables*	\$2,023,219
Fees received in advance	\$6,649,736

Non-current liabilities

Provision for Long Service Payment	\$423,966
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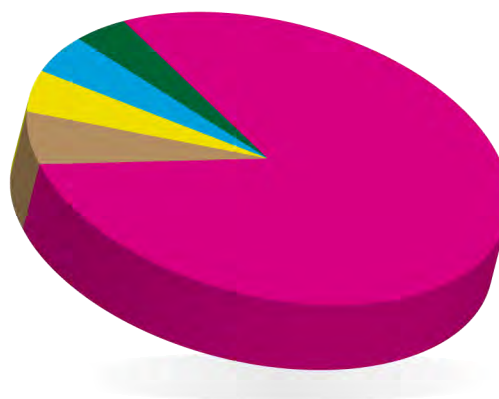
Total Liabilities **\$9,096,921**

Net Assets **\$24,083,275**

*Accruals and Other Payables includes donation made by the NIS community towards the playground equipment redevelopment. The project was completed in 2014-15 and the payable amounts are reflected in 2014-15's accounts.

Income Breakdown
2013-14

- 85% Staff Costs
- 4% General and Administration
- 4% Repair, Maintenance, Minor, Capitals and Utilities
- 4% Depreciation
- 3% Educational Supplies (Consumables)





This coming school year we celebrate 30 years of international Christian education. Generations Christian Education is a not-for-profit organisation encompassing Small World Christian Kindergarten, The Norwegian International School and Island Christian Academy. The organisation is dedicated to providing high quality, English language education based on sound Biblical and moral foundations. Our schools currently encompass one playgroup, two kindergartens, and two primary schools. We continue in a Spirit of praise and awe for God's abundant blessings, as we call upon the Name of the Lord and declare that He is GOD!

